



力勤资源

LYGEND RESOURCES

宁波力勤资源科技股份有限公司

LYGEND RESOURCES & TECHNOLOGY CO., LTD.

(A joint stock company incorporated in the People's Republic of China with limited liability)
Stock Code: 2245

2022

Environmental, Social and
Governance Report

Environmental, Social and Governance Report

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DEFINITIONS

“Board” or “Board of Directors”	the board of Directors of the Company;
“China” or “the PRC” or “Mainland China”	the People’s Republic of China, which for the purposes of the Report and for geographical reference only, shall exclude Hong Kong, Macao and Taiwan of China;
“Director(s)”	the director(s) of the Company;
“Group” or “we”	the Company and its subsidiaries;
“H Share(s)”	overseas listed foreign shares in the share capital of our Company with a nominal value of RMB1.00 each, which are traded in Hong Kong dollars and listed on the SEHK;
“Hong Kong”	the Hong Kong Special Administrative Region of the PRC;
“HPAL Project”	a nickel product smelting project on Obi Island;
“Indonesia”	the Republic of Indonesia;
“Jiangsu Wisdom”	Jiangsu Wisdom Industrial Co., Ltd. (江蘇惠然實業有限公司), a limited liability company established in the PRC on 21 March 2011 and a wholly-owned subsidiary of the Company;
“Listing”	the listing of the H Shares on the Main Board of the SEHK;

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“Listing Rules”	the Rules Governing the Listing of Securities on the SEHK, as amended, supplemented or otherwise modified from time to time;
“Lygend Resources” or the “Company”	Lygend Resources & Technology Co., Ltd. (寧波力勤資源科技股份有限公司), a joint stock company incorporated in the PRC with limited liability, the H Shares of which are listed on the Main Board (Stock Code: 2245);
“Main Board”	the stock market (excluding the option market) operated by the SEHK which is independent from and operated in parallel with the Growth Enterprise Market of the SEHK;
“Report”	the Environmental, Social and Governance Report for the year ended 31 December 2022 issued by the Company;
“Reporting Guide”	the “Environmental, Social and Governance Reporting Guide” set out in Appendix 27 to the Listing Rules;
“Reporting Period” or “2022” or “current year”	1 January 2022 to 31 December 2022;
“SEHK”	The Stock Exchange of Hong Kong Limited;
“Xi’an Pengyuan”	Xi’an Pengyuan Metallurgical Equipment Co., Ltd. (西安鵬遠冶金設備有限公司), a limited liability company established in the PRC on 20 February 2017 and directly held as to 70.0% by the Company.



About Lygend Resources

Main Businesses

Geographical Reach

Corporate Culture

Awards & Certificates

Environmental, Social and Governance Report

MAIN BUSINESSES



Lygend Resources & Technology Co., Ltd. (“Lygend Resources” or the “Company”, together with its subsidiaries, collectively referred to as the “Group” or “we”) is a company with business across the entire nickel industry value chain, and in a leading position in the industry of nickel products trading and production. Starting from nickel ore and ferronickel trading services, Lygend Resources has actively extended its business over the years, covering multiple fields of the nickel industry chain, including the trading and production of nickel products, and equipment manufacturing and sales. Our products are widely used in sectors including the new energy vehicles (“NEV”) and stainless steel industries. To cater to our business development, the H shares of Lygend Resources has been officially listed on the Main Board of SEHK since December 2022 (stock code: 2245.HK).

GEOGRAPHICAL REACH

Since our establishment, Lygend Resources has adhered to the concept of “power and excellence” and “always without limits” (「力致卓越·勤無止境」) to provide high-quality products and services. In response to China’s “One Belt One Road” development strategy, our business is distributed in many countries in Southeast Asia. The Company’s domestic business is distributed in Ningbo of Zhejiang Province, Suqian of Jiangsu Province, and Xi’an of Shaanxi Province, and our overseas business is distributed in multiple Southeast Asian countries such as Indonesia and the Philippines.

Environmental, Social and Governance Report

CORPORATE CULTURE

Open-mindedness

Attract talents from all over the world, build an inclusive enterprise with an open mind.

Sharing

Work and share the achievements as a team.

Responsibility

Be responsible for the team, the environment, and the community.

Innovation

Be bold to explore and innovate, keep up the spirit and competitiveness of the team.

Lygend Resources' corporate culture emphasizes four fundamental elements, "open-mindedness", "sharing", "responsibility" and "innovation". The Company is open-minded and inclusive towards employees, shares the fruits of efforts with them, shoulders social responsibility, and stresses the importance of service and product innovation to pursue sustainable development.

AWARDS AND CERTIFICATES

In 2022, we were listed on the 2022 Forbes China Sustainable Development Industrial Enterprises Top 50 Selection, Ningbo Top 100 Enterprises (Overall) (二零二二年寧波市綜合企業百強榜) and the Ningbo Top 100 Enterprises (Service Industry) (二零二二年寧波市服務企業百強榜), and were selected as one of the 2022 Top 20 Ningbo Local Private Enterprises (Transnational Management) (二零二二年度寧波市本土民營企業跨國經營20強名單). In the meantime, we were awarded "Enterprise of Great Strength" (「大力神鼎」獎) by the Development and Reform Bureau (發展和改革局) of Yinzhou District, Ningbo City. Our subsidiary Xi'an Pengyuan was also honoured as one of the 2022 Shaanxi Province "Technologically Advanced" Small and Medium-sized Enterprises (二零二二年度陝西省「專精特新」中小企業公示名單). We will continue to innovate, overcome difficulties, achieve steady development, and build a world-class nickel industry brand.



2022 Forbes China Sustainable Development Industrial Enterprises Top 50 Selection



"Enterprise of Great Strength Award" from the Development and Reform Bureau of Yinzhou District, Ningbo City

Environmental, Social and Governance Report

In 2022, the Group received the following awards and certificates:



The Company obtained ISO 14001 Environmental Management System Certificate



The Company obtained ISO 45001 Occupational Health and Safety Management System Certificate



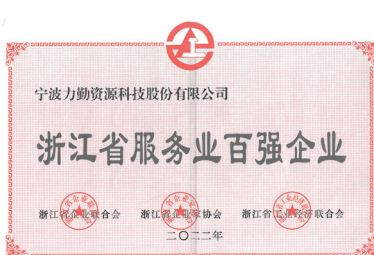
The Company obtained ISO 9001 Quality Management System Certificate



Xi'an Pengyuan was awarded High and New Technology Enterprises Certificate (高新技術企業證書)



Xi'an Pengyuan was awarded 2022 Shaanxi Province Potential Gazelle Enterprises Certificate (陝西省潛在瞪羚企業)



The Company was awarded Zhejiang Province Top 100 Enterprises (Service Industry) (浙江省服務百強企業)



Ningbo Headquarter was awarded Xiangshan Charity Outstanding Contribution Award (象山慈善突出貢獻獎)



The HPAL Project was awarded Certificate of Honour for Zero Work-related Injuries



Jiangsu Wisdom became the Vice President Unit of the Metallurgy Industry Association of Jiangsu Province (江蘇省冶金行業協會副會長單位)



