



心连心

China XLX Fertiliser Ltd.
中國心連心化肥有限公司*

(Incorporated in Singapore with limited liability)
(於新加坡註冊成立之有限公司)

Stock Code 股份代號：1866

* For identification purpose only 僅供識別

綠色生態



高質發展

**High-Efficiency
Fertilisers in China**
中國高效肥

**Environmental, Social and
Governance Report 2023**

環境、社會及管治報告

China XLX Culture

中國心連心文化

We adhere to the culture of integrity and the corporate spirit of “working hard to fulfil the needs of our customers” and we are committed to creating the greatest value for the society with the least resources.

我們堅持誠信文化和「自己艱苦奮鬥 滿足別人需求」的企業之魂，致力於用最少的資源為社會創造最大的價值。



Focus on ourselves over the others
Prioritize subjective over objectivity
Value the end result over the process

講自己不講別人
講主觀不講客觀
講效果不講過程

Dedicated to hard work
Satisfy the needs of others

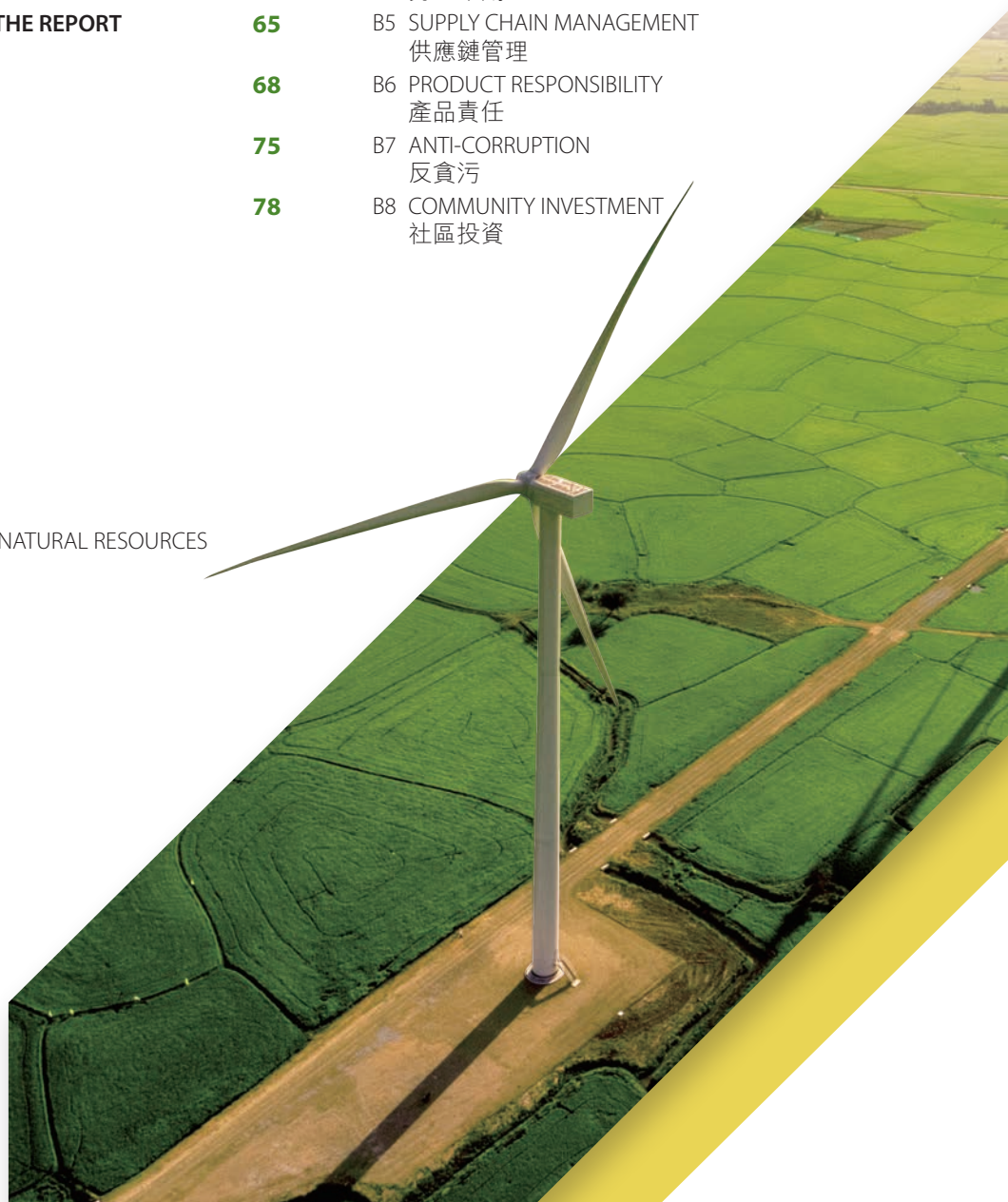
自己艱苦奮鬥
滿足別人需求

Integrity
誠信

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ABOUT THE REPORT

This report is the environmental, social and governance report of China XLX Fertiliser Ltd. (hereinafter referred to as XLX Group or the Group) of 2023. XLX Group adopts a business philosophy of “Strengthen and expand the main business and create the maximum value of the whole value chain”, sticks to an enterprise spirit of “Studiosness, Dedication, Innovation, and Inclusiveness”, and regards “for a better tomorrow” as its corporate mission. It strives to increase the income of farmers and efficiency for customers through continuous innovations in products and services. It adheres to the people-oriented concept, protects the lawful interests of employees, provides a smooth career development channel, and builds a fair and sound working environment to promote the growth of employees and enterprise. It follows the philosophy of sustainable development and implements energy-saving and emission-reduction measures to achieve green operation. It actively participates in community development and public welfare activities and makes donations to fulfill its responsibility as an enterprise citizen.

RESPONSIBILITY OF GOVERNANCE

The Board of XLX Group gives a great support to fulfill the enterprise social responsibilities and bears all the responsibilities of XLX Group regarding the environment, society and governance, management strategy and reports. The Board is responsible for evaluating and measuring XLX Group's risk on the environment, society and governance, to ensure that XLX Group has established an appropriate and effective environment, society and governance risk management system, and internal supervision system. The management team of XLX Group will confirm to the Board whether the relevant systems are effective.

The Group has established a three-tiered ESG governance structure. The Board is fully responsible for ESG matters and authorized the establishment of the ESG steering group and collaboration group. The Board regularly resolves and communicates ESG-related strategies, prioritizes material ESG issues, and manages the ESG-related issues and risks, and communicate with the Audit Committee in such regards. The ESG steering group and collaboration group is responsible for the setting of the ESG targets of the Group, identifying and assessing ESG risks, communicating with stakeholders, analyzing the materiality of relevant ESG issues and report back to the Audit Committee. The Audit Committee monitors the progress of ESG related work and report back to the Board regarding the ESG performance.

