



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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2022

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

As the main energy source for the global economy, production, and people's livelihood, oil and gas have attracted much attention for their impact on the environment throughout their life cycle from exploitation, extraction to transportation, and use. Especially with countries around the world committing to enacting climate actions to mitigate the impact of climate change, pledging to try their best to control the global temperature rise within 1.5 degrees Celsius, promoting energy diversification and giving priority to the development of renewable energy has become the global green development direction.

In China, with the launch of guiding document 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", "Energy security shall be more secure and powerful" has been listed as the first development goal. Oil and gas safety assurance capabilities are required to be enhanced, while major demands such as green mining, significant disaster prevention and control, quality and classification transformation as well as pollutant control shall also be focused on, so as to stay aligned with the national goals of achieving carbon peaking by 2030 and carbon neutrality by 2060.

With major business operations located in the Shanxi Province in 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. Realising its pivotal role in strengthening core technology research, the Group is dedicated to integrating environmental, social and governance ("ESG") considerations into its operations and development, as well as continuing to put forward sustainable solutions for operating responsibly while sustaining long-term value creation.

I. 前言

油氣作為全球經濟、生產及民生活動的主要能源來源，其整個生命週期從開採、提煉到運輸、使用對環境的影響一直備受關注。特別是在全球各國致力於落實氣候行動以減緩氣候變化的影響，並承諾勉力控制溫度上升限制在攝氏1.5度以內，推動能源多元化並優先發展可再生能源已成為全球綠色發展導向。

在中國，隨著《「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》等指導文件出台，「能源保障更加安全有力」已被列為第一項發展目標，在聚焦增強油氣安全保障能力的同時，聚焦煤炭綠色智能開採、重大災害防控、分質分級轉化、污染物控制等重大需求，以配合國家2030碳達峰、2060碳中和的目標。

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，並了解其中所述之重點關注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。深知其在加強核心技術研究中的關鍵作用，本集團矢志將環境、社會和管治（「ESG」）考量整合至其營運與發展，並將繼續實踐可持續的解決方案，履行負責任的營運，同時創造長期價值。

II. REPORTING BOUNDARY & PRINCIPLES

In strict compliance with the requirements under Appendix 27 – ESG Reporting Guide (“ESG Guide”) of 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 seventh ESG Report for the year ended 31 December 2022 (“FY2022”), which demonstrates the Group’s approach and performance in terms of ESG management and corporate sustainable development for FY2022. For corporate governance section, please refer to “Corporate Governance Report” of the Company’s 2022 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 operational control approach in setting the boundary of this ESG Report. In consideration of its business nature, the boundary of this ESG report remains consistent with previous years, which 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 FY2022, the coal washing operations recorded a total sale of refined coal approximately 83,000 tonnes (FY2021: 90,000 tonnes).

II. 報告範圍及原則

本集團嚴格遵守香港聯合交易所有限公司（「聯交所」）證券上市規則附錄27《環境、社會及管治報告指引》「不遵守就解釋」的規定，欣然呈列其第七份截至2022年12月31日止年度（「2022財年」）環境、社會及管治報告，用以展示本集團於2022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2022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以設定本ESG報告的範圍。鑑於其業務性質，本ESG報告的範圍與去年保持一致，涵蓋了本集團在中國內地包括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2022財年，洗煤業務共錄得精煤銷售約8.3萬噸（2021財年：9萬噸）。

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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 FY2022, there were 12 (FY2021: 30) new wells in Sanjiao CBM Project which has completed a total of 182 (FY2021: 170) wells, comprising 130 (FY2021: 118) multilateral horizontal wells and 52 (FY2021: 52) vertical wells. Out of the total 182 wells, 149 wells were in the normal dewatering and gas producing stage, of which 145 wells accessed to a gas collection pipeline network. In FY2022, the Sanjiao CBM Project recorded CBM production of approximately 169.10 million m³ (FY2021: 128.06 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 ESG Report was prepared with reference to the Reporting Principles set forth in the ESG Guide of the Stock Exchange. As the reporting principles underpin the preparation of the ESG report, the main ESG performance of the Group in FY2022 of the ESG report has been determined and disclosed under the principles of Materiality, Quantitative, Balance and Consistency.

Materiality

In FY2022, the Group conducted surveys with its key stakeholders and performed an annual materiality assessment regarding ESG-related issues. Internal and external stakeholder representatives were invited to fill in the survey, producing a result that allowed the Group to identify and prioritise ESG issues that are material to the Group in its ESG management, which is believed to be a crucial step in its progress of achieving sustainability. More detail can be found in 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2022財年，三交煤層氣項目新增12口井（2021財年：30），累計完成182口井（2021財年：170），包括130口多分支水平井（2021財年：118）和52口直井（2021財年：52）。在所有182口井中，有149口井為正常排採井，接入集氣管網的井為145口。於2022財年，三交煤層氣項目錄得煤層氣產量約為16,910萬立方米（2021財年：12,806萬立方米）。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報告是根據聯交所發佈的《環境、社會及管治報告指引》中所載的匯報原則編制。匯報原則是作為ESG報告編制的基礎，本ESG報告嚴格遵循「重要性」、「量化」、「平衡」和「一致性」的原則確定和披露其2022財年的主要ESG表現。

重要性

2022財年，本集團就ESG相關事宜對其主要持份者進行調查，並就此進行年度重要性評估。作為實現可持續發展的關鍵一步，本集團邀請內部和外部持份者代表填寫問卷，而得出的結果能幫助本集團識別並優先考慮對ESG管理中更為重要的ESG事宜。更多相關信息，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"), while assumptions, emission factors and calculation methods used are clearly listed in the footnotes of the corresponding performance tables.

Balance

In adherence to the principle of Balance, the Group prepared this ESG Report by including the disclosures of both its outstanding achievements and rooms for improvement so as to present an unbiased overview of its sustainability performance to the readers.

Consistency

To allow for meaningful comparison among years and across peers, the Group adopts consistent reporting framework and data collection as well as calculation method as previous years. Should there be any significant changes in disclosure or relevant factors that may affect a meaningful comparison, clear explanation will be stated in the corresponding sections.

量化

本集團通過展示其在各種關鍵績效指標（「KPI」）的可持續發展績效來履行量化原則的應用，同時亦將所使用的假設、排放因子和計算方法在相應的績效表腳註中清楚列明。

平衡

秉承平衡原則，本集團在編制本ESG報告時，致力於向讀者呈現一個公正的可持續發展表現概覽，因此在披露其傑出成就的同時亦披露了有待改進的空間。

一致性

為促使跨年分及同業間的有意義比較，本集團採用與往年一致的報告框架和數據收集與計算方法。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，本集團將在相應章節作出明確說明。

III. MESSAGE FROM THE BOARD

Dear Valued Stakeholders,

In 2022, in addition to the ongoing outbreak of the COVID-19 Pandemic (the “Pandemic”), it also encountered problems such as geopolitical conflict, energy crisis and high inflation rate, thus resulting in market uncertainties. While the market turned around, we have adhered to our strategy, adjusted our operating leverage, and embraced the challenge in a more sustainable manner as we seek to be an industry leader for decades to come. I am pleased to see what we have achieved in the past year despite challenges faced as we work towards aligning our actions and goals with the national development approach in accelerating the construction of ecological civilisation.

Sustainability at the Core of Business

Sustainability is the development strategy that the Group has always adhered to. Bearing in mind our corporate value of “People Oriented, Effective Use of Resources, Bring Harmony with Great Virtue”, we have relentlessly been dedicated to enhancing our ESG governance system, fulfilling our responsibilities as a corporate citizen, and advancing social sustainability through concrete actions.

With the introduction of the “The 14th Five-Year Plan for Modern Energy System” which highlights the national emphasis on CBM exploration and stable supply of coal in the five major bases, we reckon that as an enterprise with principal businesses in CBM exploration and extraction, as well as raw coal washing operations, it is our responsibility to show resilience, lean into challenges, support and create positive influence onto 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：

2022年，除了持續反復出現的2019冠狀病毒病疫情（「疫情」）外，地緣政治衝突、能源危機和高通脹等問題導致了市場的不穩定。縱使市場環境未明朗，但我們始終堅持戰略，調整營運，並以更可持續的方式迎接挑戰，力求成為未來數十年的行業領導者。我為我們在過去一年取得的正面成果感到欣慰。儘管面臨挑戰，但我們仍致力於將我們的行動和目標與國家發展方向相結合，加快促進生態文明建設。

業務核心的可持續發展

可持續發展是本集團一直堅持的發展戰略。我們秉承「以人為本，善用資源，厚德載物」的企業價值觀，我們努力不懈地完善ESG管治體系，履行企業公民責任，以實際行動促進社會可持續發展。

隨著《「十四五」現代能源體系規劃》的通知出台，重點指示了加快煤層氣的開發力度及對五大煤炭供應基地穩定供應的重視，我們認為作為一家以煤層氣勘探和開採以及原煤洗選為主要業務的企業，我們有責任展現韌性、迎接挑戰、支持並在我們的價值鏈上產生積極影響，以促進向更綠色低碳美麗中國的公正轉型。

In response to the national ambitions of achieving carbon peak by 2030 and attaining carbon neutrality by 2060, we strive to become a professional oil and gas explorer and producer who think beyond possible to embrace and explore new innovative opportunities, offer sustainable energy solutions, while stepping up and acting as an industry pioneer to protect the Earth and benefit our future generations. We unceasingly review our operations and prepare our energy strategy to improve our performance in GHG emissions with the leadership of the Board and by building cross-functional accountability. Meanwhile, we continue to make good track on our energy performance through metrics from a Group level down to our major business segments and projects.

Sustainability in Action

Starting from 2021, we began mapping our ESG efforts and priorities with the United Nation's Sustainable Development Goals as well as formulating specific environmental targets regarding our emissions and resources consumption. Along with our acknowledgement of the nation's low carbon ambitions, we further expanded our climate-related disclosures this year with reference to the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD"), and have disclosed our assessment and management of climate-related risks and opportunities under the increasing intense concerns of climate change. More details can be found in the chapter "**Environmental Sustainability**".

In the meantime, understanding our business nature which is a labour-intensive industry that is going to bring about concerning environmental impacts, we have especially focused our ESG management approach on two pillars, namely environmental commitment and employees' wellbeing. As we continue targeting emissions reductions by setting a series of environmental targets, we have also worked to protect our people by aiming zero work-related fatalities as well as zero-work related injuries across our operations. Regarding the corresponding reviewing method of our business-related ESG goals and targets, we are now building our understanding of what is needed, and what methodologies and structures will best enable us to deliver our actions.

為響應國家2030年碳達峰、2060年碳中和的宏偉目標，我們竭力成為一家擁有超越思維的專業油氣勘探和生產企業，擁抱和探索新的創新機會，提供可持續能源解決方案，同時成為保護地球造福子孫後代的行業先鋒。我們在本集團董事會的領導下，通過建立跨職能部門的問責制，不斷審查其業務並為其能源戰略做準備，以提高我們的溫室氣體排放績效。與此同時，我們繼續通過從集團層面到主要業務板塊和項目所建立的指標，對其能源表現進行有效追蹤。

可持續發展行動

自2021年起，我們開始將我們的 ESG 工作和優先事項與聯合國可持續發展目標相結合，並制定就我們的排放和資源使用訂立具體的環境目標。我們對國家的低碳承諾了然於心，於本年度進一步擴大了氣候相關披露，參考氣候相關財務信息披露工作組（「TCFD」）的建議，在對氣候變化的關注日益增強的情況下，披露我們對氣候相關風險和機遇的評估和管理。更多相關信息的詳情請參閱「**環境可持續發展**」。

同時，了解到我們的業務性質為勞動密集型行業並將帶來一定的環境影響，因此我們特別將ESG管理方法集中在兩個支柱上，即環境承諾和員工福祉。在我們通過設定一系列環境目標以繼續減少排放的同時，我們亦致力於保護我們的員工，矢志在我們的營運中實現零因工傷亡事故。有關於我們業務相關的ESG目標和指標的相應審查方法，我們現正建立對需要什麼以及哪些方法和結構最能幫助我們實施行動的理解。

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Looking Ahead

Looking into the future, we remain committed to delivering meaningful returns to our shareholders while enhancing our focus on sustainability. Stepping in 2023 with the hope of dawn, we will continually seek ways to improve our processes and performance with respect to our ESG management as well as our ESG-related goals and targets setting. Under our strong collaborative culture, we will continue to incorporate the concept of green development into our business strategies and operation, while striving to become a truly purpose-led responsible organisation.