Jiangsu Wisdom was awarded the 2022 Suqian Top 100 Private Enterprises (宿遷民營企業100強)



Jiangsu Wisdom was awarded Suqian May First Labour Certificate (宿遷市五一勞動獎狀)

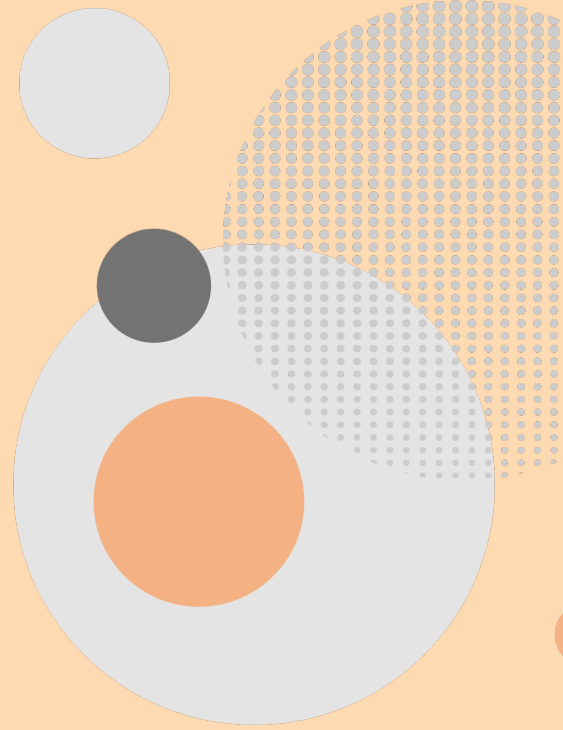
About This Report

Mandatory Disclosure Requirements

Report Purpose

Reporting Period and Scope

Reporting Principles



Environmental, Social and Governance Report

REPORT PURPOSE

The Group is pleased to publish its first Environmental, Social and Governance (“ESG”) report (the “Report”). The purpose of the Report is to disclose the risks and opportunities we have identified concerning ESG, including air pollutant emissions, greenhouse gas emissions, climate change, labour standard and anti-corruption, as well as our relevant policies and measures, so that stakeholders can have a better understanding on our philosophy and approach to sustainable development.

This report is published in both English and Chinese and has been uploaded to the website of the SEHK and the Group’s website (<https://www.lygend.com/>) for download by stakeholders. In the event of any conflict or discrepancy between the English and Chinese versions, the Chinese version shall prevail.

REPORTING PERIOD AND SCOPE

The Report discloses the policies and performance of the Group in relation to ESG from 1 January 2022 to 31 December 2022. For data disclosure, as the Group is proactively expanding the business of nickel product production and expects it to contribute to a majority of the Group’s revenue, and considering the main sources of our environmental impact, the scope of environmental and social data disclosure mainly covers the production facilities of the Group, including:

- Jiangsu Wisdom Industrial Co., Ltd. (江蘇惠然實業有限公司) (“Jiangsu Wisdom”);
- Xi’an Pengyuan Metallurgical Equipment Co., Ltd. (西安鵬遠冶金設備有限公司) (“Xi’an Pengyuan”); and
- A nickel product smelting project located on Obi Island, the Republic of Indonesia (“HPAL Project”).

REPORTING PRINCIPLES

The Report has been prepared in accordance with Appendix 27 “Environmental, Social and Governance Reporting Guide” of the Listing Rules, and complies with the mandatory disclosure requirements and the “comply or explain” provisions of the Reporting Guide. The Report presents the Group’s ESG data and performance in accordance with the reporting principles set out in the Reporting Guide:

Materiality

The Group identifies and ranks our ESG issues according to their importance through continuous communication with stakeholders and the Board’s review of our business development. Details of the materiality assessment conducted are disclosed in the section “Materiality Assessment” of the Report.

Quantitative

The Group collects ESG data quantitatively where appropriate and discloses our key performance indicators (“KPIs”) in the Report.

Consistency

The Group has established a methodology of ESG data collection and disclosure and plans to use consistent methodologies in the future to ensure meaningful comparisons of data over time.



Sustainability Governance

Mandatory Disclosure Requirements

Role of the Board

**Environmental, Social and
Governance Committee**

ESG Governance Approach

Environmental, Social and Governance Report

ROLE OF THE BOARD

The Board takes the overall responsibility for the Group's ESG strategy and reporting. Assisted by the ESG consultants, members of the Board have the proper skills, experience, knowledge and views needed to supervise the Group's ESG issues. To better manage the Group's performance, issues, and potential risks relating to ESG, the Board, at least once a year, engages in discussions on ESG key issues and future developments, ESG strategies and policies, ESG action plans and outcomes, as well as the effectiveness of ESG management. The Board formulates, evaluates, prioritizes, and manages material ESG-related issues, including risks to our business. The Board also analyses the Group's performance and progress against ESG-related goals and targets. In the event that the implementation of and the performance of ESG-related goals and targets fall short of expectation or there are changes to our business operations, the Group will make necessary changes to the relevant goals and targets and communicate such goals and targets with our key stakeholders including employees, customers and suppliers.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE

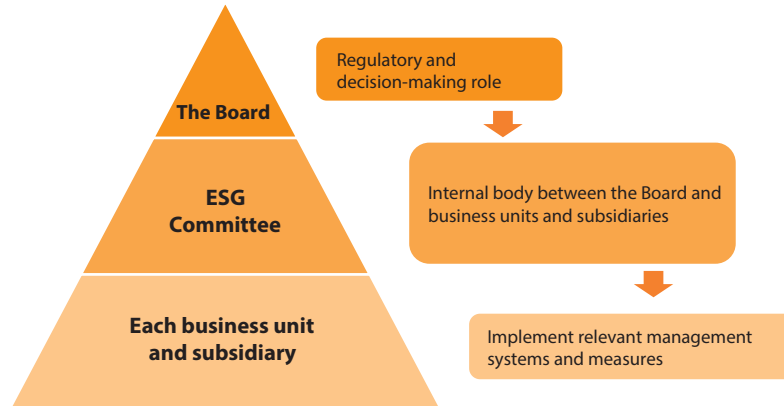
The Group is committed to establishing an ESG committee (the "ESG Committee") within six months from the Listing. The ESG Committee is to be chaired by an executive Director, and the members of the ESG Committee will mainly comprise of persons from the Group with ESG risk identification and management capabilities. The ESG Committee will serve as an internal body between the Board and business units and subsidiaries, and will be responsible for communication between the upper and lower levels to coordinate and manage ESG issues.

The ESG Committee will be responsible for identifying ESG-related risks and opportunities and reporting regularly to the Board on their management status. In addition, the ESG Committee will be responsible for coordinating stakeholder communication, materiality analysis of ESG issues, daily management, and information disclosure, and setting ESG goals as well as regularly reviewing the progress of such ESG goals. The ESG Committee will develop appropriate corrective measures when discrepancies are found against the ESG goals and targets.