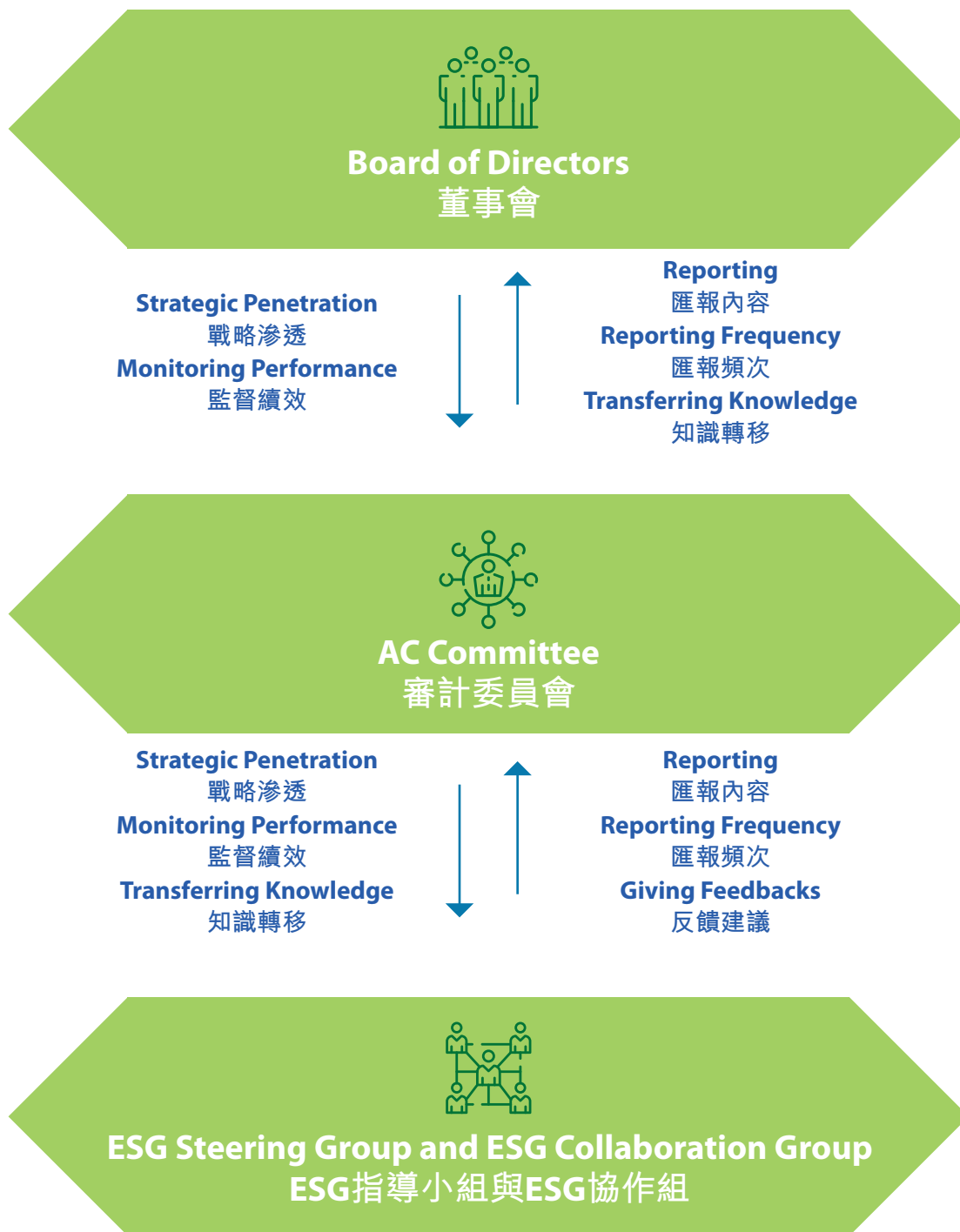
關於本報告

本報告為中國心連心化肥有限公司(以下簡稱心連心集團或本集團)2023年可持續發展與企業社會責任報告。心連心以「做強做大主業，創造全價值鏈價值」為經營理念，以「篤信好學，執事敬業；創新圖強，包容共好」為企業精神，以「為了明天更美好」為企業使命，通過持續的產品和服務創新，為農民增收，為客戶增效；堅持以人為本，保障員工合法權益，提供暢通的職業發展通道，營造公平良好的工作環境，促進員工與企業共同成長；深化可持續發展理念，推動企業節能減排，引領綠色運營；積極參與社區建設，投身公益，行善樂捐，努力履行企業公民責任。

責任管治

心連心集團董事會支持心連心集團對履行企業社會責任所做的承諾，並對心連心集團的環境、社會及管治策略以及彙報承擔全部責任。董事會負責評估及釐定心連心集團有關環境、社會及管治的風險，並確保心連心集團設立合適及有效的相關風險管理和內部監控系統，心連心集團管理層向董事會提供有關係統是否有效的確認。

本集團已建立三層的ESG管治架構。董事會肩負ESG工作全部責任，並授權成立ESG工作小組。董事會定期議決及溝通ESG相關的策略、優次排序ESG重要議題、及管理ESG議題相關的重要事宜和風險並向審計委員會進行傳達。ESG工作小組負責協助制定本集團的ESG目標，識別和評估ESG風險，與持份者溝通，進行重要性分析，並定期向審計委員會做出匯報。審計委員會對ESG工作進度進行監督並給予董事會有關方面的反饋。






COMMUNICATIONS WITH STAKEHOLDERS

Referencing the ESG guideline, and based on the degree of influence of the Group's stakeholders in the daily operations, XLX Group identified its key stakeholders, including shareholders, investors, employees, customers, suppliers, government, community, industry association and the chamber of commerce, and responded to the reasonable expectations and demands of stakeholders through the following ways.

利益相關者溝通

心連心集團參考 ESG 指引中所涵蓋的利益相關方，並根據集團利益相關者在日常運作中的影響程度，識別出關鍵利益相關者，包括股東、投資者、員工、客戶、供應商、政府、社區、行業協會及商會，通過以下多種方式回應利益相關方的合理期望和利益訴求。

	Expectation and demand 期望和利益訴求	Response 溝通方式
 <p>Employees 員工</p>	<ul style="list-style-type: none"> • Compensation, benefits and career development 薪酬福利與職業發展 • Occupational health and safety 職業健康與安全 • Democratic management and employee care 民主管理與員工關懷 • Employees' rights and interests protection 員工權益保障 	<ul style="list-style-type: none"> • Intranet 公司內部聯絡網 • Training 培訓 • Employee activities 員工活動 • Labour Union 工會 • Workers Congress 職工代表大會
 <p>Suppliers and customers 供應商與客戶</p>	<ul style="list-style-type: none"> • Safety and quality 質量安全 • Performance of contract 履行合同 • Mutual benefits 互利共贏 	<ul style="list-style-type: none"> • Review and evaluation 審核評估 • Customer satisfaction survey 客戶滿意度調查 • Regular visits 定期走訪
 <p>Government 政府</p>	<ul style="list-style-type: none"> • Compliance with national industry policies 遵守國家行業政策 • Operating under the laws and regulations 合法合規經營 • Pay tax in accordance with the law 依法納稅 	<ul style="list-style-type: none"> • Public consultation 公眾諮詢 • Interview 訪問 • Delivering messages 信息報送

	Expectation and demand 期望和利益訴求	Response 溝通方式
<p>Community 社區</p> 	<ul style="list-style-type: none"> • Community service 社區服務 • Community culture 社區文化 	<ul style="list-style-type: none"> • Community communication conference 社區溝通會議 • Interview 訪問 • Company visit 參觀公司
<p>Industry association 行業協會</p> 	<ul style="list-style-type: none"> • Compliance with industry standards 行業規範 • Industry development 行業發展 	<ul style="list-style-type: none"> • Mutual visits 相互訪問 • Industry communications 業界交流
<p>Shareholders and investors 股東與投資者</p> 	<ul style="list-style-type: none"> • Enhance corporate value and shareholder returns 提升公司價值和股東回報 • Achieve information transparency and efficient communication 實現信息透明與高效溝通 • Convey information in a timely, fair and righteous manner 及時、公平和公正的信息傳遞 	<ul style="list-style-type: none"> • The general meeting of shareholders 股東大會 • Announcements and other publications 公告及其他刊物 • Performance announcement meeting and roadshow 業績推介會及路演 • Share messages on Wechat Official Accounts 微信公眾號分享公司消息

List of Environmental, Social and Governance Issues
環境、社會及管治議題列表

1. Exhaust Emission 廢氣排放	7. Climate Change Risks 氣候變化風險	13. Supply Chain Social Risks 供應鏈社會風險
2. Wastes 廢棄物	8. Occupational Health and Safety 職業健康與安全	14. Anti-corruption 反貪污
3. Carbon Emission and Energy 碳排放及能源	9. Customer Health and Safety 客戶健康與安全	15. Business Growth 業務增長
4. Water Usage 用水	10. Customer Services 客戶服務	16. Employee Development and Training 員工發展與培訓
5. Green Procurement 綠色採購	11. Environmental Risks in Supply Chain 供應鏈環境風險	17. Community Engagement and Investment 社區參與和投資
6. Package Materials Consumption 包裝材料消耗	12. Employee Benefits 員工福利	

SUSTAINABLE DEVELOPMENT GOALS OF OURS AND THE UN

The essence of ESG is to pursue sustainable development of human and nature. The Sustainable Development Goals of the UN embody the greatest consensus of human on sustainable development. As a global corporate citizen, China XLX actively takes the social responsibility and seeks for a mutual development.