On behalf of the Board, I would like to thank our dedicated staff, loyal customers and business partners as well as supportive shareholders for their continuous efforts as we execute our strategy and foster our commitment to protecting the environment, adhering to high ethical standards and creating long-term value for all. We look forward to making the future better and think beyond possible, with solutions that lead us to achieve our goals in the coming years and beyond, and hereby present our FY2022 ESG Report.

Dai Xiaobing

Chairman and Chief Executive Officer

Hong Kong, 24 April 2023

展望未來

展望未來，我們將繼續致力於為股東提供有意義的回報，同時加強對可持續發展的關注。懷揣希望踏入2023年，我們將不斷尋求方法來提升我們ESG管理及ESG相關目標和指標設定的流程與績效。在我們強大的協作文化下，我們將繼續將綠色發展理念融入我們的業務戰略和營運，同時努力成為一個真正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、忠誠的客戶和業務合作夥伴以及我們股東的不斷支持，陪伴我們執行我們的戰略並踐行我們對保護環境、堅持高道德標準和為所有人創造長期價值的承諾。我們期待讓未來變得更美好，並超越無限可能，通過解決方案引領我們在未來實現我們的目標，在此提呈我們2022財年ESG報告。

戴小兵

主席及行政總裁

香港，2023年4月24日

IV. ESG MANAGEMENT STRATEGY

The core component of the Group's ESG management approach is a sustainability commitment signalled from the top that has inherently been evolved from the Group's business principle – "Equal Emphasis on Business and Capital, Equal Attention to Resources and Talent". Upholding a high-level corporate governance, the Group has established well-defined, highly transparent corporate governance procedures and systems to consolidate a long-term corporate development and safeguard the interests of its stakeholders.

Being the highest governance body and acting as the guardian of the long-term success of the Group, the Board of Directors of the Group (the "Board") takes ultimate responsibility to take the lead on and oversee the overall planning, implementation and reporting of the Group's ESG-related issues, in addition to its responsibility to approve and monitor the ESG performance and target progress. The sound and robust governance, resourceful and dedicated management teams together with diligent employees are significant for the Group in fostering operational integrity while establishing a reputable and reliable brand.

To identify, evaluate and prioritise material ESG-related issues of the Group, the Group works with external ESG consultants to conduct annual materiality assessment, in which stakeholders' concerns and expectations are analysed and then reviewed by the Board. Based on the effective communication with stakeholders, and in combination with the actual context of the Group, the Board further understands and determines the importance of the Group's material ESG issues including associated risks, thereby allowing informed decision making of the Board to formulate corresponding ESG management approaches and strategies for the Group.

The Board has assigned designated staff to be responsible for assisting the major risk identification and response, especially the identification and response to climate risks, through acquiring and communicating material ESG-related issues within the Group and report to and advise the Board on potential future ESG-related risks regularly. To ensure that the related risks are promptly and properly managed, the designated staff is also responsible for ensuring efficient communication between the management team and the frontline operators thereby allowing effective ESG integration within the Group.

IV. ESG管理策略

本集團ESG管理方法的核心始於本集團高層對可持續發展的承諾，作為本集團商業原則「資源與人才並舉，實業與資本並重」的延伸。本集團秉承高水平的企業管治，建立明確、高度透明的企業管治程序和制度，以鞏固企業的長遠發展，並維護持份者的利益。

作為最高管治機構與本集團長遠成功的守護者，本集團董事會（「董事會」）除了負責批准和監督ESG表現及目標進展外，亦同時承擔領導和監督本集團ESG相關事宜的整體規劃、實施和匯報的最終責任。健全穩健的管治、機智敬業的管理團隊以及勤奮的員工，對本集團促進誠信營運，同時建立有聲望和可靠的品牌，具有重要意義。

為識別、評估及優先考慮本集團的ESG相關重大議題，本集團與外部ESG顧問合作進行年度重要性評估，並由董事會審閱持份者的關注和期望。透過與持份者的有效溝通並結合本集團的實際情況，董事會進一步了解及釐定本集團重大ESG議題及相關風險，從而作出知情決策，為本集團制定相應的ESG管理方法及策略。

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，負責協助識別和應對主要風險（尤其是氣候風險），並定期為潛在的ESG相關風險向董事會報告和建議。為確保相關風險得到及時和妥善管理，專責人員亦負責確保管理團隊與前線營運員工之間的高效溝通，以有效地把ESG融入集團。

Environmental, Social and Governance Report

Taking note of its goal to help balance the society's need for reliable and secure energy with the protection of the environment, the Group believes that conserving the nature, investing in its people and safeguarding their health and safety are not only the "right" things to do, but also support its ongoing operations and sustaining long-term value creation. As such, in addition to the environmental targets discussed in the coming sections, the Group is committed to developing further ESG-related goals and targets that associated with its businesses, with the Board dedicated to reviewing the progress made against the Group's ESG commitment through regular reporting in the future.

以平衡社會對安全可靠能源的需求與環境保護作為其目標，本集團深信保護自然、投資於員工以及保護他們的健康和安全不僅是在做「正確」的事情，同時亦為支援其持續營運和維持長遠價值創造。因此，除了在接下來的章節中討論的環境目標外，本集團還致力於計劃進一步為其業務制定ESG相關目標和指標。未來，董事會將致力通過定期報告來審查本集團在ESG承諾方面取得的進展。

V. STAKEHOLDER ENGAGEMENT

V. 持份者參與



The Group views its stakeholders as important partners and actively engages with them regularly to share the Group's strategy, goals and progress on sustainability while listening to their feedback at the same time. Reckoning that input from stakeholders help to guide and improve the Group's sustainability efforts in the short- and long-term, the Group upholds a robust engagement framework and maintains effective communication with its main stakeholders through various channels as highlighted below.

本集團視持份者為重要的合作夥伴，並積極與他們定期接觸，分享本集團在可持續發展方面的戰略、目標和進展，同時聽取他們的反饋。考慮到持份者的意見有助指導和改善本集團在短期及長遠可持續發展投放的努力，本集團秉持穩健的溝通框架，並通過以下渠道與主要持份者保持有效溝通。

Communication with Key Stakeholders

與主要持份者的溝通

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

Environmental, Social and Governance Report

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 committed to continually advancing its comprehensive approach to managing the range of ESG impacts, risks and opportunities it faces, as such it pays great emphasis on identifying, prioritising and focusing on what matters the most.

To help determine the key ESG topics to focus on, the Group conducts an annual materiality assessment through a step-wise process so as to collect, analyse and understand the material concerns and interests of its key stakeholders. To enhance the objectivity and accuracy of the materiality assessment results, the Group continued to entrust a third-party consultancy to design the online surveys and conduct the materiality assessment on its behalf in FY2022.

Step 1: Stakeholder Identification

With its business operations linking to a wide range of stakeholders, the Group selects its key stakeholders based on their significance on the influencing the Group's business as well as the extent in the Group's business impacting them. In FY2022, representatives of key stakeholder groups including internal general staff, managerial staff, senior management, directors, shareholders, as well as external suppliers, business partners, customers and professional organisation were invited to participated in the stakeholder engagement activity.

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。

為協助識別其重大ESG議題，本集團採取逐步方法進行年度重要性評估，以收集、分析和了解主要持份者的重大關注和利益。為提高重要性評估結果的客觀性和準確性，本集團於2022財年繼續委託第三方顧問公司設計網上問卷及進行重要性評估。

步驟1: 識別持份者

由於其業務營運涉及廣泛的持份者，本集團根據彼等影響本集團業務的重要性以及受本集團的業務影響程度來選擇其主要持份者。於2022財年，主要持份者代表包括內部一般員工、管理人員、高級管理人員、董事、股東，以及外部供應商、業務夥伴、客戶和專業機構，均獲邀參加持份者參與活動。

Environmental, Social and Governance Report

Step 2: Internal Impact Assessment

Through impact assessments on the various aspects of its value chain, a list of 28 ESG issues covering aspects from Environmental impacts, Employment and labour practices, Operating practices, Community investment to Leadership and Governance was identified.

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，涵蓋環境影響、僱傭及勞工常規、營運慣例、社區投資、領導力和管治等方面。

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 供應鏈料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)

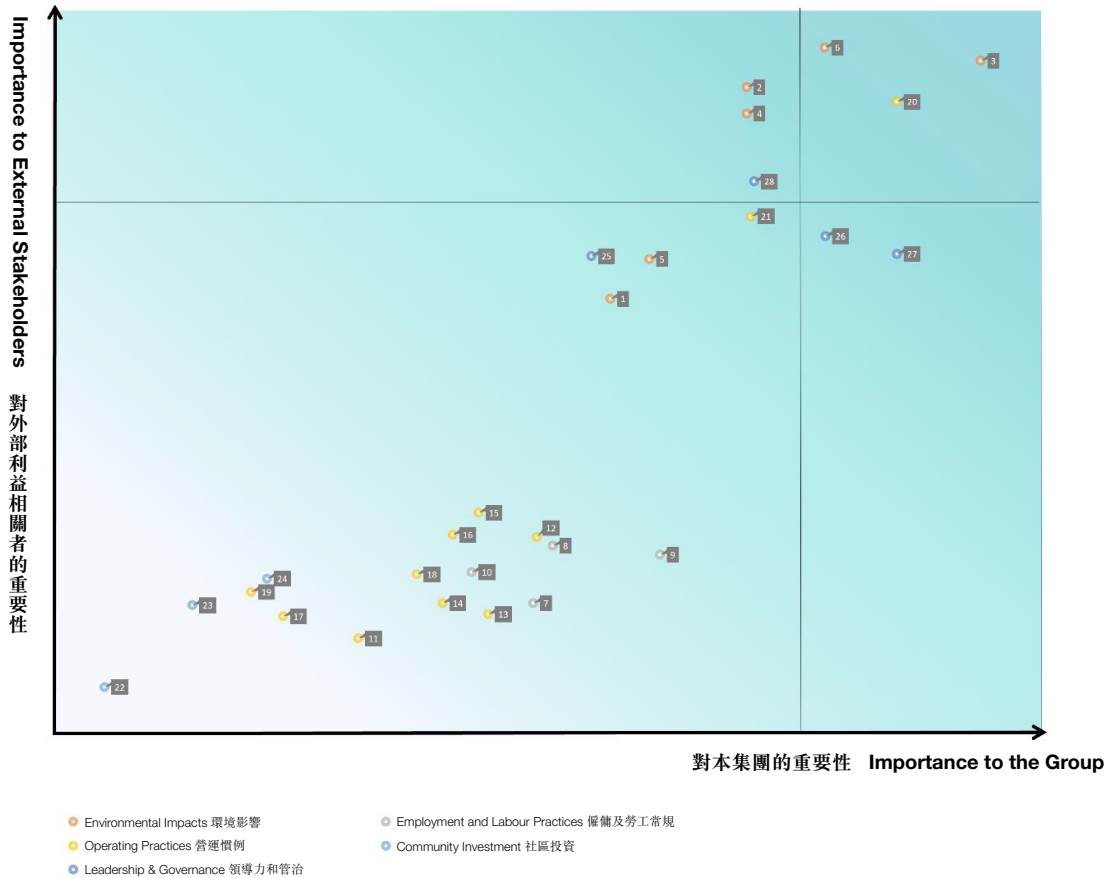
Step 3: Significant Prioritisation

Well selected stakeholders were invited to take part in an online survey to express their opinions on and to rank the identified issues based on the level of impact to the Group as well as the level of concern to key stakeholders themselves. With weighting on E, S or G pillar applied, the materiality assessment results are shown in the below matrix.

步驟3: 重要性優先排序

經過挑選的持份者獲邀參與線上調查，以表達他們對已識別議題的意見，並根據對本集團的影響程度以及關鍵持份者自身的關注程度就議題進行排序。對環境、社會或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。

Stakeholder Engagement Materiality Matrix
利益相關者的參與重要性分析矩陣



Step 4: Result Validation

Through the materiality analysis, three ESG issues namely “Water and Wastewater Management”, “Renewable and Clean Energy” and “Business Ethics and Anti-corruption” were identified to be the most material issues to the Group’s operations. The results were delivered to the Board for review and discussion so as to confirm the issues are well aware of by the Board and continues to guide the Group’s strategic development in the long-term.