Environmental, Social and Governance Report

ESG GOVERNANCE APPROACH

The Group plans to implement a top-down ESG framework and governance approach, which consists of three working levels, from the Board and the ESG Committee to each business unit and our subsidiaries. We believe that this structure will achieve effective governance and implementation of ESG-related policies:



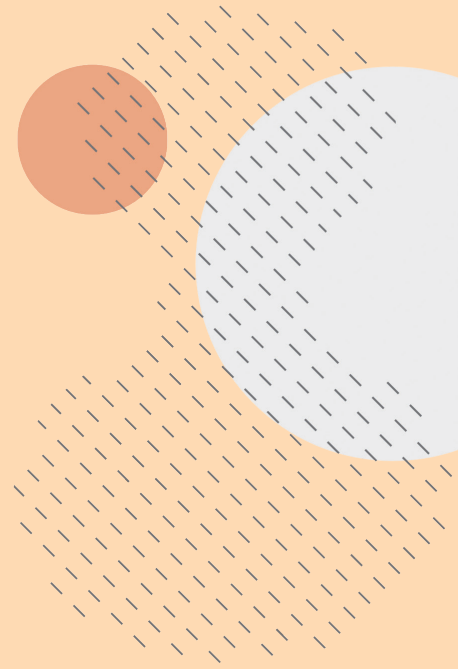
The Group has also engaged an independent ESG consultant, Riskory Consultancy Limited, to provide consultancy services to the Board and management and ensure that we understand and comply with the requirements of the regulatory authorities and perform our relevant responsibilities.

The Group's corporate governance structure and related issues are disclosed in the "Corporate Governance Report" section of the Annual Report for the year ended 31 December 2022.

Stakeholder Engagement

Continuous Communication




Feedback from Stakeholders



Environmental, Social and Governance Report

CONTINUOUS COMMUNICATION

The opinions of stakeholders enable us to improve continuously, the Group attaches great importance to maintaining communication with them and has established various channels to collect their suggestions. We also take into account recommendations from stakeholders when identifying ESG-related risks and opportunities and formulating targets and plans. Our communication channels with stakeholders are as follows:

Stakeholders		Main Communication Channels	
Employees		Employee activities Training programmes	Performance appraisal
Customers		Company website Announcements	Email and customer service hotline
Investors		Annual and interim reports General meetings	Announcements and circulars Company website
Suppliers and business partners		Site visits Business conferences	Supplier evaluation Meetings
Government departments and regulatory authorities		Compliance reports Meetings	Site visits to the operation locations
Community		Charity and public welfare activities Company website	Mass media

FEEDBACK FROM STAKEHOLDERS

The Group values the opinions of all stakeholders and welcomes them to share their views or suggestions on our ESG policies and strategies through email (dept.securities@lygend.com).



Materiality Analysis

Methodology

Results Analysis

Environmental, Social and Governance Report

METHODOLOGY

To identify the Group's ESG materiality issues, the Group was assisted by a third-party consultant to conduct an internal materiality assessment during the Reporting Period. We ranked the identified materiality issues through the integration of opinions from stakeholders and considerations of the Board. The ranking serves as an important reference for the Group to formulate ESG policies and disclosure in the Report:



RESULTS ANALYSIS

Based on the results of the analysis, the Group has identified 20 ESG-related materiality issues and ranked them according to their importance:

Environmental Protection		Employment and labour practices	
Materiality Issues	Importance	Materiality Issues	Importance
1. Air emissions and air quality	Most important	9. Occupational health and safety	Most important
2. Waste and hazardous materials management		10. Child labour and forced labour management	
3. Ecological impact and land pollution		11. Employee welfare and benefits	Important
4. Addressing risks and opportunities of climate change		12. Training and development	
5. Greenhouse gas emissions	Important	13. Diversity and equal opportunities	Relevant
6. Water and wastewater management			
7. Biodiversity			
8. Energy management			

Environmental, Social and Governance Report

Operating Practices	
Materiality Issues	Importance
14. Supply chain management	Important
15. Anti-corruption	
16. Emergency prevention and handling	

Product Liability	
Materiality Issues	Importance
17. Product quality assurance and recall	Important
18. Product health and safety	
19. Product or service quality	

Community investment	
Materiality Issues	Importance
20. Community involvement and contribution	Relevant

Environmental Protection

KPI A1 | A2 | A3 | A4

Emissions

Use of Resources

Environment and Natural Resources

Climate Change



Environmental, Social and Governance Report

EMISSIONS

The Group has formulated a comprehensive set of internal environmental protection policies in accordance with the local laws and regulations where we operate, including policies relating to air emissions, disposal of solid waste and sewage generated in our operation. In addition, we also develop an annual environmental training plan for our employees at the beginning of each year, requiring them to participate at least once a year. Production personnels must participate in mandatory environmental protection training, including training about applicable laws and regulations, internal policies and procedures on environmental protection, types and nature of pollutants and waste generated during the smelting process, and emergency plans in the event of leakage.

The Group complies with the local laws and regulations relating to emission in the regions where we operate, including but not limited to:

China	Indonesia
<ul style="list-style-type: none"> • Classification Administration List of Pollutant Discharge Permitting for Fixed Pollution Sources (2019) • Law of the People’s Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes • Water Pollution Prevention and Control Law of the People’s Republic of China • Atmospheric Pollution Prevention and Control Law of the People’s Republic of China • Measures for the Administration of Permit for Operation of Dangerous Wastes • Environmental Protection Law of the People’s Republic of China 	<ul style="list-style-type: none"> • Law No. 32 of 2009 on Environmental Protection and Management and its supplementary regulations • Government Regulation No. 5 of 2021 • Government Regulation No. 22 of 2021

During the Reporting Period, the Group was not aware of any material non-compliance with the relevant laws and regulations that had a significant impact on the Group.

Environmental, Social and Governance Report

Air Emission

Due to the nature of our business, exhaust gases are inevitably generated during the Group's smelting and production processes, but we have taken measures to minimize pollutant emissions as much as possible. We have also developed different manuals of standards to regulate the treatment and monitoring of exhaust gases, such as the "Exhaust Gas Treating Equipment Management Standard (廢氣處置裝置管理制度)" in Jiangsu Wisdom and the "Exhaust Gas Emission and Treatment Standard (廢氣排放及處理制度)" of the HPAL Project in Indonesia. We also hope to continuously reduce air pollutant emissions using the equipment described below.

Jiangsu Wisdom

We have invested about RMB35 million in the exhaust gas ultra-low emission technical transformation project to enhance the dust removal and desulfurization efficiency of the rotary kiln and drying kiln and ensure that we meet the local ultra-low emission standard of the steel and iron industry.