我們與聯合國可持續發展目標

ESG的本質是追求人與自然的可持續發展，聯合國可持續發展目標凝聚了人類對可持續發展的最大共識。作為全球企業公民，中國心連心積極承擔社會責任，謀求共同發展。

Targets 目標	2023 and before 2023 2023年及 2023年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
Responsibility of Governance 責任管治	<p>XLX Group has established an ESG team, which consists of the principal of each department and a specially-assigned person who is in charge of managing and reporting ESG.</p> <p>心連心集團成立由集團核心部門組成的ESG報告工作組，由各部門負責人直接參與，並指定專人負責開展ESG管理和報告的工作。</p>	<p>Determine the medium and long-term goals of the Company's sustainable development, improve the sustainable development management system, and make the performance to reach the international level.</p> <p>確定公司可持續發展的中長期路線，完善可持續發展管理體系，並將可持續管理體系績效達到國際水平。</p>	
A1: Emissions A1：排放物	<p>XLX Group improves its environmental management level by establishing an ISO 14001 environmental management system, and conducts annual external audits, renews the relevant certificate upon passing external audits.</p> <p>通過建立ISO 14001環境管理體系來提高心連心集團環境管理水平，並每年進行一次外部審核，按要求通過外部審核，換發證書。</p>	<p>Set "XLX Safety Production and Environmental Protection Targets and Work Programme and the "Management Measures for Environmental Protection Inspection of the Group and the Company", and statistics, tracking, supervision and guidance were timely carried out by means of special environmental protection audit, so as to ensure the realization and continuous improvement of environmental protection objectives and indicators, and all emission targets have reached the international leading level.</p> <p>制定《心連心集團安全生產環保目標及工作方案》、《集團公司環保督察管理辦法》，並通過環保專項審核等手段及時進行統計、跟蹤、監督和指導，保障環保目標、指標的實現和持續改進，各項排放指標達到國際領先水平。</p>	       

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
A2: Use of Resources A2：資源使用	<p>Set “XLX Energy Saving Management Regulations” and Integrated Regulations for the Management of Water Resources of the Group and the Company, which required technically feasible, economically reasonable and environmental protection measures to be taken to reduce the loss and waste of energy purchase, storage, processing, transformation and consumption, so as to make more effective and rational use of water and energy.</p> <p>制定《心連心集團公司節約能源管理規定》及《集團公司水資源一體化管理規定》等制度辦法，要求採取技術上可行、經濟上合理且符合環境保護要求的措施，減少能源購入、儲存、加工轉化和消費等各個環節的損失和浪費，更加有效合理地利用水能源。</p>	<p>The company's goal in energy use is to use the least resources to create the maximum value. Through energy saving and consumption reduction target performance management, promotion and application of energy saving and consumption reduction new technology, technical innovation, management innovation, implementation of QC tackling key problems, construction of circular economy industrial park, energy saving publicity and training and other measures, the company continuously optimizes the operation mode of energy management to maintain the energy efficiency of ammonia industry. 公司在能源使用上的目標是使用最少的資源創造最大的價值，通過節能降耗目標績效管理，節能降耗新技術推廣應用，技術創新、管理創新、QC 攻關實施，循環經濟產業園區建設和節能宣傳、培訓等措施，不斷優化能源管理運行模式，持續保持合成氨行業能效領跑。</p>	


Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
A3: Environment and Natural Resources A3：環境及天然資源	<p>Set “XLX Group Environmental Protection Management Formulations”, “XLX Group Energy Saving Management Regulations” and other relevant regulations to strengthen management and reduce the impact of environment and natural resources; at the same time, watersaving appliances and equipment are also used in the plant.</p> <p>制定《集團公司環境保護管理制定》和《心連心集團公司節約能源管理規定》等相關管理規定來加強管理，減少對環境及天然資源的影響；同時廠區內也採用節水器具和設備。</p>	<p>Through new technology and new equipment, achieving the goal of energy saving, resource reuse and low pollution emission, and achieving the goal of improving air quality and protecting the environment.</p> <p>通過新技術、新設備做到節能、資源再利用和低污染排放全方面升級，並達到改善空氣質量、保護環境的目標。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
A4: Climate Change A4 : 氣候變化	<p>According to the requirements of national and local governments, XLX Group formulates corresponding measures to face climate change. 針對國家和地方政府的規定要求，制定相應面對氣候變化的措施。</p>	<p>Not only in response to the requirements of national and local climate change authorities, but also with reference to the recommendations of climate related financial information disclosure working group (TCFD), climate risk should be incorporated into the company's comprehensive risk management system, and the management policies and strategies for actively combating climate change should be formulated.</p> <p>不僅響應國家和地方氣候變化主管部門的規定要求，同時參照氣候相關財務信息披露工作組 (TCFD) 的建議，將氣候風險納入公司全面風險管理體系中，並制定主動抗御氣候變化的管理方針及策略。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B1: Employment B1：僱傭	<p>In accordance with laws and regulations, including the Labor Law of the People's Republic of China and the Labor Contract Law of The People's Republic of China, the XLX Group Personnel and Labor Management Regulations has been set to effectively ensure that employees enjoy their labor rights and perform their duties and obligations under the law.</p> <p>依據《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等法律法規制定《心連心集團公司人事、勞動管理規定》，以保障員工依法享有勞動權利和履行勞動義務。</p>	<p>Establish a perfect labor and human rights policy, and the global labor and human rights policy has reached the industry leading level.</p> <p>建立完善的勞工與人權政策，全球化的勞動與人權政策達到行業領先水平。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B2: Health and Safety B2：健康與安全	<p>XLX has been in strict compliance with laws and regulations, including the Labor Law of the People's Republic of China, the Safe Production Law of the People's Republic of China, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, as well as its internal rules including the Occupational Health and Safety Management Procedures, and the Emergency Plan Management Rules. It has effectively implemented the OHSAS18001 occupational health and safety management system. At present, XLX has already obtained the Certificate of Occupation Health & Safety Management System.</p> <p>心連心集團嚴格落實《中華人民共和國勞動法》、《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》等法律法規和內部《職業健康安全管理程序》、《公司應急預案管理規定》等規範性文件，並有效運行OHSAS18001職業健康安全管理體系。目前，心連心集團已經獲得「職業健康安全管理體系認證證書」。</p>	<p>Create green tourism factories, constantly improve the working environment, protect the physical and mental health of employees, in line with international standards.</p> <p>打造綠色可旅游工廠，不斷改善工作環境、保障員工身心健康，符合國際標準。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B3: Development and Training B3：發展及培訓	<p>The group has carried out differentiated position-specific skills training, general quality training, jointly-run academic classes with colleges and universities, as well as teacher leading apprentice mode, and made use of time Guanhua online training platform to improve the knowledge and skills of employees. The group will continue to upgrade the training curriculum and platforms to help employees improve their overall and professional abilities.</p> <p>集團開展差異化的崗位技能培訓、通用素質培訓與高校聯辦學歷班以及師帶徒等模式，利用時代光華在線培訓平台，提升員工的知識技能。集團對標先進企業，繼續升級學習課程及培訓平臺，幫助員工全方面提升通用能力及專業能力。</p>	<p>To establish an international advanced technical and management team.</p> <p>建立國際領先的技術和管理人才團隊。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B4: Labour Standards B4：勞工準則	<p>XLX strictly complied with the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, and formulated the XLX Group Personnel Management System and XLX Group Labour Discipline and Employee Discipline Management Regulations.</p> <p>心連心集團嚴格遵守《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等國家法律法規要求，制定了《心連心集團人事管理制度》、《心連心集團公司勞動紀律及員工違紀管理規定》。</p>	<p>The group will continue to strictly abide by relevant laws and regulations, formulate corresponding treatment measures, and protect the basic rights of employees in all aspects. In line with relevant international laws and regulations, continue to improve the Group's personnel and labor management regulations.</p> <p>集團將繼續嚴格遵守相關法律法規，制定相應處理措施，全方面保障員工的基本權利接軌國際相關法律法規，繼續完善集團人事、勞動管理規定。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B5: Supply Chain Management B5：供應鏈管理	<p>By implementing a supplier group control plan, we are able to manage the entire life cycle of supplier analysis, matching, sourcing, access, evaluation, and elimination, establish a unified access process for suppliers within the Group and the threshold for shortlisting suppliers in core categories, as well as reviewing supplier access applications. Through regular inspections of existing suppliers, we continuously monitor the operational status of suppliers, allowing us to make timely adjustments to the cooperation relationship, and promote the performance improvement of suppliers.</p> <p>實施供應商集團管控方案，組織實施對供應商分析、匹配、尋源、准入、評價、淘汰的全生命周期管理，建立集團供應商統一准入流程和核心品類供應商入圍門檻，並對供應商准入申請進行審核。通過對現有供應商的定期考察，實時掌握供應商運營狀況，及時調整合作關係，不斷促進供應商的績效改善。</p>	<p>By continuously optimizing the supplier management model and improving the Group's digitalised procurement platform, the Group has achieved intelligent upgrades such as the centralised supply procurement, online supplier evaluation, automatic warning of risks, and automatic price comparison in multiple malls. It expands the promotion and application of digitalised procurement platform within the Group, leading to the integration and application of the resources across the Group. Based on TFS and EcoVadis, improve the supplier social responsibility requirements, and build a sustainable supply chain management system framework.</p> <p>通過持續優化供應商管理模式和完善集團數智化採購平台，實現集團物資集中採購、供應商線上評價、風險自動預警、多商城自動比價等智能化升級，擴大數智化採購平台在全集團的推廣應用，實現全集團的資源整合與應用。基於TFS和EcoVadis完善供應商社會責任要求，並搭建可持續供應鏈管理體系框架。</p>	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B6: Product Responsibility B6：產品責任	<p>Strictly abiding by relevant national laws and regulations, ensuring the product quality, providing quality service, increasing the customer satisfaction, upgrading the customer service platform, and improving the product and service complaints and handling methods.</p> <p>嚴格遵守國家相關法律法規，保障產品質量、提供優質服務、增加客戶滿意度、升級客服平台並完善產品及服務的投訴及處理辦法。</p>	<ol style="list-style-type: none"> Through the Group's new technology and new equipment to ensure the products are more green, environmentally friendly, and efficient. Continue to maintain the high customer satisfaction, and maintain the scores higher than 90; Strive for the timely handling rate with an aim to get more than 90% of complaints settled. To make the products of XLX comply with the relevant regulations of global supply countries or regions for fertiliser. <ol style="list-style-type: none"> 通過集團新技術、新設備，確保產品更加綠色、環保、增效； 繼續保持高的客戶滿意度，維持在 90 分以上水平； 爭取投訴處理及時率可以穩定在 90% 以上水平，使心連心的產品符合全球供應國家或地區對於化肥的相關規定。 	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B7: Anti-Corruption B7 : 反貪污	<p>XLX Group actively carried out relevant training and education, optimized management mechanism and strengthened internal supervision, improved the anticorruption system to ensure a clean working and purchasing environment.</p> <p>心連心集團積極開展相關培訓教育，優化管理機制，並加強內部監督完善反貪污體系，確保工作環境、採購環境等風清氣正。</p>	<ol style="list-style-type: none"> 1. Invite government anti-corruption experts to the Group for teaching, guidance and training; 2. Lead or organize the exchange meetings on the construction of incorruptibility in advanced enterprises, promote the experience sharing of anti-corruption work, and greatly weaken the living environment of dishonest enterprises and personnel. <ol style="list-style-type: none"> 1、邀請政府反腐倡廉專家到集團進行授課指導培訓； 2、牽頭或組織先進企業廉政建設交流會，促進反腐工作的經驗共享，大幅削弱不誠信企業和個人的生存環境。 	