步驟4: 結果驗證

通過重要性分析，本集團確定「水資源和廢水管理」、「可再生和清潔能源」及「商業道德和反貪污」為對本集團營運最重要的ESG議題。結果已提交董事會審議，以確保董事會充分了解這些議題並繼續指導集團的長期策略發展。

Environmental, Social and Governance Report

Contributing to the United Nations Sustainable Development Goals

With our purpose of providing energy that empowers people being an important element of sustainable development, the Group has actively responded to the call of the United Nations and begun to map its ESG efforts and priorities onto the Sustainable Development Goals (SDGs), which act as a blueprint to achieve a better and more sustainable future for all through collective actions.

While the Group understand that all the 17 SDGs are inextricably linked, the Group prioritises its efforts on the on the following SDGs based on its evaluation of areas it can contribute the most while considering the interests and concerns of its key stakeholders. In FY2022, the Group continued to prioritise its contribution on Goal 3: Good health and well-being and Goal 7: Affordable and clean energy, seeing them as the major elements for the Group to accomplish its corporate vision and on its path toward a sustainable future.

Stakeholders' Feedback

As the Group strives for excellence, the Group welcomes its stakeholders' feedback and advice on the improvement of its corporate ESG approach and performance, especially the ESG issues identified as the most important ones in the materiality assessment of the Group. Readers are also welcomed to share their views on the ESG matters with the Group at contact@sino-oilgas.hk.

為聯合國可持續發展目標作出貢獻

本著提供能源以賦能人類作為可持續發展中重要組成部分的宗旨，本集團已積極響應聯合國的號召，開始將其ESG工作和優先事項對標到這些作為通過集體行動為所有人實現更美好、更可持續的未來的藍圖的可持續發展目標上。

雖然本集團明白全數17個可持續發展目標都是密不可分的，但本集團根據對其可作出最大貢獻的領域的評估，同時考慮其關鍵持份者的利益和關注，將其工作重點放在以下可持續發展目標上。於2022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，並視它們為本集團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，積極歡迎其持份者對於其企業ESG方針及表現提高的反饋與意見，尤其是在重要性評估中被本集團識別為最重要的ESG議題的反饋。本集團歡迎讀者透過 contact@sino-oilgas.hk 分享有關ESG事宜的看法。

VI. ENVIRONMENTAL SUSTAINABILITY

“Energy” is the heart of China’s 14th Five-Year Plan, dedicating the Chinese government’s endeavours to establish a green and low-carbon society while promoting energy reform in both supply and consumption. In order to seek long-term sustainability of the environment and community in which it operates, thereby aligning with China’s development goals of achieving new progress of ecological civilisation, the Group strives to minimise its potential environmental impacts by controlling its emissions and managing its resource consumption effectively during its daily operations. The Group strictly complied with relevant environmental laws and regulations in FY2022, 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

能源是中國「十四五」規劃的核心，中國政府致力於建立一個綠色低碳的社會，同時促進能源供應和消耗的改革。為尋求於經營所在環境和社區實現長期可持續發展，從而與中國實現生態文明新進步的發展目標保持一致，本集團在日常營運中通過有效控制排放和管理資源消耗，努力將其潛在的環境影響降到最低。於2022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 FY2022.

Emissions

In FY2022, 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. Major emissions by the Group in FY2022 include air and GHG emissions, non-hazardous solid waste and wastewater, and hazardous solid waste. Given the nature of its operations, the Group's 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 response to the country's plan to peak carbon emissions by 2030 and achieve carbon neutrality by 2060, the Group is dedicated to reducing its GHG emissions during operation, which were mainly emitted from the combustion of fossil fuels for transportation and the purchase and consumption of electricity. The Group's total emissions in FY2022 were summarised in Table 1 in the Appendix.

本節主要披露本集團於2022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2022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2022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。鑑於其業務性質，本集團的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年前碳達峰和2060年前實現碳中和的計劃，本集團致力於減少營運過程中的溫室氣體排放，當中主要來自於運輸過程所燃燒的化石燃料以及電力的購買與使用。附錄表一概述了本集團2022財年的排放總量。

Air and GHG Emissions

It is generally recognised that the cause of climate change is anthropogenic GHG emissions, which is mainly generated from transportation, industry, and agriculture. Given the business nature of the Group, it has been working on reducing its air and GHG emissions as it is aware of the negative impacts that such emissions would bring. In FY2022, the Group has been continuously monitoring, as well as improving its energy efficiency and minimising resource consumption in its business operations.

During the year under review, the Group's air emissions were mainly originated from the daily operation of the Raw Coal Washing plant and the combustion of fossil fuels for the onsite facilities in CBM project, including the use of private cars and various machineries. In FY2022, all of the Group's air emissions showed a decrease trend when compared with FY2021, with its NO_x emission reduced for more than 450 kg in particular, as a result of the reduction in the consumption of diesel in machine operations.

In FY2022, the air emissions of Raw Coal Washing business were overseen by the environmental monitoring institution, while in the CBM business segment, regular maintenance of the equipment was performed to ensure minimal air pollutants were emitted. In terms of the Group's CBM project, air emissions generated from its operations generally include industrial exhaust gas from boiler chimneys and unorganised gas at industrial boundary. In order to control the emission of air pollutants, the Group has purchased gas-fired boilers to substitute coal-fired boilers since 2020, in compliance with the instructions of the local government, and significantly lowered its NO_x emission. Meanwhile, the Group authorised a qualified third-party organisation to carry out monitoring work during operations according to its monitoring plan during the year under review. In terms of the control of unorganised gas at industrial boundary, air pollutants emitted were mainly from the CBM vented in the well site and station under emergency, which are burnt in accordance with the requirements of the environmental assessments.

廢氣和溫室氣體排放

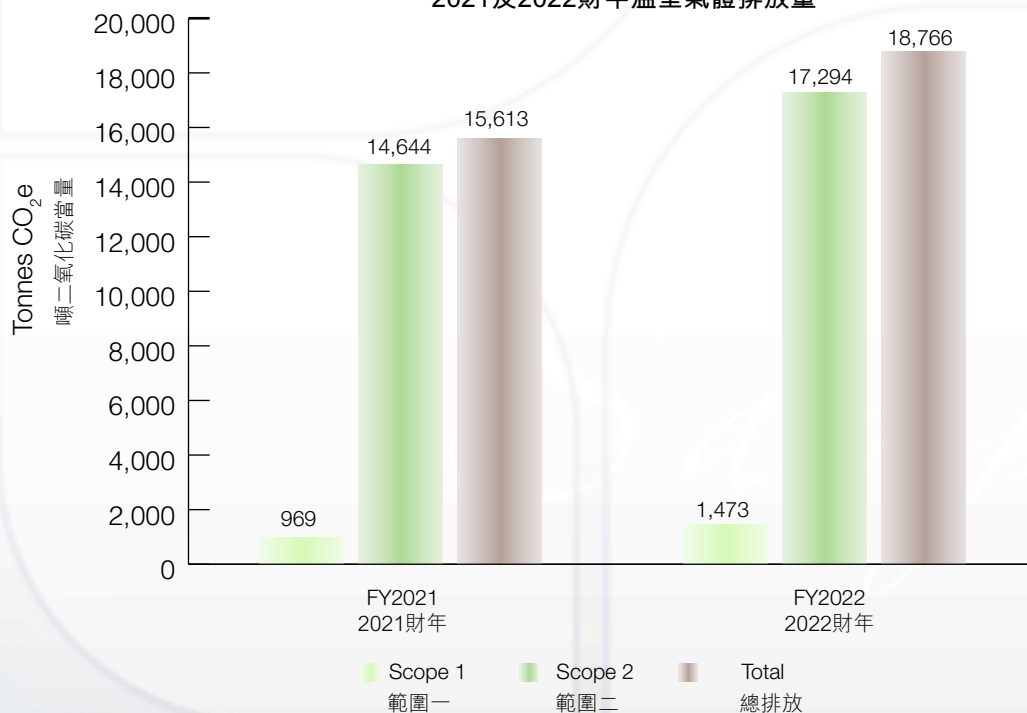
人為溫室氣體排放，主要來自交通、工業和農業活動，普遍被認為是導致氣候變化的原因。鑑於本集團的業務性質，本集團深刻意識到其廢氣和溫室氣體排放的負面影響，從而一直致力於減少相關排放。於2022財年，本集團一直持續監測其排放量並提高其能源效益，盡量減少業務營運中的資源消耗。

於回顧年度內，本集團的廢氣排放主要來自洗煤廠的日常運作和煤層氣項目現場設備所燃燒的化石燃料，包括私家車和各種機器。於2022財年，本集團的所有廢氣排放與2021財年相比皆呈現下降趨勢，其中NO_x的排放量減少超過450千克，主要是由於減少了機器操作所消耗的柴油。

於2022財年，本集團原煤洗選業務的廢氣排放受到環境監測機構的監督，而煤層氣業務方面則對設備進行定期維護，以確保將廢氣排放降到最低。就本集團的煤層氣項目而言，其營運過程中產生的廢氣排放一般包括鍋爐煙囪排放的工業廢氣及工業無組織廢氣排放。為控制廢氣排放，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，大大減低了NO_x的排放量。同時，本集團在回顧年度內按照監控計劃，授權有專業資格的第三方機構在營運期間開展監測工作。在管理工業無組織廢氣排放方面，空氣污染物排放主要來自應急情況下在井場和站場放空的煤層氣，而本集團亦按環評要求對其進行燃燒處理。

GHG Emissions of the Group in FY2021 and FY2022

2021及2022財年溫室氣體排放量



In FY2022, both of the Group's Scope 1 and Scope 2 emissions showed an increase when compared to FY2021. The surge in Scope 1 emission is mainly contributed by the consumption of natural gas which is newly added during the year under review, while the Scope 2 emission increased moderately by 18% as a result of the rise in electricity consumption. The Group understands its air and GHG emissions are directly related to the consumption of fossil fuels and energy. Therefore, the Group has established a series of internal policies in relation to energy efficiency, which will be further described in the next subsections under **Electricity** and **Other Energy Resources**.

與2021財年相比，2022財年本集團的範圍一和範圍二排放量均有所上升。範圍一排放量激增主要是由於回顧年度內新增的天然氣消耗，而範圍二排放量則因電力消耗增加而上升18%。本集團了解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，本集團已制定與能源效益相關的內部政策，並將在「**電力**」和「**其他能源資源**」小節中進一步描述。

Wastewater

The wastewater discharged by the Group was mainly industrial sewage from exploration, utilisation and production process and other commercial wastewater during operations. The Group has implemented water management strategies as part of its internal environmental system, aiming to effectively integrate the concept of “Circular Economy” into its operations. Industrial wastewater must be strictly processed to meet the standard of “Integrated Waste Discharge Standard (GB 8978-1996)” (污水綜合排放標準) and requirements of environmental assessments before being discharged. The Group has formed professional teams that are responsible for managing and monitoring the execution of water management plans, tracking the performance of water efficiency as well as the ensuring compliance with relevant laws and regulations.

In FY2022, due to the expansion of operations of the CBM business segment, the amount of wastewater discharged by the Group surged drastically. Meanwhile, putting the “circular” concept into practice, the Group’s Raw Coal Washing business reused 62,480 m³ of wastewater for other purposes during the year under review. Since the amount of wastewater greatly depends on the amount of water used, the Group has adopted specific measures and aims to proactively explore effective ways to save water, which are further described in the next subsection headed “**Water and Other Resources**”, to improve its water efficiency.

Solid Wastes

The Group’s daily operations generated different types of solid wastes, including soil, rock, dehydrated and compressed coal ash, waste rock, coal gangue, as well as other hazardous and non-hazardous materials. Meanwhile, the commercial solid waste generated by its employees included paper, glass and plastic-made products, which were normally well-sorted, recycled and handled by qualified municipal departments. In FY2022, the non-hazardous solid waste amounted to 257,817 tonnes, which decreased by 25% when compared to FY2021.