HPAL Project

We have installed various facilities to reduce exhaust gas emissions:

Nitrogen oxides

Installed boilers with low nitrogen oxide emission

Sulfur oxides

Installed desulfurization equipment and expect to commence operation in the short term

Particulate matter

Installed electrostatic precipitators

Dust

Installed dust control systems, including sprinklers, ventilators and collectors

During the Reporting Period, our air emissions data are as follows:

Air Emissions	Unit	2022
Nitrogen oxides	Tonnes	599.44
Sulfur oxides	Tonnes	7,588.17
Particulate matter	Tonnes	58,716.60

Environmental, Social and Governance Report

Greenhouse Gas Emission

The Group's greenhouse gas emissions mainly come from our production facilities, including stationary combustion sources, use of vehicles, and purchased electricity. To gradually reduce greenhouse gas emissions and support the national goals of achieving carbon dioxide peak by 2030 and carbon neutrality by 2060, we will establish an ESG Committee and consider various emission reduction measures.

During the Reporting Period, our greenhouse gas emission data are as follows:

Greenhouse Gas	Unit	2022
Direct emissions (Scope 1)	Tonnes of CO ₂ e in thousands	711.02
Energy indirect emissions (Scope 2)	Tonnes of CO ₂ e in thousands	360.71
Total emissions	Tonnes of CO ₂ e in thousands	1,071.73
Emission intensity	Tonnes of CO ₂ e in thousands/ million revenue in RMB	0.06

The Group will consider different emission reduction measures proactively to gradually reduce our greenhouse gas emission.

Hazardous and Non-hazardous Waste

The Group has obtained the necessary waste emission permits, including but not limited to the Permit for Operation of Dangerous Wastes (危險廢物經營許可證) and Pollution Discharge Permit (排污許可證) in China. We have also established procedures for the treatment of waste generated during smelting and production, such as Xi'an Pengyuan's "Hazardous Waste Management Standard (危險廢物管理制度)" and the HPAL Project's "Hazardous Waste Management Policy (有害廢棄物管理政策)" and "Non-Hazardous Waste Management Policy (無害廢棄物管理政策)", and installed the necessary storage and recycling warehouses for separation of recyclable materials or waste generated during the production process. The waste is handled by qualified third parties engaged by the Group.



Environmental, Social and Governance Report

To lessen the environmental impact of waste, we advance and optimize the technology and procedures of our production processes constantly to ensure that they can be discharged in a manner that complies with applicable laws and regulations.

HPAL Project

The production facility in Indonesia will enhance its ability of slag handling, increase the handling efficiency of facilities and ensure the disposed slag is harmless.

During the Reporting Period, the Group's hazardous waste mainly included slag, experimental waste liquid, power plant coal ash, and waste oil, etc. The main non-hazardous waste included general domestic waste, metal, waste wood planks, and packaging bags.

The amount of waste generated by the Group during the Reporting Period is as follows:

Waste	Unit	2022
Total amount of hazardous waste	Tonnes in thousands	4,679.30
Intensity of hazardous waste	Tonnes in thousands/ million revenue in RMB	0.26
Total amount of non-hazardous waste	Tonnes in thousands	5.70
Intensity of non-hazardous waste	Tonnes/million revenue in RMB	0.31

We expect to gradually reduce hazardous and non-hazardous waste through the following measures:

- Categorize recyclable general domestic waste and sell metal waste to other companies for further processing; and
- Recycle construction waste.

Environmental, Social and Governance Report

Sewage

Due to the generation of sewage from the Group's production process, our project in Indonesia has obtained Disposal of Wastewater to the Sea License (Izin Pembuangan Air Limbah ke Laut). We also take various measures to reduce the amount of sewage produced and its impact on the ecosystem, including:

- Increase the recycling and reuse of water and steam energy generated in the production process to reduce sewage discharge;
- Install filtration and extraction equipment for wastewater and sewage treatment; and
- Neutralize and treat wastewater to ensure that the amount of acidic substances and heavy metals in the mixture comply with the relevant requirements.

We also plan to treat the wastewater and recycle the processed water for mineral cleansing to further reduce the amount of sewage.

USE OF RESOURCES

Energy

The Group is aware of the preciousness of natural resources and implements a series of measures to pursue the enhancement of the efficiency of resource usage. In terms of energy, we have set up the "Energy Monitoring Management Standard (能源計量管理制度)", which specifies the functions, management context, requirements, management system, and the standard of implementation and monitoring. In addition, the production at the HPAL Project is widely recognized to have low energy consumption among production of raw materials of ternary batteries.

The Group's energy consumption during the Reporting Period is as follows:

Energy	Unit	2022
Direct energy ¹	GWh	1,402.31
Indirect energy ²	GWh	591.24
Total energy consumption	GWh	1,993.55
Intensity of energy consumption	GWh/million revenue in RMB	0.11

Note:

1 During the Reporting Period, direct energy consumed included natural gas, diesel oil, unleaded petrol, liquefied petroleum gas (LPG), and coal.

2 During the Reporting Period, indirect energy consumed included purchased electricity.

We look to further improving energy efficiency and reducing energy consumption by monitoring our energy consumption and implementing different energy-saving measures, for example, the "Nickel Alloy Technology Reform Project (鎳合金技術改造項目)" in Jiangsu Wisdom, which implements recovery of waste heat. HPAL project is also considering and planning to set up photovoltaic power generation facilities in suitable areas of the industrial park, further enhancing the proportion of green and clean energy.

Environmental, Social and Governance Report

Water Resources

In terms of water resources, the Group has obtained permits for sourcing water to ensure the compliance use of all water resources. We are also committed to improving our processes and technologies to achieve sustainable development. The production methods we use have already enhanced the efficiency of water usage and use relatively less water in the industry.

During the Reporting Period, our water consumption is as follows:

Water Resources	Unit	2022
Total water consumption	m ³ in thousands	16,310.65
Intensity of water consumption	m ³ in thousands/million revenue in RMB	0.89

During the Reporting Period, the Group had no material issues in sourcing water that is fit for purpose. Although there is limited room to reduce water consumption due to the already low water consumption in our production process, we are committed to improving water efficiency and plan to use treated wastewater for irrigation and other purposes to save water.

Packaging Materials


As the Group's products requires heavy-load-bearing and robust packaging, it is relatively difficult to cut the usage of packaging materials. However, we will consider using more environmentally friendly materials in the future to reduce the impact on the environment.

The Group's consumption of packaging materials during the Reporting Period is as follows:

Packaging Materials	Unit	2022
Total consumption	Tonnes	401.36
Intensity of consumption	Tonnes/million revenue in RMB	0.02

Environmental, Social and Governance Report

Transition risks:

Description of Risks	Time Frame	Potential Impact	Countermeasures
Regulatory restrictions or mandatory carbon trading on greenhouse gas emission 	Medium-short term to long-term	<ul style="list-style-type: none"> The need to invest more resources to develop and apply low-carbon technologies, impacting our operating strategy and financial performance. 	<ul style="list-style-type: none"> Emission reduction measures described in the “Emissions” section. Hydrometallurgy technology is used to reduce emissions in the production processes. A dedicated photovoltaic project team has been set up for the construction of photovoltaic power generation facilities for projects on Obi Island.