Targets 目標	2023 and before 2023 2023 年及 2023 年之前	Between 2024 and 2026 未來三年	Sustainable Development Goals (SDGs) 聯合國可持續 發展目標
B8: Community Investment B8：社區投資	<p>XLX Group actively participated in social public welfare activities such as environmental protection, education, culture, sports, science, health, community construction, poverty alleviation and so on, contributing love and repaying society.</p> <p>心連心集團積極參加環境保護、教育、文化、體育、科學、衛生、社區建設、扶貧濟困等社會公益活動，奉獻愛心，回報社會。</p>	<p>In the future, the Group will actively respond to the call of the government, support rural revitalization and fulfil social responsibility in pursuit of promoting harmonious win-win and mutual prosperity for the government, society, customers, shareholders and employees, etc.</p> <p>未來集團將積極響應政府號召，助力鄉村振興，履行社會責任，追求與政府、社會、客戶、股東、員工等各相關方的和諧共贏、共同美好。</p>	

BRIEF INTRODUCTION OF THE REPORT

SCOPE OF THE REPORT

The main data range of this report is from January 1, 2023 to December 31, 2023 (a part of contents are beyond the above scope). This paper expounds on the concept and practice of sustainable development and social responsibility of XLX Group from two aspects of environment and society. According to the requirements of the guidelines and considering the actual operating conditions of XLX Group, the environmental scope in the report covers the Group's three major production bases in Henan, Xinjiang and Jiangxi. The three major production bases focus on the Group's principal activities, which generated the main sources of revenue for the Group during the Reporting Period. The scope of reporting is determined based on the significance of each entity to our business and operations, as well as their impacts to environmental, social and governance.

REPORTING STANDARDS AND PRINCIPLES

This report is written in accordance with the newly revised guidelines on environmental, social and governance reporting, appendix C2 to the Listing Rules of the Stock Exchange of Hong Kong Limited and prepared in compliance with the following principles:

- **Materiality:** The Group has identified and disclosed the material ESG issues in the Report.
- **Quantitative:** The ESG KPIs and relevant data are reported in the Report.
- **Consistency:** The Report uses the same consistent statistical methods in data disclosure as last year. Any changes will be stated clearly in the Report.
- **Balance:** The Report presents the Group's performance during the reporting period impartially. It aims to avoid choice, omission or presentation formats that may improperly influence readers' decisions making and judgments.

REPORT ACCESS

The electronic version report can be downloaded from the SEHK website <http://www.hkexnews.hk>, and our website <http://www.chinaxl.com.hk>.

報告說明

報告範圍

本報告主要數據範圍為2023年1月1日至12月31日(部分內容超出上述範圍)，從環境和社會兩個範疇闡述心連心集團的可持續發展與社會責任理念和實踐。根據指引要求，結合心連心集團實際經營情況，在報告中披露的環境範疇涵蓋本集團河南、新疆、江西三大生產基地，三大基地聚焦了本集團的主營業務，其於報告期間為本集團收入的主要來源。報告範圍乃根據每個實體對我們業務及運營的重要性以及對環境、社會及管治的影響而釐定。

報告準則及原則

本報告按照新修訂的香港聯合交易所有限公司證券上市規則附錄C2之《環境、社會及管治報告指引》並基於以下原則撰寫：

- **重要性：**本集團已識別重要ESG議題並在報告內披露。
- **量化：**本報告披露的關鍵指標和相關的數據均在報告中進行說明。
- **一致性：**本報告披露數據所使用的統計方法與去年保持一致。如有變更，將於報告中清楚說明。
- **平衡：**本報告不偏不倚地呈報本集團報告期內的表現，避免可能會因選擇、遺漏或呈報格式而不恰當地影響讀者決策或判斷。

報告獲取

電子版報告可於聯交所網站 <http://www.hkexnews.hk> 和本公司網站 <http://www.chinaxl.com.hk> 獲取。

與環境心連心
XLX WITH ENVIRONMENT



A ENVIRONMENTAL

XLX Group has been stressing environmental protection, circular economy and comprehensive utilization of resources. The group has always adhered to the concept of green development, continuously increased investment in environmental protection, and continued to carry out technological innovation and facility upgrades.

In 2023, XLX Group continued to disclose its environmental performance. Under the supervision of the board of directors, XLX Group has always been committed to green and recycling development, improving equipment efficiency, promoting pollution reduction and carbon reduction, maintaining the development direction of upgrade on chemical process of coal, deploying the advantages of resource synergy and scale, scientifically extending and replenishing the chain, utilising major projects as a connection to promote the extension of corporate products to the downstream high value-added fine chemicals, thereby achieving green and low-carbon sustainable development.