廢水

本集團排放的廢水主要是勘探、開採和生產過程中產生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計劃作為其內部環境系統的一部分，旨在將「循環經濟」的概念有效地融入其業務中。所有工業廢水必須經過嚴格處理，達到《污水綜合排放標準(GB 8978-1996)》的標準和環境評估要求後方可排放。本集團已組建專業團隊，負責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，並確保遵守相關法律和法規。

於2022財年，煤層氣業務板塊的業務擴張導致本集團的廢水排放量急劇增加。與此同時，透過將「循環」概念付諸實踐，本集團的原煤洗選業務在回顧年度內循環再用了62,480立方米的廢水。由於廢水量很大程度上取決於用水量，本集團已採取具體措施並積極探索有效的節水方法，以提高其用水效益。詳細資料將在「**水與其他資源**」小節中進一步描述。

固體廢棄物

本集團日常營運產生不同類型的固體廢棄物，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，員工產生的商業固體廢物包括紙張、玻璃和塑料製品，通常由具專業資格的市政部門進行妥善分類、回收和處理。於2022財年，本集團共產生無害固體廢棄物257,817噸，較2021財年下降25%。

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The Group understands that a responsible and safe waste management system is crucial for sustainable development, thus it has set up and implemented effective internal policies to regulate the storage, management and disposal of solid waste during operations. In FY2022, waste lubricating oil (HW08) was the only hazardous waste disposed by the Group, which was reported to the local environmental protection department in accordance with the relevant local laws and regulations. Besides, the Group has engaged licensed chemical waste collectors for transferring and disposing hazardous waste. To manage the hazardous waste systematically, the Group has formulated an internal hazardous waste management plan in accordance with the requirements of 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畫制定指南), which clearly lists the procedures for regularly recording and reporting treatment and data recorded for hazardous waste. The Group highly supports the integration of “Circular Economy” concept in its operations, thus collecting and giving compressed coal powder cakes to nearby villagers as burning fuels for free.

Noise

In FY2022, noise emissions of the Group were mainly produced by the operations of machinery in CBM project and Raw Coal Washing plant. The Group was in strict compliance with national and local regulations in terms of 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), thus it has adopted a myriad of noise-reducing facilities and various effective measures to alleviate the impact of noise pollution on the surroundings. Low-noise equipment with better performance in noise control is always taken into considerations in equipment selection process during procurement.

本集團深知負責任和安全的廢物管理系統對可持續發展至關重要，因此，本集團已建立並實施有效的內部政策以規範其營運過程中固體廢棄物的儲存、管理和處置。於2022財年，本集團處置的唯一有害廢棄物是機油(HW08)，並已根據當地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轉移和處置有害廢棄物。為了有系統地管理有害廢棄物，本集團根據當地環保部門的要求制定了內部有害廢棄物管理計劃，包括《危險廢物產生單位管理計畫制定指南》，當中明確列出了定期記錄和上報有害廢棄物處理情況和數據的程序。本集團高度支持將「循環經濟」的概念融入其業務中，為此收集經壓製的煤粉餅並免費贈送給附近村民用作燃料。

噪音

於2022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。本集團在噪音排放方面嚴格遵守國家和地方法規，包括《工業企業廠界環境噪聲排放標準(GB12348-2008)》，因此採用了大量的降噪設備，並採取各種有效措施以減低噪音污染對周邊環境的影響。而在採購設備過程中，本集團一直將噪音控制性能較好的低噪音設備納入考量範圍。

Energy and Resources

In FY2022, the Group mainly consumed electricity, petrol, diesel, natural gas and water. Table 2 in the Appendix illustrates the amounts of different resources used by the Group in FY2022. Given its business nature, the Group did not consume any packaging or raw materials during the year under review.

Electricity

The electricity consumed by the Group was mainly from its operations in Raw Coal Washing plant and CBM project. In FY2022, the electricity consumption of the Group increased for 24% as compared with FY2021 due to the increase in production of the CBM business in FY2022.

In light of China's vision on sustainable development, the Group is committed to improving its energy efficiency by managing its electricity usage. The Group has integrated the concept of "Saving Electricity" into its business strategy and daily operations. For instance, the Group's CBM business segment has used LED lights for all its projects so far, and selected inverter equipment to reduce power consumption. In addition, the Group's offices have implemented the following practices during the year under review:

- Switch off all lights, electronic devices and other power-consuming equipment at the end of the day;
- Switch off all idle lights, air conditioners and electronic devices; and
- Place "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2022財年，本集團主要消耗電力、汽油、柴油、天然氣和水。附錄表二中列明本集團於2022財年各種資源的使用量。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。

電力

本集團的電力消耗主要來自洗煤廠和煤層氣項目的營運。於2022財年，由於煤層氣業務的產量增加，本集團的用電量比2021財年上升了24%。

鑑於中國的可持續發展願景，本集團致力於通過管理其用電量來提高能源效益。本集團已將「節約用電」的概念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使用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採取了以下措施：

- 工作時間結束後關閉所有燈、電子設備和其他耗電設備；
- 關閉所有閒置的燈、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

In FY2022, petrol and diesel were mainly used for the Group's transportation and industrial operations. During the year under review, the amount of petrol consumption slightly increased by 4% while there was a 6% decrease for diesel consumption when compared to FY2021. Meanwhile, as the Group is gradually adopting the use of a cleaner fuel – natural gas, it has newly included the consumption of natural gas into its disclosure scope in this reporting year.

By adopting effective measures and focusing on evaluating its energy performance with the use of a sound monitoring system and against a well-defined matrix, the Group aims to review and manage the emissions and operating costs associated with the use of fossil fuels precisely.

Water and Other Resources

The Group understands that the oil and gas exploitation, processing and production processes may contaminate water sources, thus posing potential health risks to nearby communities. Moreover, a material amount of fresh water was used in its daily operations, which may also raise concerns regarding water scarcity. During the year under review, the Group's total water consumption slightly declined by 4% as compared to that in FY2021, and it did not face any problem in sourcing water fit for its purpose.

To reduce the risks aforementioned and continue to lower its water consumption, the Group has implemented internal policies to promote smart water use. For instance, a rainwater collection system has been installed in the Raw Coal Washing plant to collect water to be reused in the washing process. In addition, the Group has reinforced its recycling efforts throughout the daily operations and most wastewater was reused internally in FY2022. In order to improve the utilisation efficiency of water resources, the Group has further adopted the following practices in its office operations:

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

其他能源資源

於2022財年，本集團主要使用汽油和柴油作為其運輸及工業營運的能源。與2021財年相比，本集團汽油的消耗量於回顧年度內輕微上升了4%，而柴油的消耗量則降低了6%。同時，隨著本集團逐步採用更清潔的燃料——天然氣，本集團已將天然氣的消耗量新增於本報告年度的披露範圍內。

通過採取有效措施，並專注於利用健全的監測系統和明確的指標來評估其能源績效，本集團旨在精確審查和管理與化石燃料使用有關的排放和營運成本。

水及其他資源

本集團明白石油和天然氣的開採、加工和生產過程可能會污染水源，從而對附近社區構成潛在健康風險。此外，本集團於日常營運中使用大量淡水，亦可能引起人們對水資源短缺的擔憂。於回顧年度內，本集團的總用水量與2021財年相比略微下降了4%，在求取適用水源上亦未發現任何問題。

為減少上述風險並繼續降低用水量，本集團已經實施內部政策促進智能用水。例如，洗煤廠已安裝雨水收集系統，經收集的水會於洗煤過程中重複使用。此外，本集團於2022財年加強日常營運中的回收工作，大部分廢水在內部皆得以循環再用。為了提高水資源的利用效益，本集團在辦公室營運中進一步採取了以下措施：

- 及時修理滴水的水龍頭，避免供水系統進一步漏水；
- 加強對水龍頭、輸水管道和蓄水池的保養和維修；以及
- 提高員工的節水意識。

Furthermore, the concept of “Paperless Office” and “Office Automation” has long been incorporated into the Group’s operations, and the following actions have been taken to encourage its employees to use less paper in the workplace:

- Promote office automation and disseminated messages 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 all staff to reuse one-side printed papers as draft paper.

Environment and Natural Resources

Given the business nature of the Group, it is inevitable that a significant amount of natural resources, including petrol, diesel, natural gas and water, will be used in its business operations. This results in various emissions which the Group is highly aware of the potential impacts that may be imposed to the environment. Therefore, the Group has integrated the concept of sustainability into the core of its business strategy. The Group believes that a thorough and continuous evaluation of its environmental impacts is crucial for its business as it is key for the Group to identify and manage its exposure to potential environmental risks.

In FY2022, the Group’s major environmental impacts are air emissions, GHG emissions, water usage and noise pollution. The Group has strictly adhered to the local laws and regulations regarding environmental protection and natural resources. In order to minimise the impacts aforementioned, so as to control the actual environmental risks that the Group may face or impose during operation, the Group has adopted a series of effective measures including requiring business departments to carry out annual risk assessments, implementing management approaches in accordance with risk categories and forming professional teams responsible for supervising the effective implementation of reduction measures. Besides, the Group has engaged a qualified third-party company to perform monitoring work during operations. In particular, the Group has implemented the following measures to control its air and GHG emissions:

此外，「無紙化辦公」和「辦公自動化」的概念早已融入本集團的運作，並已採取以下措施鼓勵員工在工作場所減少用紙：

- 推廣辦公自動化以及盡可能以電子方式（即電子郵件或電子公告板）傳遞信息；
- 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打印機的默認模式；以及
- 鼓勵所有人員重複使用單面打印的紙張作為草稿紙。

環境及天然資源

鑑於其業務性質，本集團在日常營運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。所導致的各種排放亦令本集團高度關注其對環境造成的潛在影響。因此，本集團已將可持續發展的概念納入其業務戰略的核心。本集團認為，對其環境影響進行徹底和持續的評估對其業務至關重要，同時也是本集團識別和管理其潛在環境風險的關鍵。

於2022財年，本集團主要的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有關環境保護和天然資源的法律法規。為了將上述影響降至最低，同時控制本集團在營運過程中可能面臨或引致的實際環境風險，本集團已採取一系列有效措施，包括要求各業務部門進行年度風險評估、按照風險類別實施相應的管理辦法，並組建專業團隊監察減排措施的實行情況。此外，本集團亦聘請了具專業資格的第三方公司在營運過程中進行監測工作。具體而言，本集團採取了以下措施來控制其廢氣和溫室氣體的排放：

Environmental, Social and Governance Report

- Encourage employees to participate in green activities (e.g. tree planting);
- Raise the emission reduction awareness among employees through education;
- Monitor and review the emission reduction progress by using its scientific and standardised system;
- Install exhaust filters in vehicles and machinery; and
- Maintain and repair facilities regularly to ensure optimal working condition with high energy efficiency.
- 鼓勵員工參與環保活動(如植樹);
- 通過教育提高員工的減排意識;
- 利用科學化、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, 以確保其達至最佳工作狀態和高能源效益。

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 FY2022 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2022財年為基準年, 本集團目標於2023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 will continue to monitor and review its emissions by using a scientific and standardised system, conduct regular maintenance on the machineries and replace the machinery with the latest model in accordance with national regulations. 本集團將繼續利用科學及標準化的系統監測和審查其排放量, 定期對機器進行維護, 並按照國家規定, 將機器升級為最新型號。
Solid Wastes 固體廢棄物	Taking FY2022 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2022財年為基準年, 本集團目標於2023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 commitment in collecting, sorting and recycling the non-hazardous solid waste throughout its operation. 本集團將繼續致力於收集、分類和回收其營運過程中的無害固體廢棄物。
Electricity 電力	Taking FY2022 as the baseline year, the Group targets to maintain the intensity of electricity consumption within the same scope at the same level. 以2022財年為基準年, 本集團目標於2023財年, 將在相同範圍內的用電強度維持在相同水平。	Other than electricity saving measures, the Group will raise the awareness of energy conservation among its employees through education. 除節電措施外, 本集團將繼續通過教育提高員工的節能意識。

Areas 範疇	Targets 目標	Actions 行動
Other Energy Resources 其他能源資源	Taking FY2022 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2022財年為基準年，本集團目標於2023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。	The Group will control the consumption of fossil fuels by prioritising energy efficient machinery during procurement selection. 本集團將在採購器械時優先考慮更高能源效益的型號以控制化石燃料的消耗。
Water 水	Taking FY2022 as the baseline year, the Group targets to maintain the intensity of water consumption within the same scope at the same level. 以2022財年為基準年，本集團目標於2023財年，將在相同範圍內的用水強度維持在相同水平。	The Group will continue utilising its rainwater collection system and reusing the wastewater collected as common ways in its business operations for water conservation. 本集團將在其日常營運中繼續善用雨水收集系統，並重複使用經收集的廢水，以節約用水。

Climate Change

Reckoning that the world's climate continues to change because of anthropogenic emissions, the Group is endeavoured to safeguard the environment. With its efforts to improve its emissions performance and its climate governance, strategy, risk identification and management and metrics and targets, the Group is progressively improving its climate disclosures.

The recommendations of the TCFD is a framework which helps companies and organisations disclose climate-related risks and opportunities more effectively through the existing reporting processes. In 2021, the Group has become a TCFD supporter and adopted its framework to begin climate-related reporting. Since then, the Group has committed to enhancing its disclosures year-on-year to align with the framework.