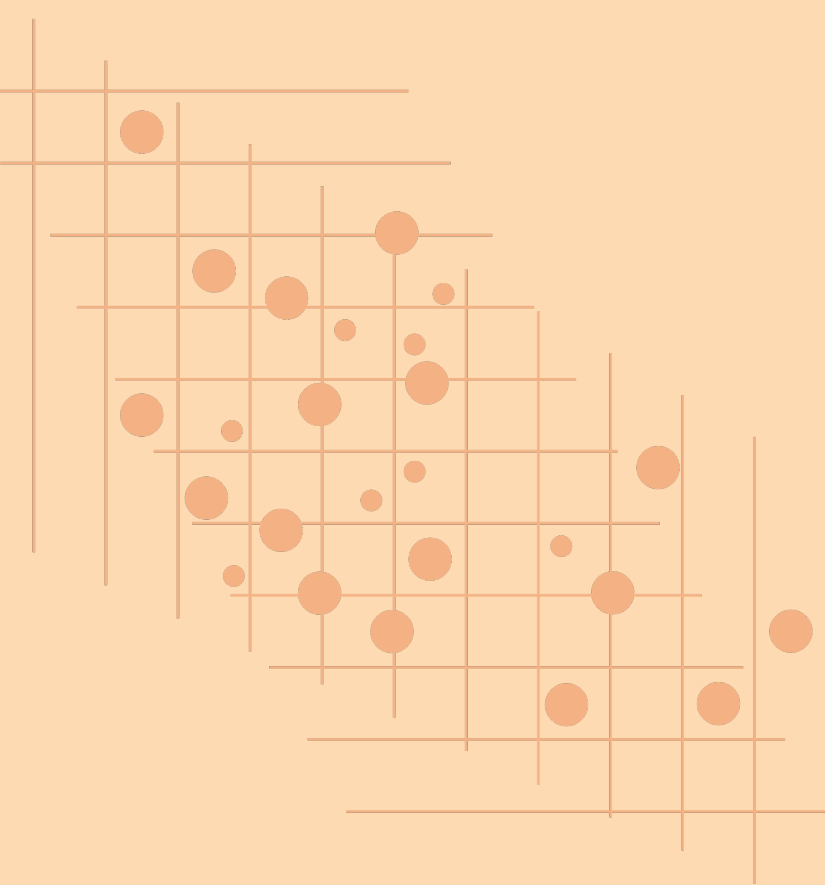
Opportunities:

In terms of climate change-relevant opportunities, China has set a goal of reaching carbon peak by 2023 and striving to achieve carbon neutrality by 2060. Coupled with the trend of low carbon and energy saving in recent years, there has been an increase in the demand for nickel products in NEV, one of our downstream markets. As our production processes consume less energy, emit less pollution and produce nickel products of higher quality, we believe that the Group is in a competitive position to capture the opportunities presented by the nickel market.



Social

KPI B1 | B2 | B3 | B4
B5 | B6 | B7 | B8



Employment

Health and Safety

Training and Development

Labour Standard

Supply Chain Management

Product Responsibility

Anti-corruption

Community Investment

Environmental, Social and Governance Report

EMPLOYMENT

Employees are valuable assets to the Group and the foundation on which we provide quality products and services. We are committed to building a corporate culture of inclusion, diversity and equality, and value the safety, health and welfare of our employees. The Group embraces the principle of antidiscrimination and states clearly in the employee handbook developed by the Group (the “Employee Handbook”) that one of our core values is open-mindedness and inclusiveness.

We comply with all local laws and regulations related to employment in the regions where we operate, including but not limited to:

China	Indonesia
<ul style="list-style-type: none"> • Labour Contract Law of the People’s Republic of China • Regulation on the Implementation of the Labour Contract Law of the People’s Republic of China • Social Insurance Law of the People’s Republic of China • Interim Regulations on the Collection and Payment of Social Insurance Premiums • Regulation on Work-related Injury Insurances • Regulation on the Administration of Housing Accumulation Funds 	<ul style="list-style-type: none"> • Law No. 13 of 2003 • Law No. 6 of 2011 • Law No. 7 of 1981

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to employment that had a significant impact on the Group.

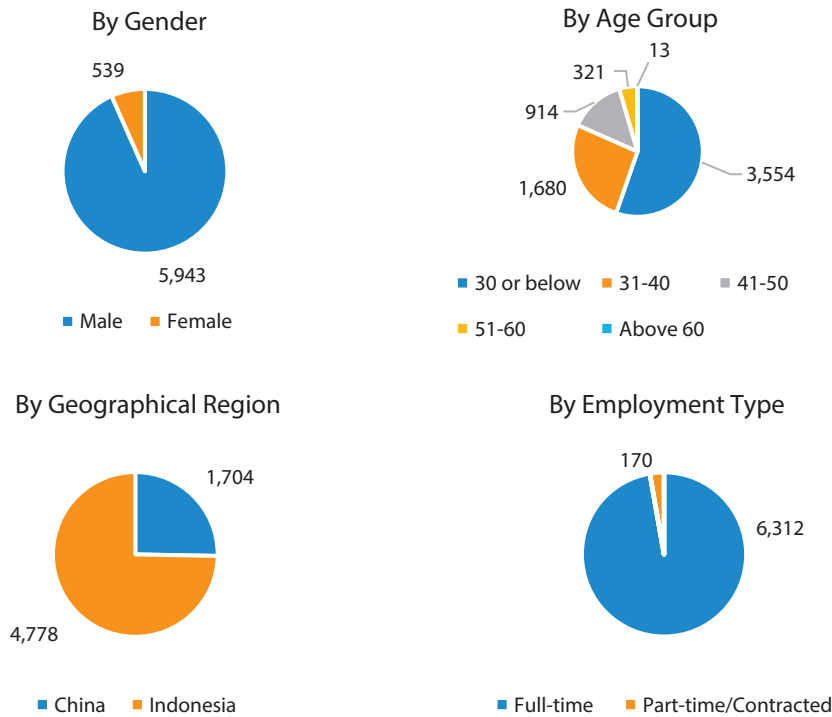
Employee Recruitment and Promotion

The Group’s “Human Resources Management Standard (人力資源管理制度)” sets out our recruitment principles, including equality, fair competition and qualification-based recruitment, to ensure we offer equal opportunities to all candidates and recruit the best talent to maintain our competitiveness. The standard also clearly states the working hours to protect the rights of employees. After recruitment, the human resources department will conduct induction training for new employees. New joiners will be assessed during their probationary period, and only those who pass the assessment will be appointed as regular staff.

In terms of promotion, we mainly consider the employee’s professional knowledge, educational background, integrated ability, appraisal from the previous year, etc., and the decisions are evaluated by the human resources department and the next level of management to ensure that the evaluation process is objective, open and fair.

Environmental, Social and Governance Report

As at 31 December 2022, the Group had a total of 6,482 employees, their distribution by categories is as follows*:



Note: For the scope of data disclosure, please refer to the “Reporting Period and Scope” section of the Report.

The Group’s turnover data for the Reporting Period is as follows*:

Turnover	Unit	2022
By Gender		
Male	Percentage	14
Female	Percentage	15
By Age Group		
30 or below	Percentage	14
31-40	Percentage	16
41-50	Percentage	12
51-60	Percentage	7
Above 60	Percentage	15
By Geographical Region		
China	Percentage	9
Indonesia	Percentage	15

Note: For the scope of data disclosure, please refer to the “Reporting Period and Scope” section of the Report.