In addition, XLX Group continued to innovate and improve its technology, optimized its infrastructure, and achieved the leading level of the industry in terms of consumption indicators. Since 2012, the Group has been rated as “energy efficiency leader benchmarking enterprise (synthetic ammonia)” by the Ministry of Industry and Information Technology of the People’s Republic of China and China Petroleum and Chemical Industry Federation for twelve consecutive years. In September 2023, Jiangxi XLX, a subsidiary of the Group, was rated as the “Benchmark Enterprise for the Methanol Efficiency Leader”. The Company achieved for the first time the “Dual Leadership” in energy efficiency for both synthetic ammonia and methanol products. In the national key industry energy conservation and emission reduction standard competition, the Group has won the “National May 1st Labor Award” and the highest environmental credit behavior evaluation level of 5A.

In 2023, XLX Group carried out six major projects on of energy conservation and emission reduction, including one project on environmental protection and five projects on energy conservation. Compared with that in 2022, the energy consumption continued to decline, which laid a solid foundation for the Group to take the lead in energy efficiency and promote the technological progress of the industry.

A 環境範疇

心連心集團始終高度重視環境保護、循環經濟和資源的綜合利用，一直秉承綠色發展理念，不斷加大環保投入，持續開展技術創新、設施升級等工作。

2023年心連心集團繼續披露環境績效，在董事會的監管下，心連心集團始終致力於綠色循環發展，提升裝備效能、推進減污降碳，堅持以煤化工升級發展為方向，發揮資源協同優勢、規模優勢，科學延鏈補鏈，以重大項目為紐帶，推動企業產品向下游高附加值精細化工品延伸，實現綠色低碳可持續發展。

此外，心連心集團不斷創新技術改造，優化基礎設施，各項消耗指標達到行業領先水平。自2012年起，集團連續十二年被國家工信部與中國石油和化學工業聯合會評為「能效領跑者標桿企業(合成氨)」；在2023年9月，集團子公司江西心連心被評為「甲醇能效領跑者標桿企業」，公司首次實現合成氨、甲醇兩種產品能效「雙領跑」。在全國重點行業節能減排達標競賽中，榮膺「全國五一勞動獎狀」殊榮，並且獲得企業環境信用行為評價最高級別5A等級。

2023年，心連心集團開展主要的節能減排項目6項，其中環保1項，節能類5項。較2022年相比，實現了能耗的持續下降，為實現集團能效領跑，促進行業技術進步打下了堅實的基礎。

XLX Group improved its environmental management level by establishing an ISO 14001 environmental management system, conducts annual external audits, and renews the Environmental System Certificate upon passing external audits. In order to strengthen environmental management, XLX Group has incorporated its departments, plants and branches into its environment management network and set out the relevant environmental protection responsibilities in view of their respective duties.

心連心集團通過建立ISO 14001環境管理體系來提高心連心集團環境管理水平，並每年進行一次外部審核，按要​​求通過外部審核，換發環境管理體系認證證書。為加強環境管理，心連心集團將各部門、分廠和分公司納入了環境管理網絡，並根據各自職責規定了相應環保職責。



ISO 14001 Environmental Management System Certificate
ISO 14001 環境管理體系認證證書

A1 EMISSIONS

XLX has been in compliance with the requirements of national laws and regulations strictly. It has also acquired Emission Permit legally and formulated a series of regulations due to the actual demand. These rules and regulations aim to regulate and promote environmental protection, pollution prevention and control, energy-saving and emission reduction of XLX, which can gradually achieve the institutionalization of environmental protection as well as sustainability.

A1 排放物

心連心集團嚴格遵守國家法律法規的規定，依法獲取《排污許可證》，並結合實際情況，制定一系列制度文件，規範和推進心連心集團的環境保護、防治污染、節能減排工作，逐步推進環境保護制度化，助力可持續發展。

In compliance with relevant laws and regulations 遵守的相關法律法規



1) WASTEWATER DISCHARGE

For wastewater, XLX Group's sewage discharge has been in strict compliance with the national, ministry, local, district, and enterprise standards.

In order to minimize the generation of wastewater, XLX Group has installed wastewater treatment facilities. Since the wastewater purification equipment was put into operation, the technology department, branch plants and equipment manufacturers have reformed the filtration, purification, backwashing, water pump and odor of wastewater purification equipment. In addition, the Group has strengthened the daily management of wastewater equipment and strict implementation of process operation, which has ensured the normal operation of environmental protection facilities and stable discharge of wastewater.

In order to ensure each unit of the Group can effectively control the process of generating sewage, XLX Group strictly strengthens the management of the discharge outlet of each unit, installs standardized measurement facilities, regularly compares it with high standards and inspects with caution to achieve standard discharge.

Compared with the original ion exchange resin method, by introducing technologies such as reducing total nitrogen with concentrated water, ceramic membrane ultrafiltration and gasification ash drying, the wastewater discharge is greatly reduced.

In 2023, we have upgraded the efficiency of wastewater processing system by adding high-performance biological denitrifying complex bacteria to increase the original processing capacity of the biological reactor pool by 3 times without changing its volume, which effectively protects the wastewater processing load buffer and anti-risk capabilities while saving more wastewater processing costs.

1) 廢水排放

心連心集團的廢水排放一直嚴格遵守國家、部頒、地方、區域及企業標準。

為了最大程度減少污水產生，心連心集團安裝了污水處理設施。自廢水淨化設備投運後，技術部、分廠及設備廠家對廢水淨化設備的過濾、淨化、反洗、水泵、氣味等進行改造，加強對廢水設備的日常管理，嚴格落實按工藝操作入手，確保環保設施正常運行和廢水穩定達標排放。

為了確保集團各單位對產生污水的環節進行有效控制，心連心集團嚴格加強各單位排放口管理，安裝規範的計量設施，高標準定期比對和強檢，嚴格把關，實現達標排放。

與原來採用的離子交換樹脂法處理相比，通過引入濃水降總氮、陶瓷膜超濾以及氣化灰渣烘乾等技術，大大減少了廢水排放。

2023年對污水處理系統進行能效提升改造，通過投加高效生物脫氮復合菌，在容積不變的條件下，將生物反應池的處理能力提高的原來處理量的3倍，有效保障污水處理負荷的緩衝及抗風險能力，同時較大的節約污水處理成本。

In the next three years, XLX Group will continue to put more efforts research and development, develop new technologies for wastewater treatment and equipment innovation as well as new processes, and use new technologies and new equipments to further reduce wastewater volume.

未來三年，心連心集團將持續加大研發力度，開發廢水處理新技術和設備創新工藝，利用新技術和新設備進一步降低廢水量。

Emissions of waste water 廢水排放	In 2023 2023年	In 2022 2022年	In 2021 2021年	In 2023 2023年	In 2022 2022年	In 2021 2021年
	Emissions (Tons) 排放量 (噸)			Average emission concentration (mg/L) 平均排放濃度 (mg/L)		
Volume of waste water 廢水量	8,070,089.32	6,743,941.32	6,237,578.07	-	-	-
COD 化學需氧量	173.10	187.63	152.69	21.45	27.82	24.48
NH3-N 氨氮	13.52	6.03	2.95	1.68	0.89	0.47
Total phosphorus 總磷	0.77	0.70	0.86	0.10	0.10	0.14
Total nitrogen 總氮	97.41	101.76	59.78	12.07	15.09	9.58

Notes:

1. Average emission concentration of COD: COD emissions (tons) are converted into mg and divided by the total wastewater emissions (in litres);
2. Average emission concentration of NH3-N: NH3-N emissions (tons) are converted into mg and divided by the total wastewater emissions (in litres);
3. Average emission concentration of total phosphorus: Total phosphorus emissions (tons) are converted to mg and divided by the total wastewater emissions (in litres);
4. Average emission concentration of total nitrogen: Total nitrogen emissions (tons) are converted to mg and divided by the total wastewater emissions (in litres).
5. The 700,000-ton urea project at the Henan Base has been put into operation in 2023. Coupled with the long-term operation of each base, the operating days increased as compared with 2022 and 2021, resulting in an increase in related emissions.