As the Group seeks to maximise the long-term value of its assets, the Group realises that it should manage foreseeable short-, medium- and long-term risks and opportunities, including those related to climate change. Guided by the TCFD framework, the Group identifies its key climate-related transition and physical risks as shown below.

氣候變化

考慮到人為溫室氣體排放導致全球氣候持續變化，本集團致力於保護環境。通過努力改善其排放績效和氣候管治、戰略、風險識別和管理，以及指標和目標，本集團正在逐步改善其氣候信息披露。

TCFD的建議是一個有助公司和組織通過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。自2021年起，本集團已成為TCFD的支持者並採用其框架開始編寫氣候相關披露，亦承諾逐年強化披露，以確保與框架保持一致。

在本集團尋求資產長期價值最大化的過程中，本集團意識到應管理可預見的短期、中期及長期風險機遇，包括與氣候變化相關的風險和機遇。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所示。

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Transition Risks

轉型風險

Policy and Legal Risk 政策和法律風險

Implementation and stricter policies/regulations related to GHG emissions and climate change such as guiding document for “dual carbon goals” and the introduction of carbon pricing, may increase the operating expenses and cost of capital for the Group the short-term while may also constrain the Group’s major business that is associated with coal.

The Group is dedicated to mitigating these impacts through closely monitoring policy and regulatory proposals for specific risks to its business, increasing internal awareness, and enhancing data quality and tracking so as to better monitor and control its emission performance and act quickly upon any climate change initiatives.

與溫室氣體排放和氣候變化有關的政策／法規（如「雙碳目標」的指導文件和引入碳定價）的實施且越趨嚴格，可能會在短期內增加本集團的營運費用和資本成本，同時亦可能導致本集團與煤炭相關的主要業務發展受阻。

本集團致力於通過密切關注對其業務具體風險的政策和監管建議、提高內部意識、改善數據質素和追蹤，以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，從而減輕這些風險帶來的影響。

Market Risk 市場風險

With the trend and preference of embracing less carbon intensive energy sources over fossil fuel, the demand for oil and gas may drop and significantly impact long-term net oil and gas, which in turn causes a decrease in revenue.

While there is a large range of uncertainty regarding future rates of change and timing, the Group sees that oil and gas will continue to play a significant role in future energy demand as suggested by the Chinese government, and the Group will remain disciplined in its capital allocation and ensure that its investments are competitive.

隨著人們傾向採用低碳能源而非化石燃料，社會對油氣的需求可能會下降，並對長遠油氣淨值造成顯著影響，從而減少收入。

雖然未來的變化速度和時間存在很大的不確定性，但本集團認為油氣將如中國政府所建議，繼續在未來的能源需求中發揮重要作用。本集團將嚴謹分配資本，並確保其投資具有競爭力。

Physical Risk

實體風險

Acute Risk
即時風險

Increasingly frequent extreme weather events caused by climate change, such as typhoons, rainstorms, floods, drought and heatwaves, is expected to have negative impact to the Group's operations in various ways including:

- Deferred revenue from deferred production capacity due to potential operation suspension caused by extreme weather events
- Increase insurance premiums and operating expenses due to the increase in risks of property damage

To minimise impacts, the Group has robust safety protocols in place and maintains thorough emergency response and crisis management plans at working sites.

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，預計將對本集團的運作產生各種負面影響，包括：

- 極端天氣事件有機會導致暫停運作，而導致產能遞延的收入遞減
- 財產損失風險增加而導致保險費和營運費用上升

為最大限度地減低影響，本集團制定了健全的安全程序，並在工作場所制定了周全的應急響應和危機管理計劃。

Opportunity

機遇

Product and Service
產品與服務

In view of the emphasis on the exploration of coalbed methane as one of the key part of the future energy structure as stated in the "The 14th Five-Year Plan for Modern Energy System", the Group sees that its investment in CBM project will bring increase revenue and capital availability with the development of the gas markets. The Group will continue to allocate capital to investments in CBM resources that will remain economically attractive under the government's transition and development plan.

鑑於《「十四五」現代能源體系規劃》強調煤層氣勘探是未來能源結構的關鍵部分之一，本集團認為隨著天然氣市場的發展，其對煤層氣項目的投資將增加其收入和資金供應。在政府的轉型和發展計劃下，本集團將繼續分配資金投資在經濟上仍具有吸引力的煤層氣資源。

While the Group is still in its preliminary stage in climate governance and management, its Board and senior management are actively engaged in overseeing its climate change and emissions strategy. With relevant professionals on the Board, the Board is responsible for overseeing the climate-related risks and opportunities, as well as its assessment, agenda-setting and strategic initiatives. The Group is committed to formulating and enhancing its climate-risks management plans with reference to the industrial best practices and the guidelines of the TCFD framework in the future.

雖然本集團在氣候管治和管理方面仍處於初步階段，但其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。透過董事會中相關的專業人士，董事會負責監督與氣候相關的風險和機遇，以及其評估、議程設置和戰略倡議。本集團致力在未來參照行業最佳實踐和TCFD框架的指導方針，制定和改善其氣候風險管理計劃。

VII. SOCIAL SUSTAINABILITY EMPLOYMENT AND LABOUR PRACTICES

Employment

Being a responsible corporate, the Group is committed to creating an inclusive culture where staff members support and respect each other, while actively encouraging and valuing everyone's perspective. Understanding talented and healthy employees are the key to the corporates' success, the Group spares no effort in providing its employees with a suitable platform and working environment for their professional development.

As of 31 December 2022, the total number of employees of the Group was 272 (including only the operations within the reporting scope). In particular, the Raw Coal Washing business segment and CBM business segment had 106 and 166 full time employees respectively in mainland China. The breakdown of the Group's workforce in terms of age, gender, position levels and geographical locations are detailed in Table 3 in the Appendix.

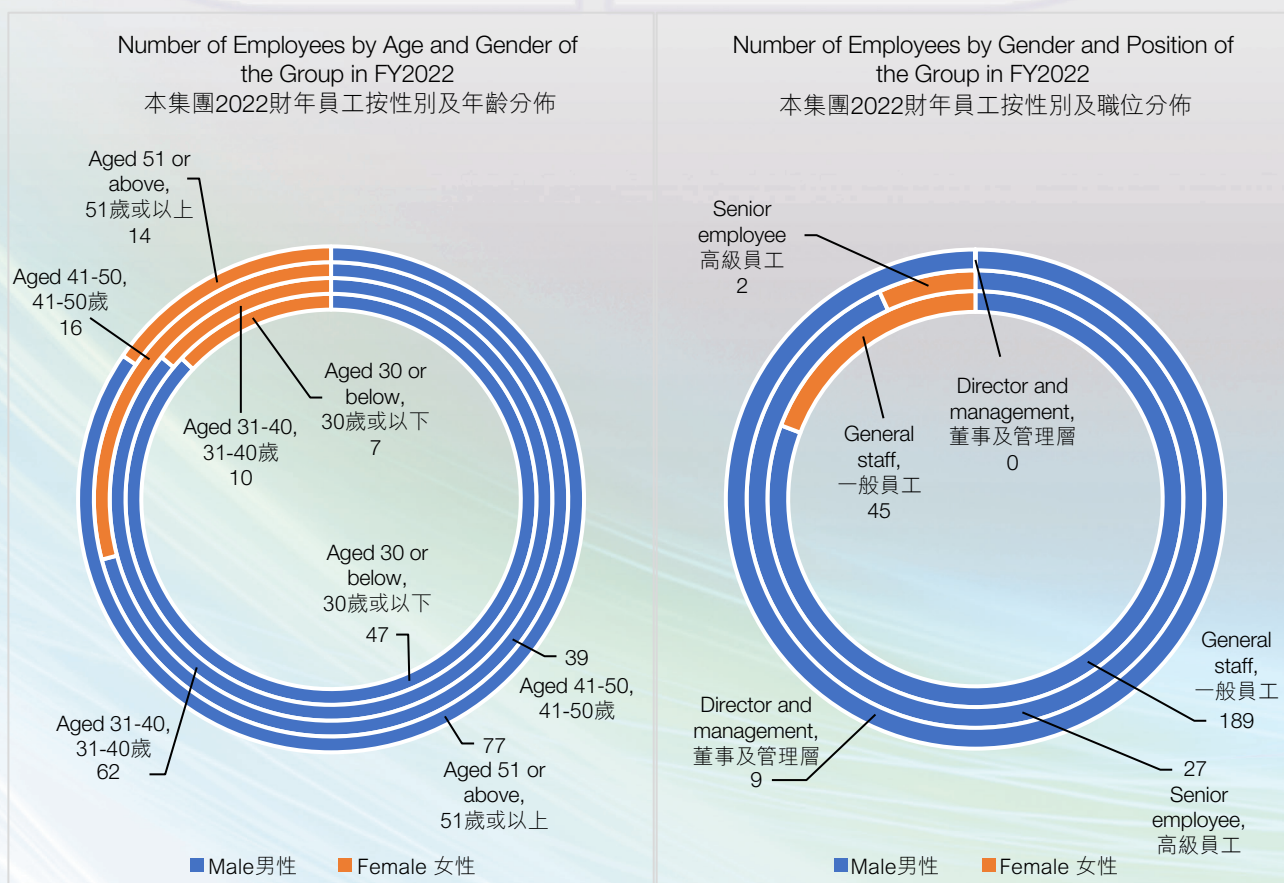
VII. 社會可持續發展

僱傭及勞工常規

僱傭

作為一個負責任的企業，本集團致力於營造包容的文化，讓員工互相支持和尊重，同時積極鼓勵和重視每個人的觀點。本集團明白有才華和健康的員工是企業成功的關鍵，因而不遺餘力地為員工提供合適的平台和工作環境，促進他們的專業發展。

截至2022年12月31日，集團的員工總數為272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分別在中國大陸有106名和166名全職員工。本集團按年齡、性別和職位劃分的員工分佈載於附錄表三。



Law compliance

The Human Resources Department regularly reviews and updates the Group's human capital management policies in strict compliance with the local laws and regulations. In FY2022, the Group's employment policies and practices abided by the relevant laws and regulations, including the following:

- 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.

Recruitment and promotion

The Group sees its people as its most valuable resource, thus is dedicated to acting in strict compliance with its "Staff Handbook" and associated internal policies to promote a respectful, inclusive and safe working environment. To standardise its recruitment and employment procedures, the Group has formulated the "Recruitment Management Measures" and "Annual Recruitment Plan", which clearly state the processes from demand verification to on-board process. The Group offers fair and competitive remuneration and benefits packages based on the applicants' educational backgrounds, personal attributes, job experiences and career aspirations to attract high-calibre candidates.

In order to promote the cultivation of various talents and continue to push ahead the construction of talent growth channels, the Group ensures there is no "ceiling" for the growth of talents, and offers eligible employees who have shown outstanding performance and potential in their positions with promotion and development opportunities with reference to market benchmarks.

遵守法律

嚴格遵守當地法律法規，本集團的人力資源部門定期審查和更新集團的人力資源管理政策。於2022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》。

招聘和晉升

本集團視員工為最寶貴的資源，因此致力於嚴格按照「員工手冊」和相關的內部政策行事，以營造一個尊重、包容和安全的工作環境。為了規範招聘和聘用程序，本集團制定了「招聘管理辦法」和「年度招聘計劃」，明確規定了從需求審核到入職的流程。本集團根據應聘者的教育背景、個人特質、工作經歷和職業抱負，提供公平及具競爭力的薪酬和福利，吸引高質素人才。

為促進各類人才培養並持續推進人才成長渠道建設，本集團確保不限制人才成長，對在崗位上表現突出、有潛力的員工，提供參照市場基準的晉升和發展機會。

Compensation and dismissal

The Group is committed to providing a fair and living wage for all employees. The Group conducts a regular process to evaluate its compensation packages and conduct appraisals for its employees such that everyone can be properly recognised and compensated by the Group with respect to their capability, efforts and contributions. To retain and incentivise its employees, the Group offers competitive salary packages and benefit policy such as offering stock option plan to its key management personnel under which all outstanding options were unexercised and lapsed upon expiration of the exercise period on 5 December 2021.

The Group reckons that fair dismissal processes and low turnover rate is crucial for its human capital development. To ensure fair and legitimate dismissal, the Group has implemented stringent policies to regulate and monitor the procedures of dismissal, ranging from verbal warning, written warning, all the way to termination of employment contracts if necessary. In FY2022, the employee turnover rate of the Group was 9.2%. The breakdown of the Group's employee turnover in terms of age, gender and geographical locations is detailed in Table 4 in the Appendix.