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Remuneration and Welfare

The Group's "Remuneration, Performance and Welfare Management Measures (薪酬績效福利管理辦法)" stipulates that the remuneration of employees includes basic salary, monthly or quarterly bonuses, incentive bonuses and other subsidies. In addition to salary, we also provide a variety of welfare to our employees, including but not limited to:

- Various types of leave, including but not limited to marriage leave, prenatal visit leave, paternity leave, maternity leave, etc
- Loyalty awards
- Meal subsidy
- Physical examination
- Festival allowances, including Chinese New Year, Dragon Boat Festival, Mid-Autumn Festival, and Women's Day
- Insurance for accidents
- Communication allowances
- Accommodation subsidies

Dismissal

We have set out the provisions for terminating employment contracts in the "Human Resources Management Standard" (人力資源管理制度), including the need for the head of the department to which the employee belongs to fill in the reasons for dismissal and provide relevant proofs, which will be submitted to the human resources department for assessment. The termination of employment needs to be approved by the supervisor of each level and the head of the division to ensure a fair and just process.

HEALTH AND SAFETY

We emphasize the safety, physical and mental health of our employees. We expect our employees to work safely and maintain their physical and mental health through the establishment and organization of a series of safety standards, training and employee activities. The Group complies with all local laws and regulations relating to health and safety in the regions where we operate, including but not limited to:

China	Indonesia
<ul style="list-style-type: none"> • Regulations on the Safety Management of Hazardous Chemicals • Regulation on the Implementation of the Labour Contract Law of the People's Republic of China • Work Safety Law of the People's Republic of China • Regulation of Work Safety Licenses • Measures for the Safety Supervision and Administration of Hazardous Chemical of Construction Projects • Measures for the Administration of Registration of Hazardous Chemicals 	<ul style="list-style-type: none"> • Law No. 1 of 1970 • Government Regulation No. 50 of 2012 • Law No. 24 of 2011 • Presidential Regulation No. 82 of 2018 • Government Regulation No. 86 of 2013

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to health and safety that had a significant impact on the Group. In the past three years including the Reporting Period, the Group's production facilities, including Jiangsu Wisdom, Xi'an Pengyuan and the HPAL Project, did not have any work-related fatalities. During the Reporting Period, we had zero lost days due to work injury.

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The Group has obtained the certification of ISO 45001:2018 Occupational Health and Safety Management Systems, and has comprehensive safety standards to ensure the safety of our employees, such as “Production Safety Management Standard (安全生產管理制度)”, “Oil Products Management Standard (油品管理制度)” and “Coal Storage Management System (煤場管理制度)”.



Hazardous Chemical Leakage Drill



Safety Month Training



Kiln-Electric Furnace Leakage Drill



Fire and Emergency Drill



Safety Drill



Fire Drill

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Health and safety measures

- Implement systems and procedures for identifying and preventing accidents and emergencies;
- Compile detailed manuals on the standard operation and maintenance procedures to be followed by operators in the event of accidents and emergencies for critical machinery and equipment involved in production;
- Control and monitor the operation of production facilities, including pressure, temperature and volume of hazardous and volatile materials during production and storage; and
- Conduct safety inspections, maintenance and repair of production machinery and equipment regularly.

Safety training

- Provide employees with safety-related training, including training in relation to operational safety in the production line and hold meetings on the identification of safety risks related to production activities and prevention of accidents.



Recreational activities

- We regularly organize diversified activities, including sports activities, festival celebrations, birthday parties, annual meetings, etc., for employees to relax and maintain connections with each other.



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TRAINING AND DEVELOPMENT

The Group actively nurtures employees' professional and integrated abilities to ensure that they can provide customers with high-quality products and services and thrive together with the Group. Therefore, we provide employees with diversified training, including training related to foreign languages, workplace etiquette, the Employee Handbook, etc., to enhance their industrial, technical and product knowledge, as well as their familiarity with quality standards in the industry and work safety standards. We also set performance targets for each position and regularly review employees' performance to evaluate promotion.



The Group's employee training data during the Reporting Period is as follows*

Training Data	Unit	2022
Percentage of employees trained (by gender)		
Male	Percentage	51
Female	Percentage	52
Percentage of employees trained (by employee category)		
Senior management	Percentage	13
Middle management	Percentage	8
General employees	Percentage	59
Average training hours (by gender)		
Male	Hour	6
Female	Hour	13
Average training hours (by employee category)		
Senior management	Hour	4
Middle management	Hour	1
General employees	Hour	8

Note: For the scope of data disclosure, please refer to the "Reporting Period and Scope" section of the Report.

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LABOUR STANDARD

To avoid employing child or forced labour, the Group has established stringent rules and “Human Resources Management Standard (人力資源管理制度)” in accordance with laws and regulations related to labour standard at each production facility. We comply with all local laws and regulations in relation to labour standard in locations where we operate, including but not limited to:

China	Indonesia
<ul style="list-style-type: none"> Labour Contract Law of the People’s Republic of China Regulation on the Implementation of the Labour Contract Law of the People’s Republic of China 	<ul style="list-style-type: none"> Law No. 13 of 2003 Law No. 6 of 2011

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to labour standard that had a significant impact on the Group, and was not aware of any employment of child labour or forced labour.

During the recruitment process, our human resources management staff ask candidates to provide supporting documents such as identification cards and verify them during the interview to prevent the employment of child labour or forced labour. We also require all employees to sign employment contracts to safeguard the interests of both parties.

We arrange inspections to ensure that there is no employment of child or forced labour in our business operation. We have an established reporting mechanism in place to ensure that employees can report any non-compliance in a timely manner. In the event of any discovered case of employment of child or forced labour, the Group will promptly investigate the underlying cause of the problem and analyze whether there are any loopholes in the recruitment process. If necessary, we will make corrections or implement additional procedures to avoid similar incidents in the future.