備註：

- 1、化學需氧量的平均排放濃度：化學需氧量(COD)的排放量(噸)轉換為毫克，除以廢水的總排放量(以升為單位)；
- 2、氨氮的平均排放濃度：氨氮的排放量(噸)轉換為毫克，除以廢水的總排放量(以升為單位)；
- 3、總磷的平均排放濃度：總磷的排放量(噸)轉換為毫克，除以廢水的總排放量(以升為單位)；
- 4、總氮的平均排放濃度：總氮的排放量(噸)轉換為毫克，除以廢水的總排放量(以升為單位)。
5. 2023年河南基地70萬噸尿素項目投產，加上各基地長週期運行，運行天數較2022、2021有所增加，使得相關排放量有所增加。

2) EXHAUST EMISSION

The emission standards of XLX Group meet the national, ministerial, local, regional and enterprise standards. According to the standard of fume \leq 10mg/Nm³, SO₂ \leq 35mg/Nm³, NO_x \leq 50mg/Nm³.

In order to achieve the emission of fume, SO₂ and NO_x up to the standard, XLX Group implemented the "Environmental Responsibility System for Staff". All boilers have been equipped with dust removal, desulfurization and denitration devices. Online monitoring devices were installed at the boiler outlet and operated by a third party. Online data can be uploaded to national, provincial, municipal and county monitoring platforms. Through cloth bag and electrostatic dust removal, the emission concentration of particulate matter was less than 5mg/Nm³. Through desulfurization and denitrification of boiler flue gas by ammonia water, the concentration of sulfur dioxide in boiler flue gas was less than 10mg/Nm³, the lowest was less than 5mg/Nm³, and the desulfurization rate was 99%.

In 2023, the Group's Henan Base built new acidic wet gas acid production devices which installed the online monitoring system. The sulphuric acid tail gas is treated by the hydrogen peroxide (H₂O₂) deep oxidation process, and the discharge of air pollutants meets the Pollutant Discharge Standards for Petroleum Refining Industry (GB31570-2015).

In the next three years, XLX Group will continue to explore and adopt advanced air pollutant treatment processes such as, cloth bag and electrostatic precipitator, ammonia desulfurization, SCR denitrification, to control the air pollutants in the exhaust gas to particulate matter \leq 5mg/Nm³; SO₂ \leq 10mg/Nm³; NO_x \leq 35mg/Nm³; NH₃ \leq 8mg/Nm³, to ensure that the company's control of exhaust emission is in the leading position in the industry.

2) 廢氣排放

心連心集團的廢氣排放符合國家、部頒、地方、區域及企業標準。按照煙塵 \leq 10mg/Nm³、SO₂ \leq 35mg/Nm³、NO_x \leq 50mg/Nm³的指標達標排放。

為實現煙塵、SO₂和NO_x達標排放，心連心集團實行「全員環保責任制」，鍋爐全部配套安裝除塵、脫硫、脫硝裝置，在鍋爐排放口安裝在線監測裝置，並由第三方運營，在線數據能夠上傳到國家、省、市、縣各級監控平台。通過布袋及靜電除塵，顆粒物排放濃度低於5mg/Nm³，通過氨水對鍋爐煙氣進行脫硫脫硝，鍋爐煙氣SO₂排放濃度低於10mg/Nm³，最低可達5mg/Nm³以下，脫硫率達99%。

2023年，本集團河南基地新建酸性氣濕法制酸裝置，已安裝在線監控系統，硫酸尾氣採用雙氧水(H₂O₂)深度氧化處理工藝，大氣污染物排放能夠滿足《石油煉製工業污染物排放標準》(GB31570-2015)。

未來三年心連心集團將繼續探索和先進的大氣污染物處理工藝，如：布袋及靜電除塵、氨法脫硫、SCR脫硝等方法，爭取將廢氣中的大氣污染物控制在顆粒物 \leq 5mg/Nm³；SO₂ \leq 10mg/Nm³；NO_x \leq 35mg/Nm³；NH₃ \leq 8mg/Nm³，持續保障公司廢氣排放處於行業領先水平。

Emissions of exhaust 廢氣排放	In 2023 2023年	In 2022 2022年	In 2021 2021年	In 2023 2023年	In 2022 2022年	In 2021 2021年
	Emissions (Tons) 排放量(噸)			Emission Intensity (kg) 排放密度(千克)		
NOx (Tons) 氮氧化物(噸)	414.10	343.32	307.45	0.05	0.04	0.03
SO2 (Tons) 二氧化硫(噸)	77.19	65.57	63.21	0.01	0.01	0.01
Fume (Tons) 煙塵(噸)	60.84	55.92	51.07	0.01	0.01	0.01
Emissions of exhaust (Tons) 廢氣排放(噸)	552.13	464.81	421.74	0.06	0.05	0.05

Note: 1. Emission intensity: The emission amount of each pollutant divided by the total capacity (kg per unit) reflects the amount of pollution emissions produced per unit product.

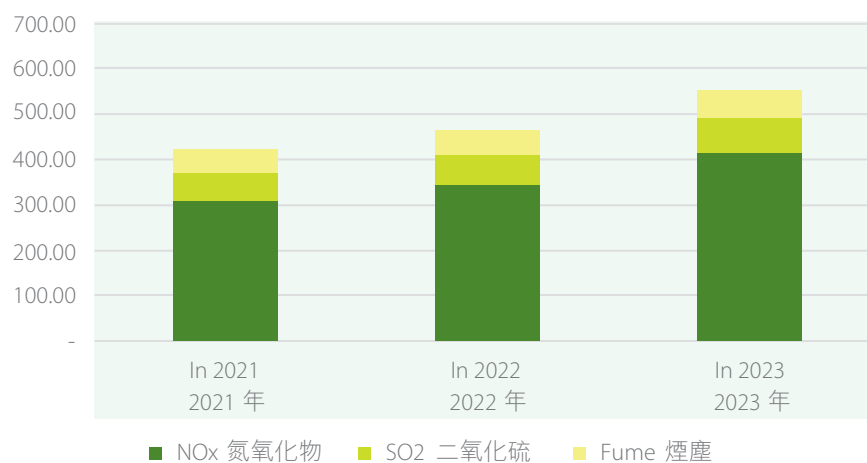
2. The 700,000-ton urea project at the Henan Base has been put into operation in 2023. Coupled with the long-term operation of each base, the operating days increased as compared with 2022 and 2021, resulting in an increase in the emissions of exhaust.

備註：1、排放密度：每種污染物的排放量除以總產量(單位千克)；反映了單位產品所產生的污染排放量。

2、2023年河南基地70萬噸尿素項目投產，加上各基地長週期運行，運行天數較2022、2021有所增加，使得相關廢氣排放量有所增加。

Emissions of exhaust 廢氣排放

Emissions (Tons)
排放量(噸)



3) WASTE DISCHARGE

XLX Group conducts classified management of waste in accordance with local standards with the waste mainly classified into non-hazardous waste and hazardous waste. Hazardous wastes are handed over to qualified units for disposal, and non-hazardous wastes are handed over to other units for reuse, all of which were based on disposal contracts. At the same time, pursuant to the requirements of the national system of report and registration for industrial solid waste, XLX Group is required to provide the environmental protection authorities with the types, production volumes, destination, storage, disposal and other relevant information of main industrial solid waste, effectively store discarded solid waste, and timely pass it to qualified units for compliant disposal to reduce waste discharge.

In the next three years, the Group will continue to engage qualified third-party units to dispose of waste in compliance with regulations so as to facilitate the construction of waste recycling system to achieve the goal of zero discharge of hazardous waste.