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 introduced and implemented its internal policies including "Staff Handbook", "Staff Attendance Management Measures" and "Staff Leaves Management Regulation" to manage the working time of its employees.

In addition, a clock-in system is in place to keep track of the working hours and rest periods for its employees. For those who have worked overtime, the Group will compensate them accordingly through the provision of extra pay or additional day off. Apart from 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.

薪酬及解僱

本集團致力於為所有員工提供公平的生活工資。本集團定期評估其薪酬待遇並對員工進行評估，以使每位員工的能力、努力和貢獻都能得到本集團合理的認可和補償。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政策，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。

本集團認為公平的解僱程序和低流失率對其人力資本發展至關重要。為了確保公平和合法的解僱，本集團已實施嚴格的政策來規範和監管解僱程序，包括口頭警告、書面警告和在必要時終止僱傭合約。於2022財年，本集團的員工流失率為9.2%。本集團按年齡、性別和地域劃分的員工流失率詳見附錄表四。

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》，本集團已制定並嚴格執行「員工手冊」、「員工考勤管理辦法」、「員工休假管理規定」等內部政策，以管理員工的工作時間。

此外，本集團亦設有打卡系統以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。除基本年假和法定假期外，員工還享有額外的假期福利，如婚假、產假、陪產假、恩恤假以及學習和考試假。

Equal opportunity, diversity and anti-discrimination

The Group believes that rich experiences and backgrounds of employees can strengthen its development, create a productive workforce and contribute to its success. As such, the Group is committed to creating an inclusive workplace with fair and equitable process in all kinds of human resources-related decision making.

In compliance with the Law of the People's Republic of China on Employment Promotion, the Group ensures that decisions in hiring, training, promotion opportunities, dismissal and retirement policies are 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.

Having zero tolerance in relation to any workplace discrimination, harassment, or vilification, employees are encouraged to report any incidents involving discrimination to the Human Resources Department of the Group, which is responsible for investigating, handling, recording and taking any necessary disciplinary actions in relation to the substantiated cases.

Other benefits and welfare

The Group provides a comprehensive benefits package designed to drive employee wellness. The Group's employees 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, high temperature allowance, gifts during festivals, marriage gift, maternity gift, well-equipped staff dormitories, special holiday, housing allowance and annual body check. In FY2022, welfare activities were not arranged for the Group's employees due to the social distancing restriction amid the Pandemic prevention and control.

In FY2022, 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.

平等機會、多元化和反歧視

本集團相信員工豐富的經驗和背景可以加強其發展、創建一支富有成效的員工隊伍，並為其成功作出貢獻。因此，本集團致力於打造一個包容性的工作場所，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》，本集團確保在僱用、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、騷擾或誹謗採取零容忍的態度，並鼓勵員工向本集團人力資源部報告任何涉及歧視的事件，而人力資源部負責調查、處理、記錄並採取必要的紀律處分。

其他待遇和福利

本集團提供全面的福利計劃，旨在推動員工的健康發展。本集團的員工享有各種福利，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、高溫補貼、節日禮物、結婚賀禮、分娩賀禮、設備齊全的員工宿舍、特殊假期、住房補貼和年度體檢。於2022財年，由於疫情防控的社交距離規定，本集團沒有為員工安排活動。

於2022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。

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Health and Safety

Aiming to create a safe working environment in which everyone goes home safe at the end of that day, in FY2022, the Group complied with the relevant laws and regulations in relation to health and safety protection, including the following:

- 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.

The Group is committed to conducting business in a manner that prioritises the health, safety and security of all personnel. Thus, in addition to providing regular physical examinations and insurances for its employees, it has also formulated 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 risks of occupational hazards. 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).

健康與安全

為了創造一個安全的工作環境讓每一個人每天都能安全回家，於2022財年，本集團遵守和健康與安全保護有關的法律和法規，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》。

本集團致力於開展業務時優先考慮所有員工的健康、安全和保障。因此，除了為員工提供定期體檢和保險外，本集團亦制定了「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」。

Responsible for the oversight of the health and safety issues, the Group established the Safety Environment Department (安全環保部) to formulate, implement, monitor and provide guidance on workplace safety through its HSE Management System. Besides, the HSE Management Committee and professional teams are also well in place to review and oversee the Group's HSE policies, procedures, measures, documentation and effectiveness of implementation. In the meantime, the Group updates its health and safety related policies and process from time to time to ensure they are in alignment with its business objectives and targets, as well as in compliance with relevant laws and regulations. Adhering to the principle of "Safety Management Is Prerequisite of Work Management" (管工作必須管安全), the Group requires all business managers to supervise and monitor the implementation of the Group's safety policies.

Reckoning that noise being one of the major occupational hazards, the Group provides suitable personal protective equipment including earplugs, protective clothing and masks to its workers. Equipment for effective noise reduction is also well in place together with the protection facilities to support emergency rescue.

To raise awareness of its staff regarding occupational health and safety issues, the Group launched the "Occupational Hazard Training Programme" in the past, which 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 equip its employees with emergency response capability, the Group conducts fire drills and training in relation to fire safety policy regularly as one of the means to protect its employees.

Attributed to the concerted efforts across the Group, there were zero work-related fatalities recorded in the past three years (including the reporting year). During the year under review, the Group recorded zero work-related injuries thus the related working days lost during the year under review was zero.

本集團已成立安全環保部負責健康和安全管理監督，通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。同時，本集團不時更新其健康和安全管理相關的政策和程序，以確保它們與業務目標和指標保持一致，並符合相關法律和法規。秉承「管工作必須管安全」的原則，本集團要求所有業務經理監督和監測本集團安全政策的執行情況。

考慮到噪音是主要的職業危害之一，本集團為員工提供合適的個人防護設備，包括耳塞、防護服和口罩。本集團還配備有效降低噪音的設備以及支援緊急救援的保護設施。

為提高員工對職業健康和安全管理問題的認識，本集團過去曾開展「職業危害培訓計劃」，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。為了進一步提高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，作為保護員工的措施之一。

經過本集團共同努力，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。

Environmental, Social and Governance Report

During the year under review, 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.

Response to the COVID-19 Pandemic

In 2022, the recurrence of the Pandemic has continued to cause disturbance to the economy and the daily lives of all. Committed to safeguarding the health and safety of its people, the Group has established the Pandemic Prevention and Control Leadership Team and formulated the “Pandemic Emergency Plan” (新型冠狀病毒肺炎應急預案) in response to the call of national and local governments. In addition, the Group has also enacted the following measures:

- General Management Department is responsible for monitoring the body temperature of the staff on duty every morning and evening, keeping records and checking the body temperature of outside personnel;
- Production Departments (Ground Engineering Department, Production Operation Department) is responsible for controlling the in and out of personnel. If employees need to go out for work, they have to gain approval from their supervisors, while wearing mask properly and avoid going to crowded places during the period;
- All departments are responsible for efficiently managing the issuance of masks and other personal protective equipment for employees, strengthening temperature monitoring and establishing a ledger to keep records; and
- The Emergency Leadership Team and emergency office appointed by the Group is responsible for executing the instructions from the local government and the Group.

Aligning with the national approach following the lift of strict zero-policy in December 2022, the Group is also reviewing its current measures and will adjust its policies accordingly to facilitate a smooth recovery to the new normal amid the post-Pandemic era.

於回顧年度內，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。

應對新冠疫情

2022年，疫情再度爆發，繼續對經濟和人們的日常生活造成困擾。為保障本集團員工的健康和安全，本集團成立了疫情防控領導小組，制定了「新型冠狀病毒肺炎應急預案」，以響應國家和地方政府的號召。此外，本集團亦制定了以下措施：

- 綜合管理部負責每天早晚對工作人員進行體溫監測，做好記錄，並對外來人員進行體溫檢測；
- 生產部門（地面工程部、生產營運部）減少外出人數。員工如需外出工作，須經領導批准並佩戴口罩，避免前往人員密集場所；
- 各部門要做好發放員工個人防護用品（口罩等）的管理工作，加強體溫監測，建立台賬留存記錄；以及
- 本集團已委任應急領導小組和應急辦公室執行當地政府和本集團下達的指示。

隨著嚴厲的清零政策已於2022年12月宣佈取消，本集團緊跟國家方針，現正審查其現行措施，並會相應調整其政策，以促進在後疫情時代順利復常。

Development and Training

To help its employees develop and expand personal and professional skills, the Group adheres to its 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” and offers a variety of enrichment opportunities and job-related training throughout these years. For instance, the Group designs induction training programmes for new hires based on the “New Staff Management Regulation” (新員工管理規定), in which the Group’s business segment, employee’s code of conduct and relevant knowledge are introduced. Meanwhile, to protect its employees from potential occupational hazards, the Group strives to strengthen the emergency response capabilities of all employees through formulating 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 is responsible for establishing and managing the Group’s training policies and plans, including collecting the needs of employees, formulating annual and monthly training proposals, organising training and examinations for employees, and reviewing the training performance for enhancing the quality of training in the future. In accordance 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 the new employees, while employees are required to fill in the attendance sheet for record keeping.

Furthermore, the Group fully supports employees to participate in external trainings and take professional examinations to improve their competitiveness and capabilities. The Group will provide subsidies to eligible employees who are enrolled in external trainings.

發展及培訓

為幫助員工發展和拓展個人及專業技能，本集團堅持「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，一直提供各種增值機會和與工作相關的培訓。例如，本集團根據「新員工管理規定」為新員工設計入職培訓方案，介紹集團的業務領域、員工行為守則和相關知識。同時，為保護員工免受潛在的職業危害，本集團通過為員工制定安全培訓計劃，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」，致力增強員工的緊急應變能力。

人力資源部負責建立和管理本集團的培訓政策和計劃，包括收集員工的需求、制定年度和每月培訓計劃、舉辦員工培訓和考試，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，同時要求員工填寫考勤表作記錄。

同時，本集團大力鼓勵其員工參與外部培訓計劃並參加專業資格考試，以提升彼等競爭力和專業能力，亦會為合資格員工報銷其參與外部培訓的費用。

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In FY2022, the Group provided a total of 11,936 hours of training for 215 employees including general staff, senior employees, management and directors. The breakdown of the Group's training information in terms of gender, employee category and training hours is detailed in Tables 6 and 7 in the Appendix.

Labour Standards

Committed to respecting and protecting human rights, the Group was in compliance with the relevant laws and regulations to prohibit any child and forced labour employment in FY2022, 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.

Respect and dignity for everyone is a cornerstone of the Group's business. As such, to completely prohibit the illegal employment of child labour, underage workers and forced labour, the Group requires all job applicants to provide valid identity documents including identity card during the recruitment process, and fill in the "Job Registration Form" right after on board. The Human Resources Department of the Group is responsible for checking the applicants' identity documents and double confirming their age so as to ensure they are legally employable prior to the confirmation of the employment.

In adherence to the Business Social Compliance Initiative standards, the Human Resources Department of the Group is accountable for monitoring and keeping the Group's corporate policies and practices in compliance with the relevant laws that prohibit child labour and forced labour. Once the Group finds any cases against the labour standards, the Group will immediately terminate the relevant employment and a report will be made to the authority when the management deems necessary.

In FY2022, 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.

於2022財年，本集團為普通員工、高級員工、管理層及董事共215名員工提供了11,936小時的培訓。本集團按性別、員工類別及培訓時數分類的培訓資料詳列於附錄表六及表七。

勞工準則

本集團致力於尊重和保護人權，於2022財年遵守相關法律和法規以禁止僱用任何童工和強制勞工，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》。

對每個人的尊重和尊嚴是本集團業務的基石。因此，為了徹底禁止非法僱用童工、未成年工人和強制勞工，本集團要求所有求職者在招聘過程中提供包括身份證在內的有效身份證明文件，並在上崗後立即填寫「工作登記表」。本集團人力資源部負責檢查求職者的身份證明文件，並再三確認求職者年齡，以確保他們在獲聘前具有合法的受僱資格。

在遵守商業社會責任倡議標準的前提下，本集團的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。一旦本集團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2022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

Reckoning that its suppliers are critical to the success and delivery of its operational goals, the Group seeks to work with suppliers that share its core values of safety, social responsibility and environmental awareness. As such, the Group strives to conduct all procurement activities in an ethical manner in accordance with its well-established standard procedures for supply chain management.