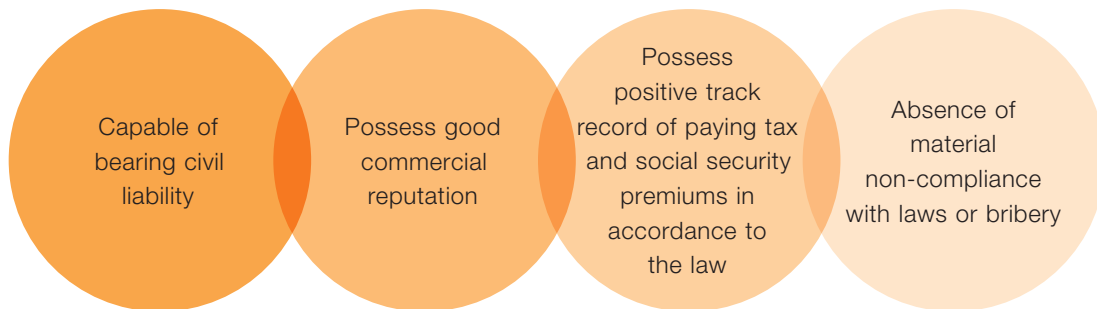
SUPPLY CHAIN MANAGEMENT

The Group has always placed heavy emphasis on selecting suppliers of high quality and maintaining long-term cooperative relationships with them to ensure the quality of our products. Our suppliers mainly supply us with laterite nickel ore, ferronickel, production equipment, logistics services, coal and other raw materials and auxiliary materials. During the Reporting Period, the number of major suppliers engaged by the Group by geographical region is as follows:

Geographical Regions	Unit	2022
Mainland China and Hong Kong	Supplier	99
Indonesia	Supplier	43
Other regions	Supplier	10

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We have established the “Supplier Management Standard (供應商管理制度)” to set out standard procedures for the screening and evaluation of suppliers. We regularly identify and evaluate new suppliers to remain competitive. When evaluating suppliers, we collect the information of relevant suppliers, fill in the “Supplier Registration Form (供應商登記表)”, and register them onto the Group’s “Qualified Suppliers List (合格供應商名錄)” after review by the head of the department and approval by the managing Director. To manage our suppliers’ environmental and social risks, we consider the following factors when evaluating our suppliers:



We evaluate the Qualified Suppliers List at least once a year, the evaluation criteria include their operation conditions, financial capabilities, product quality, compliance to contract, delivery capabilities, after-sales services, price levels, credit status, etc. We grade suppliers according to the evaluation.

During the Reporting Period, we have conducted appropriate assessments of all suppliers using the procedures described above. In the future, the Group will consider measures to encourage suppliers to increase the use of environmentally friendly products and services, such as prioritizing suppliers with environmental certification.

To ensure we have a secure supply of nickel ore resources in the long run, we have established long-term and stable cooperative relations with leading nickel ore miners in the Philippines. We also plan to further consolidate and deepen our cooperation with existing upstream nickel ore suppliers in Indonesia and the Philippines, for example, leveraging the successful experience of our projects on Obi Island in Indonesia for cooperation in production and industrial park operation.

PRODUCT RESPONSIBILITY

The Group is committed to product safety and quality and aims to bring satisfactory services to customers. We comply with all local laws and regulations in relation to product responsibility in locations where we operate, including but not limited to:

- Civil Code of the People’s Republic of China
- Patent Law of the People’s Republic of China
- Product Quality Law of the People’s Republic of China
- Rules for Implementation of the Patent Law of the People’s Republic of China
- Trademark Law of the People’s Republic of China
- Implementing Rules of China Top-Level Domain Name Registration

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to product responsibility that had a significant impact on the Group.

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Product Quality

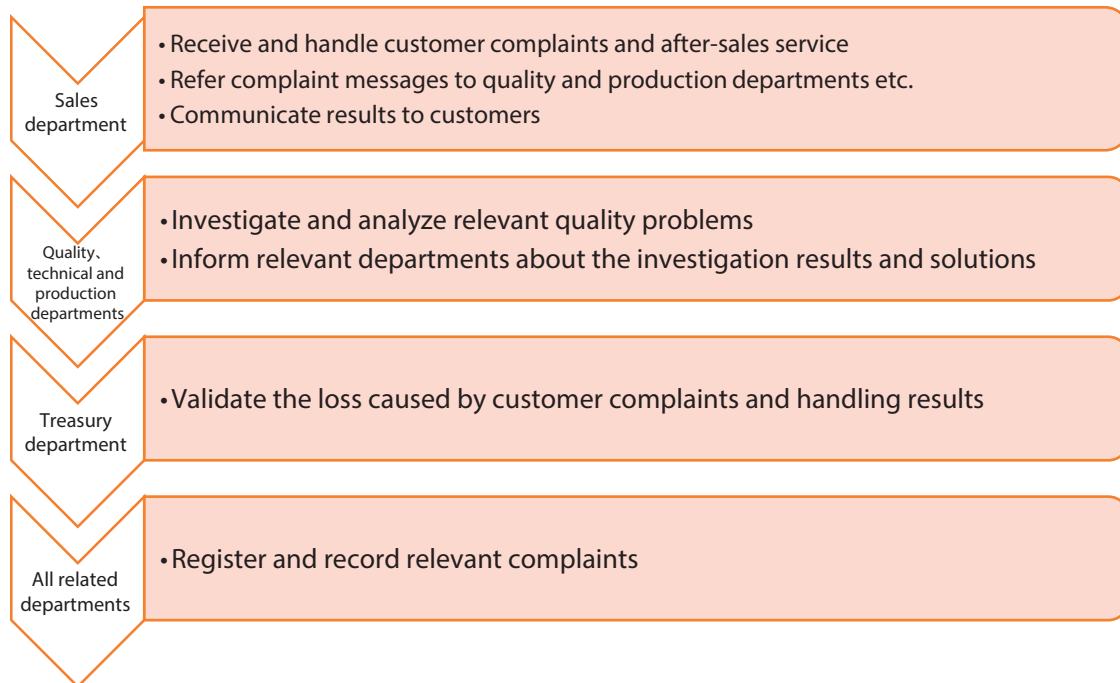
To ensure the quality of our products, we have passed the ISO 9001-2015 Quality Management Systems certification and monitor various aspects of our business, including nickel product procurement, production, logistics, shipping and storage. We have the “Product Quality Inspection Management Measures (產品質量檢驗管理辦法)” in place, listing the quality inspection items and methods, etc. Quality inspectors need to strictly follow the quality inspection operating procedures and fill in the quality inspection form after inspection. The quality inspector will label the products which inspection results do not meet the production and sales requirements so that they can be isolated and stacked.

During the Reporting Period, the percentage of products sold or shipped subject to recalls for safety and health reasons was 0%.



After-sales Service

In order to respond promptly and appropriately to customer complaints, the Group has established the “Management Measures on the Handling of Customer Complaints (關於處理顧客投訴事宜的管理辦法)” to standardize the handling procedures of customer complaints:



During the Reporting Period, the Group did not receive any material complaints about its products and service.

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Regarding product recall procedures, the Group has established the “After-sales Service Standard (售後服務規定)”. The “After-sales Service Standard (售後服務規定)” stipulates that when the sales department receives a return request, it needs to communicate with the customer to understand the reason for the return, and the relevant departments will analyze whether the reason is sound. If it is confirmed that the reason for return is due to a quality problem, the quality, technical and production departments should be notified to determine whether the relevant products can be repaired or replaced. If the customer insists on returning the goods, the sales department needs to submit a summary report afterwards, which includes an improvement action plan, and the quality department will supervise the implementation of the plan.

Privacy Protection

To safeguard the privacy of customers and prevent data loss or leakage, we have implemented the “Network System Management Measures (網絡系統管理辦法)” to conduct maintenance of system software and hardware and backup regularly, establish access control for important data, and assign dedicated staff responsible for password management and regular replacement. The “Network System Management Measures (網絡系統管理辦法)” also stipulate that employees are not allowed to view the information beyond their access right without permission, and cannot transfer or borrow computers involving confidential information except when required for their work.