3) 廢棄物排放

心連心集團按照地方標準對廢棄物進行分類管理，主要分為無害廢棄物和危險廢棄物，危險廢棄物交由資質單位處置，無害廢棄物交由其他單位再利用，均簽訂有處置合同。同時根據國家工業固體廢棄物申報登記制度要求，向環保主管部門提供主要工業固體廢棄物的種類、產生量、流向、儲存、處置等有關資料，對固體廢棄物進行有效儲存，並及時轉交給有資質單位進行合規處置，減少廢棄物排放。

未來三年，本集團將持續交由第三方具有資質的單位合規處置廢棄物，加快構建廢棄物循環利用體系，實現有害廢棄物零排放目標。

Waste Discharge 廢棄物排放	In 2023 2023年	In 2022 2022年	In 2021 2021年	In 2023 2023年	In 2022 2022年	In 2021 2021年
	Emissions (Tons) 排放量(噸)			Emissions Intensity (tons/10,000 tons product) 排放密度(噸/萬噸產品)		
Harmless Waste 無害廢棄物	589,604.43	662,456.90	463,012.90	880.30	989.07	861.58
Hazardous Waste 有害廢棄物	625.80	392.39	638.09	0.91	0.59	1.19

Notes:

- Hazardous wastes, including waste engine oil and waste catalysts, are delivered to third party qualified units for recycling after being generated.
- The data of hazardous wastes in 2022 has been revised.
- Emission intensity of non-hazardous wastes: Non-hazardous waste emissions (tons) divided by total annual capacity.
- Emission intensity of hazardous wastes: Hazardous waste emissions (tons) divided by total annual capacity.
- The 700,000-ton urea project at the Henan Base has been put into operation in 2023. Coupled with the long-term operation of each base, the operating days increased as compared with 2022 and 2021, resulting in an increase in the emissions of wastes.

備註：

- 有害廢棄物包括廢機油、廢催化劑等，在產生後交由第三方具有資質單位回收利用。
- 2022年有害廢棄物數據已更正修改。
- 無害廢棄物排放密度：無害廢棄物排放量(噸)除以年總產量。
- 有害廢棄物排放密度：有害廢棄物排放量(噸)除以年總產量。
- 2023年河南基地70萬噸尿素項目投產，加上各基地長週期運行，運行天數較2022、2021有所增加，使得相關廢棄物排放量有所增加。

4) GREENHOUSE GAS EMISSION

XLX Group has been actively responding to the requirements of national and local climate change authorities, taking a series of positive measures to reduce greenhouse gas emissions, orderly carrying out greenhouse gas emission data collection and reporting, and actively cooperating with third-party organizations to complete carbon emission data audit. At the same time, the Group also takes this opportunity to strengthen carbon emission management from raw material procurement, quality analysis, production and operation, energy measurement and other aspects, continuously improve the company's carbon emission management level, effectively promote energy conservation and low-carbon work, and boost the high-quality development of the enterprise.

Henan Xinlianxin Chemicals Group Co., Ltd., Xinjiang Xinlianxin Energy Chemical Co., Ltd. and Jiangxi Xinlianxin Chemical Industry Co., Ltd., as key emission units, went through carbon emission data verification. Greenhouse gas emission information for 2023 is not appropriate to be included in this ESG report as the verification time is later than the publication of the annual report. In order to ensure the accuracy of the data, XLX Group disclosed the 2022 carbon emission data verified by a third party in this report, and the 2023 carbon emission data will be disclosed in the 2024 ESG report.

In 2022, the direct emission of the Group was 14.31 million tCO₂e, representing an increase of approximately 2.18 million tCO₂e as compared to that in 2021, and the indirect emission of energy was 1.09 million tCO₂e, representing an increase of 0.29 million tCO₂e as compared to that in 2021. In 2022, the Group's three largest bases were successfully put into operation, and the operating days increased as compared with 2021, resulting in an increase of CO₂ emissions.

4) 溫室氣體排放

心連心集團一直積極響應國家和地方氣候變化主管部門的規定要求，採取一系列積極措施減少溫室氣體排放，有序開展溫室氣體排放數據收集和溫室氣體排放報告工作，並積極配合第三方機構完成碳排放數據審核。同時，集團也以此為契機，從原材料採購、質量分析、生產經營、能源計量等方面來加強碳排放管理工作，不斷提高公司碳排放管理水平，切實推進節能低碳工作，助推企業高質量發展。

河南心連心化學工業集團股份有限公司、新疆心連心能源化工有限公司及江西心連心化學工業有限公司作為重點排放單位，每年進行碳排放數據核查。由於核查時間晚於年報發佈時間，因此不適宜在本ESG報告中披露2023年的溫室氣體排放信息。為了保證數據的準確性，心連心集團在本報告中披露2022年碳排放數據，2023年的碳排放數據將在2024年的ESG報告中披露。

2022年，集團直接排放1,431萬tCO₂e，相比2021年增加約218萬tCO₂e，能源間接排放為109萬tCO₂e，相比2021年增加29萬tCO₂e。2022年，三大基地長週期運行，運行天數較2021有所增加，使得CO₂排放量有所增加。

In the next three years, the Group will formulate the “XLX Group Environmental Protection Responsibility System” to clarify the environmental protection responsibilities of personnel at all levels. By improving the environmental protection responsibility system and improving the organizational structure of environmental protection management, we will strengthen the inspection and review in respect of environmental protection, enhance the awareness of environmental protection, reinforce the environmental protection concept of all employees, and improve the performance of environmental protection to ensure the achievement and continuous improvement of environmental protection goals and indicators, and maintain “ultra-low emission” of exhaust.

未來三年，集團將制定《心連心集團環保責任制》，明確各級人員的環境保護職責，通過健全環保責任制、完善環保管理組織架構，強化環保檢查、審核，提升環保紅線意識，增強全員環保理念，提高環保績效，保障環保目標、指標的實現和持續改進，維持廢氣「超低排放」。

Emission of Greenhouse Gases 溫室氣體排放	In 2022 2022年	In 2021 2021年	In 2020 2020年
	Emissions (tCO ₂ e) 排放量 (tCO ₂ e)		
Direct Emission (Aspect 1) 直接排放 (範疇一)	14,311,348.89	12,128,948.46	8,086,454.42
Indirect Emission of Energy (Aspect 2) 能源間接排放 (範疇二)	1,092,657.81	796,936.64	1,150,733.80
Total 總計	15,404,006.70	12,925,885.10	9,237,188.23
Emission Intensity (tCO ₂ e/Tons Product) 排放密度 (tCO ₂ e/噸產品)	1.74	1.84	1.67

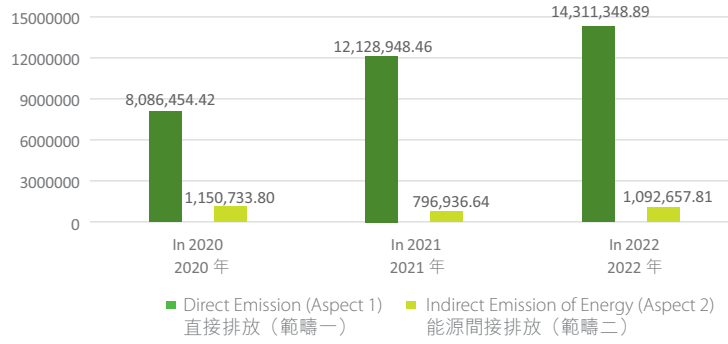
Notes:

1. Emission intensity is calculated as greenhouse gas emission (measured as carbon dioxide emissions) divided by total capacity of products in the corresponding year.
2. The Henan Xinxiang Base has put green manufacturing into production in 2021 and operated in a stable manner in 2022; coupled with the long-term operation of each base, the number of operating days has increased compared with 2020 and 2021, resulting in an increase in emissions.