Supplier Engagement

During the process of suppliers' selection, the Group's Procurement Department performs due diligence of candidates by on-site visits and collects samples for tests, while it is also responsible for the monitoring of the quality of the subsequent incoming goods. Meanwhile, the Financial Department is responsible for archiving operational information such as coal supply record, onsite weighting record and coal quality sampling record. To realise fair procurement, an open tender will be launched for the evaluation and selection of suitable suppliers for general procurement of any single item that costs of USD100,000 or above, while for item below USD100,000 in value, at least 3 different suppliers shall be 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 exchange. Besides, the Group continues to deepen the compliance management of its suppliers by requiring them to provide company policies, proof of responsible operations and to demonstrate their commitment and actions in protecting their employees' health and safety in the workplace. The Group has developed a series of disciplinary measures for supplier compliance. For those whose non-conformance are found, the Business Department of the Group will take corrective actions in accordance with the "Contractor Management Measures" (承包商管理辦法), evaluating the consequences that may occur, summarising the experience learned from incidents and reinforcing the management of corresponding contractors in the future. For instance, the CBM business segment of the Group has launched the "Business Department Management Measures" (商務部管理辦法) which clearly defines the roles and responsibilities of each party in the project and systemises the procedures of projects from project approval, implementation, to order management and documentation.

營運慣例

供應鏈管理

考慮到其供應商對達至成功和實現其經營目標至關重要，本集團尋求與認同其安全、社會責任和環保意識等核心價值觀的供應商合作。因此，本集團努力按照其既定的供應鏈管理標準程序，以合乎道德的方式開展所有採購活動。

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的方式對候選供應商進行盡職調查，並採集樣本進行測試。採購部亦負責監控後續進貨的質量。同時，財務部負責將煤炭供應記錄、現場稱重記錄和煤炭質量抽檢記錄等經營資料存檔。矢志於公平採購，本集團將對單項成本在10萬美元以上的一般採購項目採取公開招標的方式評估和選擇合適的供應商。而對於10萬美元以下的項目，本集團至少選擇3個不同的供應商對產品質量和成本進行比較。

作為業務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的聯絡。此外，本集團繼續深化對供應商的合規管理，要求他們提供公司政策及負責任的經營證明，並證明他們在工作場所保護員工健康和安全的承諾及行動。本集團已制定了一系列針對供應商合規性的懲戒措施。如發現供應商存在違法違規行為，本集團商務部應按照「承包商管理辦法」的規定採取整改措施，評估可能發生的後果，總結事故經驗，並在未來加強對相關承包商的管理。具體而言，本集團煤層氣業務板塊制定並實施了「商務部管理辦法」，其清晰列明項目各方的職責，將項目審批、實施、訂單管理到文件編制等流程系統化。

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Supply Chain Risk Management

Aiming to identify and address the potential environmental and social risks in its supply chain, the Group attaches great importance on its suppliers' reputation, industry qualifications and certificates, as well as their compliance to laws and regulations. To effectively control the underlying environmental and social risks in the supply chain, the Group has implemented the following due diligence practices:

- Conduct interviews with suppliers to assess their environmental performance and compliance, especially focusing on their significant environmental hazards during operations;
- Evaluate the suppliers' legality, technical level, production capacity, quality assurance and industry certificates regularly;
- Monitor the suppliers' progress in enhancing their performance of adhering to 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 differentiated management strategies for suppliers;
- Provide regular quality management training and management suggestions for the suppliers;
- Require its supplier 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 the commercial agreement.

供應鏈風險管理

為識別和應對供應鏈中潛在的環境和社會風險，本集團高度重視供應商的聲譽、行業資質、證書以及其對法律法規的遵守情況。為有效控制供應鏈中的潛在環境和社會風險，本集團實施了以下措施：

- 與供應商進行面談，評估其環境表現、合規性及了解其營運過程中是否存在重大環境危害；
- 定期評估候選供應商的合法性、技術水平、生產能力、質量保證和行業證書；
- 密切注視供應商在提高遵守勞工標準、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；
- 提高內部於供應商選擇和管理方面的協作和參與；
- 對供應商實施差異化管理策略；
- 定期為供應商提供質量管理培訓和管理建議；
- 要求其供應商提供國際認證如環境管理系統、職業健康安全系統；以及
- 在商業協議中明確提出對環保方面的要求。

To strengthen mutually beneficial cooperation with suppliers, the Group is continually revising and improving its requirements for on-site assessment and evaluation of suppliers. The Group conducts supplier evaluation every year regarding their conformance with the Group's standards, while the Quality Management Department performs random inspections on the incoming materials. To assure the quality of its supply chain, those who fail to align with the Group's practices and the local laws and regulations will be blacklisted. Only the suppliers being reviewed and approved by the Procurement Department will be listed on the "List of Qualified Suppliers" (合格供方名錄).

Green Procurement

The Group is committed to promoting the procurement of environmentally friendly supplies and raising the awareness of suppliers to protect the environment by integrating environmental protection requirements in the process of supplier qualification inspection. Incorporating the environmental-protection concept into the decision-making process during the selection of suppliers, the Group prioritizes 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 FY2022, the Group was in stable cooperation with 10 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互惠合作，本集團不斷修訂和改善對供應商的實地評估和評價要求。本集團每年都會評估供應商是否符合本集團標準，而質量管理部門會抽查進貨材料。為了保證其供應鏈的質量，不符合本集團慣例和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列入「合格供方名錄」。

綠色採購

本集團將環保要求納入供應商資格審查的過程，致力於促進環保用品的採購，並提高供應商的環保意識。本集團在選擇供應商的過程中，將環保理念納入決策過程，且優先考慮本地供應商，並要求供應商提交與環境相關的證書、質量和貨物的測試報告。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2022財年，本集團與10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，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 FY2022, the Group was in compliance with the 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 the following:

- 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 Report.

產品責任

於2022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問題對本集團並不重要，因此不在本節討論。

Quality Control & Safety

The Group is committed to continuously improving the quality of its products and services based on the tenets 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 constantly promoting its product quality management mechanisms, the Group has formulated and implemented sets of internal policies including standardising internal testing procedures, conducting regular inspections on product quality, while entrusting qualified external organisations for regular quality tests on the Group’s product as well. Given the business nature, the Group considers recall procedures not applicable to its business and has no recall procedures. In FY2022, the Group did not recall products for health and safety reasons.

Data and customer privacy

The Group strictly abides by the Law of the People’s Republic of China on the Protection of Consumers’ Rights and places focus on consumer privacy protection. The Group adheres to the principle of lawfulness and integrity, and has established a series of internal procedures to prevent any breaches or unauthorised access to customers’ personal information or confidential document. To ensure data security, all staff is not allowed to disclose any sensitive information to external parties without the authorisation from the Group’s senior management and its customers. Besides, employees are required to sign and act in adherence to the confidential agreement during work. The information collected by the Group from its customers will be used only for the purpose for which it has been collected. The above measures are implemented and monitored by the corresponding 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 the 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，致力於不斷提高產品和服務質量。為不斷推進產品質量管理機制，本集團已制定並實施一系列內部政策，包括將內部測試程序標準化、定期檢查產品質量、委託合格的外部機構對本集團產品進行質量檢測。鑑於業務性質，本集團認為召回程序不適用於其業務，因此沒有制定召回程序。於2022財年，本集團未曾因健康和安全原因而召回產品。

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》，注重保護消費者的私隱。本集團堅持合法和誠信的原則，建立了一系列內部程序，以防止任何違反或未經授權獲取客戶的個人信息或機密文件的行為。為確保數據安全保護，任何人未經集團高級管理層和客戶的授權不得向外界披露任何敏感信息。此外，員工在工作期間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負責實施和監督。

於回顧年度內，本集團遵守有關客戶私隱的法律法規，本集團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 the opinions and suggestions of customers and has established a specific department to ensure that customers' complaints are followed and resolved timely. Customers can lodge their complaints or comments regarding the product or service of the Group via telephone hotline or fax. Committed to correctly resolving any issues arose and fully protecting consumers' rights and interests, the staff or product being complained will be investigated timely according to internal policy once a complaint is received, and the complainant will be notified with the progress or handling results within a reasonable time. To prevent similar cases from happening again in the future, the complaints and the associated investigation results will be announced within the Group to alert other employees, with corrective and preventive measures formulated. During the year under review, the Group did not receive any substantial complaints in relation to the product quality of the Group.

Advertising and Marketing

In conformance with the applicable local laws and regulations such as the Advertising Law of the People's Republic of China, the Group has introduced internal measures including "Sales and Management System" to strictly prohibit any false or exaggeration in promotion. The Legal Department of the Group is responsible for monitoring and reviewing on the sale and marketing materials. Once any materials are found to be in violation with 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 by enacting a series of measures, including applying for appropriate intellectual property rights of its new trademarks and technological innovations, signing confidentiality agreement with its employees and distributors to ensure they keep business secrets and other proprietary intellectual property rights confidential. To further protect its intellectual property from infringement, the Group entrusts legal advisors and appoints internal legal personnel for their legal advice against theft or infringement upon the Group's intellectual property rights.

投訴處理

本集團重視客戶的意見和建議，並成立專責部門，確保客戶的投訴得到及時關注和解決。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。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，將根據內部政策及時對被投訴的員工或產品進行調查，並在合理的時間內通知投訴人進展或處理結果。為防止日後類似事件再次發生，投訴及其處理結果將於集團內公佈以提醒其他員工，並制定糾正和預防措施。於回顧年度內，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

本集團遵守當地適用的法律法規，如《中華人民共和國廣告法》，並制定了「銷售與管理制度」等內部措施，嚴格禁止任何虛假或誇張的宣傳。本集團的法律部門負責對銷售和營銷材料進行監督和審查。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

本集團通過採取一系列措施保護其知識產權，包括為其新商標和技術創新申請合適的知識產權，與員工和經銷商簽署保密協議，確保他們對商業秘密和其他專有知識產權進行保密。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提供法律意見。

Technological Innovation

To maximise environmental and operational performance, the Group has been investing in technological innovations. In particular, the Group's CBM business has invested in research and development ("R&D") during the year. Its R&D project included "Integrated technology of 3D seismic exploration and interpretation", "Screw pump early warning technology", "New horizontal wells quantitative drainage technology" and "8/9 coal hydrogeological research". These R&D projects not only facilitate the acceleration in exploration and supplies of clean energy for the society, but they also promote the development of Group's operations and bring more taxes to the country as well as employment opportunities for local people.

Anti-corruption

Committed to conducting its business honestly and ethically, the Group has been working to maintain a working environment with fairness, integrity and sound business judgement through minimising its exposure to bribery, extortion, fraud and money laundering, and any other risks in relation to the code of business conduct. With its ethical standards built on law compliance, both in letter and spirit, in FY2022, the Group abided by the 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.
- 《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》。

技術創新

為了最大限度地提高環境和營運績效，本集團一直在投資於技術革新。具體而言，本集團的煤層氣業務在年內對研發相關技術作出投資，其研發項目包括「三維地震勘探與解釋一體化技術」、「螺桿泵預警技術」、「新投水平井定量化排採技術」和「8/9煤水文地質研究」。這些研發項目不僅為社會加快清潔能源的勘探和供應，也促進本集團的業務發展，為國家增加稅收，以及為當地人民帶來就業機會。

反貪污

本集團致力於以誠實和合乎道德的方式開展業務，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準則有關的風險，努力維持一個公平、誠信和良好商業判斷的工作環境。本集團的道德標準建基於遵守法律條文及精神之上，並於2022財年遵守了當地與貪污和賄賂有關的法律法規，包括：

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Having zero tolerance on illegal or unethical conduct within its operations, the Group has established and implemented an internal Anti-Corruption Policy. All staff members are expected to follow the Anti-Corruption Policy and adhere to high standards of integrity in discharging their duties. Meanwhile, the Group conducts regular internal monitoring on bribery and corruption issues. Aiming to provide its employees with an ethical and fair working environment, the Group has also introduced other internal management measures such as the reward and punishment system and the “Off-office Audit Management Measures”, which are managed under joint liability to ensure that any employees who are found to be associated with corrupt practices will be spotted 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, where anyone found to be violating the law and regulation will be transferred to the judicial authority for handling. To prevent anyone from involving in criminal activities during the procurement process, the payment method is clearly written in the contract with the suppliers. Moreover, the Group has formulated the Inspection Team, which is responsible for regulating and monitoring the operation practices in relation to bribery, extortion, fraud or money-laundering in the Group, in order to supervise and ensure its internal policies regarding ethical business behaviours are implemented effectively across the organisation.