Intellectual Property

The Group regards intellectual property as an important asset and respects the intellectual property rights of third parties. Therefore, we have established the “Corporate Intellectual Property Management Standard (公司知識產權管理制度)” to protect the Group’s intellectual property rights and motivate employees to strengthen the management of the results of research and development. Key employees have entered into confidentiality agreements with us to ensure that the Group owns intellectual property rights of all inventions, designs and technologies developed by our employees.

ANTI-CORRUPTION

Integrity is one of the Group’s key philosophies and we adopt stringent internal procedures to prevent any misconduct in our operation. We comply with all laws and regulations related to anti-corruption, including the Anti-unfair Competition Law of the PRC. During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in relation to anti-corruption that had a significant impact on the Group. There were also no concluded legal proceedings regarding corrupt practices brought against the Group or our employees during the Reporting Period.

We have developed the Employee Handbook and a code of conduct (the “Code of Conduct”), which are issued and distributed by the human resources department to all employees. The Employee Handbook and Code of Conduct contain internal rules and guidelines covering various aspects such as compliance and integrity, conflicts of interest, work ethics, fraud prevention mechanisms and anti-bribery and corruption issues. We have also designed and adopted stringent internal procedures to ensure that our operation comply with relevant rules and regulations.

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Our “Complaints and Reporting Measures (投訴舉報辦法)” set out how employees can report any misconduct such as bribery and fraud. Employees can report directly to the risk control department, via email, telephone, WeChat or in writing. After receipt of the report, the risk control department will verify whether the content of the report is true, organize investigation staff to look into the case, complete the investigation report within three months and report it to the managing director and director of the risk control department.

To ensure that our employees are aware of the Group’s integrity requirements and relevant policies, we provide regular training to them on identifying and reporting misconduct and require all new employees to attend anti-bribery and corruption training. During the Reporting Period, we also provided training in relation to Listing Rules to the Board, including training on the Corporate Governance Code as set out in Appendix 14 to the Listing Rules and anti-corruption.

COMMUNITY INVESTMENT

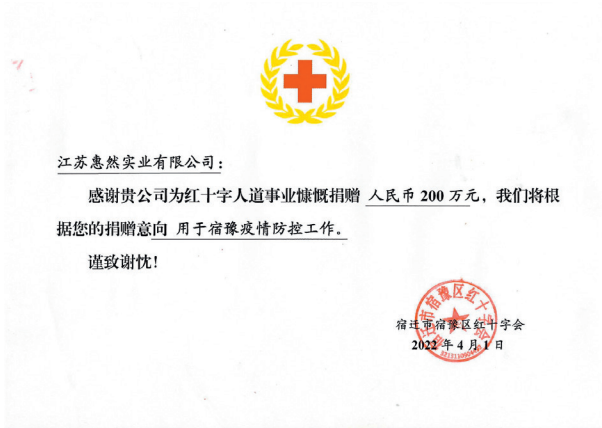
The sustainability of the community is closely related to our operation, therefore we are committed to the fulfillment of our corporate responsibility to countries where we operate. During the Reporting Period, we focused on helping the underprivileged and assisting in epidemic prevention work. During the Reporting Period, the Company and its core businesses donated a total of over RMB26 million.

The Company established “Chiji Siming Medical Development Trust (慈濟四明醫療發展信託)”

- Donated RMB20 million to Ningbo Charity Federation for the establishment of “Chiji Siming Medical Development Trust”.
- The trust was initiated by the Ningbo Charity Federation with Kunlun Trust Co., Ltd. as the trustee, with an initial investment of RMB20 million, which will be subsequently increased in the future.
- All donations will be used to promote the development of primary health care and medical services in Ningbo City, at the county, regional and lower levels, and help build the city into a pilot demonstration zone for common prosperity (共同富裕示範區先行市).



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Donated **RMB2 million** to the Red Cross Society of Suyu District, Suqian City, for the prevention and control of the epidemic in Suyu.



Donated **RMB200,000** to the Charity Association of Suyu District, Suqian City (宿遷市宿豫區慈善總會) for supporting education.



Donated **RMB100,000** to the Charity Association of Suyu District, Suqian City for the restoration of community facilities.



We distribute resources to the underprivileged in the community every Chinese New Year, to celebrate the festival together.

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REPORTING GUIDE CONTENT INDEX

Subject Areas, Aspects, General Disclosures and KPIs		Section
Mandatory Disclosure Requirements		
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's business); and (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	Sustainability Governance – Role of the Board
Reporting Principles	A description of, or an explanation on the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report.	About This Report – Reporting Principles
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.	About This Report - Reporting Period and Scope
Environmental		
A1. Emissions		
General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Emissions
KPI A1.1	The types of emissions and respective emissions data	Emissions – Air Emission
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and intensity	Emissions – Greenhouse Gas
KPI A1.3	Total hazardous waste produced and intensity	Emissions – Hazardous and Non-hazardous Waste

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Subject Areas, Aspects, General Disclosures and KPIs		Section
Environmental		
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KPI A1.4	Total non-hazardous waste produced and intensity	Emissions – Hazardous and Non-hazardous Waste
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them	Emissions – Air Emission, Greenhouse Gas Emission
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Emissions – Hazardous and Non-hazardous Waste
A2. Use of Resources		
General Disclosure	Policies on the efficient use of resources (including energy, water and other raw materials)	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Use of Resources – Energy
KPI A2.2	Water consumption in total and intensity	Use of Resources – Water Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Use of Resources – Energy
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	Use of Resources – Water Resources
KPI A2.5	Total packaging material used for finished products and with reference to per unit produced	Use of Resources – Packaging Materials

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Subject Areas, Aspects, General Disclosures and KPIs		Section
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A4. Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Climate Change
B. Social		
Employment and Labour Practices		
B1. Employment		
General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Employment – Employee Recruitment and Promotion
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Employment – Employee Recruitment and Promotion

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<i>Employment and Labour Practices</i>		
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KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years (including the reporting year)	Health and Safety
KPI B2.2	Lost days due to work injury	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	Health and Safety
B3. Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Training and development
KPI B3.1	The percentage of employees trained by gender and employee category	Training and development
KPI B3.2	The average training hours completed per employee by gender and employee category	Training and development
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KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Labour Standard
KPI B4.2	Description of steps taken to eliminate such practices when discovered	Labour Standard

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KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Supply Chain Management
B6. Product Responsibility		
General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling, and privacy matters relating to products and services provided and methods of redress	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Product Responsibility – Product Quality
KPI B6.2	Number of products and service-related complaints received and how they are dealt with	Product Responsibility – After-sales Service
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Product Responsibility – Intellectual Property

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Subject Areas, Aspects, General Disclosures and KPIs		Section
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KPI B6.4	Description of quality assurance process and recall procedures	Product Responsibility – Product Quality
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	Product Responsibility – Privacy Protection
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General Disclosure	Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff	Anti-corruption
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General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	Community Investment
KPI B8.1	Focus areas of contribution	Community Investment
KPI B8.2	Resources contributed to the focus area	Community Investment