The Group takes violations of its policies seriously and informs its employees that it is their duty to report any suspected violations. With its effective introduction of the Whistleblowing Policy, whistle-blowers are encouraged to report infractions of the Anti-Corruption Policy in writing to the Audit Committee of the Company with full details of the incident and supporting evidence, under the protection from unfair dismissal or victimisation as stated in the Whistleblowing Policy. The Audit Committee of the Company is responsible for reviewing and investigating against any suspected or illegal behaviours to protect the Group’s interests. Subject to the severity of the reported matter, professional companies may be engaged to undertake further investigation and a report will be submitted promptly to relevant regulators or law enforcement authorities when the management of the Group considers it necessary.

本集團對業務中的非法或不道德行為採取零容忍態度，並已建立及實施內部「反貪污政策」。所有員工應遵守該政策，並在履行職責時保持高度誠信。同時，本集團對賄賂和貪污問題定期進行內部監測。為了給員工提供一個道德和公平的工作環境，本集團亦制定了其他內部管理措施，如獎懲制度和「離任審計管理辦法」，並在共同責任下管理，確保任何被發現與貪污行為有關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，將發現違反法規的人員移交司法機關處理。為防止任何人在採購過程中捲入犯罪活動，與供應商簽訂的合同上已明確標明付款方式。為監督和確保整個企業中有效實施其有關商業道德行為的內部政策，本集團已成立監察組，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。

本集團嚴肅對待違反其政策的行為，並告知其員工有責任報告任何可疑的違規行為。隨著本集團建立有效的「舉報政策」，本集團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，並提供事件的全部細節和證據，同時他們也根據「舉報政策」受到保護，免遭不公平解僱或傷害。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。根據舉報事項的嚴重性，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。

To raise the employees' awareness on anti-corruption practices and to keep employees up to speed on topics related to compliance and ethics, the Group organised a one-hour training workshop for 22 middle and senior level management as well as 8 general staff during the reporting period, so as to enhance their knowledge of bribery, strengthen their understanding on the forms and legal responsibilities of commercial bribery, as well as escalate their awareness of the Group's corporate anti-corruption risk control mechanism.

In FY2022, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. In FY2022, 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

In realisation that maintaining positive relationships with the local communities in which it works are critical to its operations in being a good corporate citizen and community member, the Group has been dedicated to engaging with community groups and supporting the development of local communities since its inception. Through minimising its impacts during operations on nearby residents and leveraging its strength to cope with urgent social challenges and livelihood issues, the Group has been focusing its community investment in the areas of promoting local employment, harnessing unconventional clean energy resources, and assisting members in the society to fight against the Pandemic.

Promoting local employment

The Group prioritises hiring locally which allows it to contribute to the communities in which it operates. The Group's Raw Coal Washing plant has been providing alternate job opportunities for nearby farm workers during non-harvest seasons.

為了提高員工的反貪意識並讓他們及時了解與合規和道德有關的議題，本集團於報告期內為22名中高層管理人員和8名普通員工舉辦了一小時的培訓，以提高他們對賄賂的認識、加強他們對商業賄賂形式和法律責任的理解，並提升他們對本集團企業反貪風險控制機制的認識。

於2022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。本集團於2022財年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

本集團意識到與當地社區保持積極的關係對其作為一個良好的企業公民和社區成員至關重要，因此，自成立以來本集團一直致力於與社區團體接觸，並支持當地社區的發展。透過盡量減低營運對附近居民的影響，並利用自身優勢應對嚴峻的社會挑戰和民生問題，本集團一直將其社區投資集中在促進當地就業、利用非常規清潔能源以及協助社會各界抗擊疫情等領域。

促進當地就業

本集團優先聘用本地人，為其經營所在社區作出貢獻。本集團的原煤洗選廠在非收成季節一直為附近的農場工人提供其他工作機會。

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Harnessing unconventional clean energy resources

In response to the national call of green development and constructing “Beautiful China”, the Group has been unceasingly intensifying the exploration and development of CBM, leveraging all its strength and making a significant amount of investment to tackle key technical bottlenecks in exploitation and development.

Assisting members in the society to fight against the Pandemic

During the Pandemic, the Group not only attached great importance on its employees’ health, but also made efforts to assist the members who were fighting the virus in the frontline. On 11 April 2022, the Group’s CBM business delivered condolences to the frontline health workers on duty during the Pandemic outbreak by donating RMB7,000 supplies and necessities including food and drinks.



Giving back to the community is a key tenet of the Group. In FY2022, due to the recurring outbreak of the Pandemic and the consequential restrictions implemented, the Group has to significantly scale back on company-organised philanthropy events and only arranged limited community activities during the year. Keeping the community’s needs in heart, the Group is committed to supporting the local community through strategic partnerships with charitable organisations and work on developing communities, philanthropy and employee volunteerism in the coming future under the post-Pandemic era.

利用非常規清潔能源

為響應國家綠色發展及建設「美麗中國」的號召，本集團不斷加大煤層氣勘探開發力度，並透過加大投資金額，著力攻克勘探和開發煤層氣的關鍵技術瓶頸。

協助社會各界抗擊疫情

疫情期間，本集團不僅重視員工健康，更努力為在前線奮戰抗擊病毒的人們提供協助。2022年4月11日，本集團煤層氣業務向在疫情爆發期間執勤的一線醫務人員進行了慰問，捐贈了價值7,000人民幣的物資和生活用品，包括食品和飲料。



回饋社會是本集團的重要宗旨。於2022財年，由於疫情反復爆發和隨之實施的限制，本集團不得不大幅縮減公司組織的慈善活動，年內只安排了有限的社區活動。本集團將社區的需求牢記於心，在後疫情時代致力於通過與慈善機構的戰略合作來支持當地社區，並致力於發展社區、慈善事業和員工義工服務。

VIII. APPENDIX

Table 1 – The Group’s Total Emissions by Category in FY2022 and FY2021 ⁶

Emission Category	Key Performance Indicator (KPI)	Unit	Amount in FY2022 2022財年 排放量	Intensity ¹ (Unit/m ² Floor Area) in FY2022 2022財年強度 ¹ (單位/平方米)	Amount in FY2021 ² 2021財年 排放量 ²	Intensity ² (Unit/m ² Floor Area) in FY2021 2021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	141	-	147	-
	NO _x 氮氧化物	Kg 千克	6,672	-	7,126	-
	PM 顆粒物	Kg 千克	861	-	871	-
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	1,473	5.53 x 10 ⁻⁶	969	0.004
	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	17,294	6.50 x 10 ⁻⁵	14,644	0.07
	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	18,766	7.05 x 10 ⁻⁵	15,613	0.07
Non-hazardous Waste 無害廢棄物	Solid Wastes 固體廢棄物	Tonnes 噸	37	1.37 x 10 ⁻⁷	343,683	1.6
	Wastewater ⁵ 廢水 ⁵	m ³ 立方米	271,280	1.02 x 10 ⁻³	77,850	0.4
Hazardous Waste 有害廢棄物	Solid Wastes 固體廢棄物	Tonnes 噸	5	1.90 x 10 ⁻⁸	6	2.7 x 10 ⁻⁵

VIII. 附錄

表一 – 本集團於2022及2021財年按類別劃分的總排放量⁶

- Intensity for FY2022 was calculated by dividing the amount of air, GHG and other emissions respectively by the Group’s floor areas of operations in FY2022, which was around 266,249,666.80 m²;
- The amount and intensity in FY2021 were extracted from the data in the ESG report for FY2021;
- 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;

- 2022財年的強度是按本集團2022財年所產生廢氣、溫室氣體或其他排放量分別除以本集團2022財年的營運面積266,249,666.80平方米得出；
- 2021財年的排放量和強度來自2021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；
- 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. The total amount of wastewater generated by the Group was primarily based on the appropriate estimations assuming 100% of the fresh water consumed by the Group will enter the sewage system in areas where an accurate recording of the amount of wastewater was hard to obtain. In FY2022, the total amount of wastewater generated mainly comprised of the 208,800 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. 本集團的廢水總排放量乃主要基於在難以準確記錄廢水量的地區所耗用食水100%流入樓宇排水系統的假設而得出。於2022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208,800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 FY2022 and FY2021

表二—本集團2022財年及2021財年的資源總消耗量

Use of Resources	Key Performance Indicator (KPI)	Unit	Amount in FY2022	Intensity ¹ (Unit/m ² Floor Area) in FY2022 2022財年強度 ¹ (單位/平方米)	Amount in FY2021 ²	Intensity ² (Unit/m ² Floor Area) in FY2021 2021財年強度 ² (單位/平方米)
資源使用	關鍵績效指標	單位	2022財年總量		2021財年總量 ²	
Energy 能源	Electricity	kWh'000	29,765	1.12 x 10 ⁻⁴	24,002	0.1
	電力	千個千瓦時				
	Petrol	L	86,073	3.23 x 10 ⁻⁴	82,466	0.4
	汽油	升				
	Diesel	L	229,513	8.62 x 10 ⁻⁴	244,230	1.1
柴油	升					
Natural Gas ⁴	m ³	345,990	1.30 x 10 ⁻³	-	-	
天然氣 ⁴	立方米					
	TOTAL ENERGY AFTER CONVERSION ³	kWh'000	36,804	1.38 x 10 ⁻⁴	27,415	0.1
	轉換後的能源總耗量 ³	千個千瓦時				
Water 水	Water ⁵	m ³	74,389	2.79 x 10 ⁻⁴	77,850	0.4
	水 ⁵	立方米				

- Intensity for FY2022 was calculated by dividing the amounts of resources the Group has consumed in FY2022 by the Group's floor areas of operations in FY2022, which was around 266,249,666.80 m²;
 - The amount and intensity in FY2021 were extracted from the data in the ESG report for FY2021;
 - 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;
 - Natural gas consumption was newly included in the data collection scope by the CBM business segment; and
 - For Raw Coal Washing business segment, the water consumption was 62,486 m³, while for CBM business segment, the water consumption was 11,903 m³.
- 2022財年的強度是按本集團2022財年所消耗的資源量分別除以本集團2022財年的營運面積266,249,666.80平方米得出；
 - 2021財年的排放量和強度來自2021財年ESG報告中的數據；
 - 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》；
 - 煤層氣業務板塊新增天然氣消耗納入數據收集範圍；以及
 - 原煤洗選業務板塊的用水量為62,486立方米，煤層氣業務板塊的用水量為11,903立方米。

Table 3 – Number of Employees by Age Group, Gender, Position Level, Employment Type and Geographical Locations of the Group in FY2022¹

表三—本集團2022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	47	62	39	77	225
Female 女	7	10	16	14	47
Total 總數	54	72	55	91	272

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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	189	27	9	225
Female 女	45	2	0	47
Total 總數	234	29	9	272

Employment type 僱傭類型			
Full time 全職		Part time 兼職	Total 總數
272		0	272

Geographical Locations 地理位置		
Mainland China 中國內地	Hong Kong 香港	Total 總數
271	1	272

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 FY2022¹

表四—本集團2022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				
Gender 性別	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	Total 總數	
Male 男	9	8	2	2	21	
Employee turnover rate 員工流失率	19.1%	12.9%	5.1%	2.6%	9.3%	
Female 女	1	0	2	1	4	
Employee turnover rate 員工流失率	14.3%	0.0%	12.5%	7.1%	8.5%	
Total 總數	10	8	4	3	25	
Total employee turnover rate 總員工流失率	18.5%	11.1%	7.3%	3.3%	9.2%	
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	25		9.2%			

^{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 FY2022 by the number of employees in FY2022. 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2022財年內員工離職數除以2022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	FY2020 2020財年	FY2021 2021財年	FY2022 2022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 was 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 FY2022¹

表六 – 2022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 員工總數				272
Total number of employees trained 受訓員工總數				215
Total percentage of employees trained 總員工受訓百分比				79.0%
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	156	22	4	182
Percentage of employees trained 受訓員工百分比	72.6%	10.2%	1.9%	84.7%
Female 女	30	3	0	33
Percentage of employees trained 受訓員工百分比	14.0%	1.4%	0.0%	15.3%
Total 總數	186	25	4	
Percentage of employees trained 受訓員工百分比	86.5%	11.6%	1.9%	

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 FY2022. 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2022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 FY2022¹

表七 – 2022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		Position Level		
單位：培訓時數		職位類別		
Gender	General staff	Senior employees	Director and management	Total
性別	一般僱員	高級僱員	董事及管理層	總數
Male				
男	7,920	1,576	216	9,712
Average training hours				
平均培訓時數	41.9	58.4	24.0	43.2
Female				
女	2,064	160	0	2,224
Average training hours				
平均培訓時數	45.9	80.0	0.0	47.3
Total				
總數	9,984	1,736	216	11,936
Average training hours				
平均培訓時數	42.7	59.9	24.0	43.9

^{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》。



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