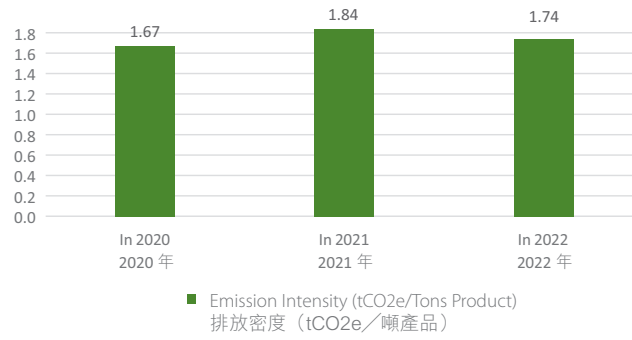
備註：

1. 排放密度是溫室氣體排放量（以二氧化碳排放量計量）除以相應年份的產品總產量來計算。
2. 河南新鄉基地2021年綠色製造投產，2022年穩定運行；加上各基地長週期運行，運行天數較2020、2021增加，導致排放量有所增加。

Emission of Greenhouse Gases 溫室氣體排放



Emission Intensity (tCO2e/Tons product) 排放密度 (tCO2e / 噸產品)

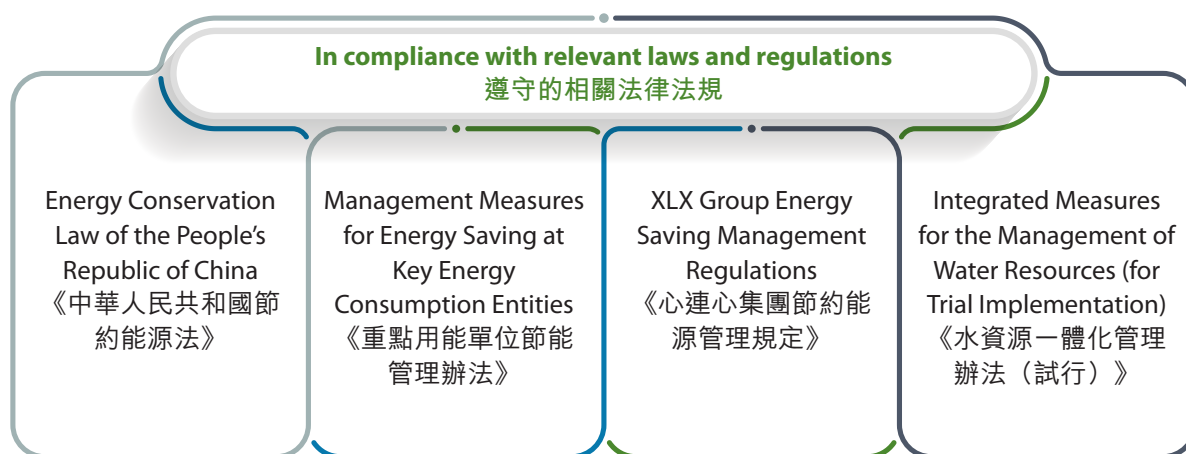


A2 USE OF RESOURCES

XLX Group strives to make full recycled use of resources in all aspects, and maximize energy and water saving. In order to comply with the relevant national energy laws and regulations to strengthen energy management and to improve energy efficiency, XLX Group has developed regulations and rules. It aims to adopt measures that are technically feasible, economically reasonable and in line with the requirements of environmental protection measures, to reduce the loss and waste at various aspects including acquisition, storage, processing, conversion, and consumption of energy and to use water and energy more effectively and reasonably.

A2 資源使用

心連心集團力求在各個環節充分循環利用資源，最大限度地節能節水。為貫徹國家相關能源法律法規，加強心連心集團用能管理，提高能源利用效率，心連心集團根據實際情況制定了一系列制度辦法，要求採取技術上可行、經濟上合理且符合環境保護要求的措施，減少能源購入、儲存、加工轉化和消費等各個環節的損失和浪費，更加有效合理地利用水和能源。



1) ENERGY CONSERVATION

XLX Group established the "leading group for energy conservation" headed by the general manager, which strictly implements the responsibility system for energy conservation goals, instills the enterprise's strategy into the behavior of all employees through the performance management system for energy conservation goals, and ensures the realization of enterprise strategy with performance management, and creating the channel between strategy and performance realization. XLX Group has established an energy management system based on GB23331, and has passed external supervision, audit and certification.

1) 節約能源

心連心集團建立由總經理掛帥的「節能工作領導小組」，嚴格落實節能目標責任制，通過節能目標績效管理體系將企業的戰略轉變為全體員工的行為，用績效管理來保障企業戰略的實現，打通從戰略到績效實現的通道。心連心集團依據GB23331建立了能源管理體系，並通過外部監督審核與認證。

In order to further promote the comprehensive and efficient utilization of energy resources and achieve better economic, social and environmental benefits, the Group has also prepared to build a professional chemical park of coal chemical circular economy, integrated the Group's resources, coordinated cooperation, and carried out a number of resources comprehensive utilization projects according to the principle of complementary advantages and maximum interests.

In addition, the Group also carried out "energy efficiency benchmarking activities". Facing the mature and stable production process, the Group carried out in-depth energy efficiency improvement plans for the three bases, and managed to maintain the "leading" energy efficiency. XLX Group launched the "benchmarking" action, which not only carries out the overall "benchmarking" for advanced enterprises, but also carries out special benchmarking for advanced processes and equipment. Through benchmarking, leak detection, improved their own value, continued to save energy and reduce consumption.

In recent years, XLX Group has won more than 100 patents and awards in energy saving and consumption reduction.

- the "development and application of 22MPa energy-saving medium pressure ammonia synthesis system" won the second prize of science and technology progress of Nitrogen Fertiliser Association of Henan Province
- the "research and application of urea production process technology device" won the second prize of Science and technology progress of Henan Province
- the overall energy consumption and pollutant emission of the "cleaner production engineering technology project of synthetic ammonia plant with an annual output of 450,000 tons" are at the leading level of similar technologies in the industry

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Meanwhile, the Company was in a proactive response to the "Transformation and Upgrade of Traditional Chemical Process of Coal" policy of Henan Province by implementing the transformation and upgrade projects of "retreating from

為進一步促進能源資源綜合高效利用，取得較好的經濟效益、社會效益和環境效益，集團籌建煤化工循環經濟專業化工園區，整合集團資源、協調合作，根據優勢互補、利益最大化原則，開展多項資源綜合利用項目。

此外，集團深入開展「能效對標活動」，面對成熟、穩定的生產工藝深入開展三基地能效提升計劃，持續保持能效「領跑」。心連心集團推出「對標」行動，既對先進企業進行整體「對標」，又針對先進工藝和設備進行專項對標。通過對標，查漏補缺，提升自身價值，持續節能降耗。

近年來，心連心集團累計在節能降耗方面獲得100餘項專利和獎勵。

- 「22MPa 節能型中壓氨合成系統裝置開發與應用」榮獲氮肥協會科技進步二等獎
- 「尿素生產工藝技術裝置研究與應用」榮獲河南省科技進步二等獎
- 「年產45萬噸合成氨裝置清潔生產工程技術項目」整體能源消耗和污染物排放均處於行業同類技術領水平

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同時，公司積極響應河南省「傳統煤化工轉型升級」政策，相繼實施「退城入園」「淘汰固定床工藝」轉型升級項目，引

the city to the park" and "phasing out the fixed-bed process", and introducing the world's first "5XX" ultra-low energy consumption urea plant, which reduced steam consumption by approximately 35% and cooling water consumption by approximately 16% compared with the traditional urea plant. The coal-water slurry gasification process was applied with an energy-saving technology, "phase change conversion from heat to isothermal process". XLX Group has invested over RMB5 billion in energy-saving technologies and equipment.

According to conservative estimation, since 2011, XLX Group has saved nearly 300,000 tons of standard coal, the urea manufacturing cost is about 10% lower than that of the same industry for many years, thus maintaining a healthy and stable development momentum. At the same time, all units of XLX Group strictly implemented the national and industrial energy consumption quota standards, and regularly measured the efficiency of power consumption equipment, so as to ensure the economic and reasonable use of electricity.

進全球首套「5XX」超低能耗尿素裝置，較傳統尿素裝置蒸汽消耗減少約35%，冷卻水消耗減少約16%。水煤漿氣化工藝應用「相變移熱等溫變換」節能技術。心連心集團累計投入資金超人民幣50億元，大力引進節能工藝和節能設備。

保守估算，2011年以來，心連心集團累計節約標準煤近30萬噸，尿素製造成本比行業平均水平低10%，保持了健康穩定的發展勢頭。同時，心連心集團各單位均嚴格執行國家和行業的能耗限額標準，並定期對耗電設備進行效率測定，確保各單位經濟合理用電。

Type of Energy 能源類別	In 2023 2023年	In 2022 2022年	In 2021 2021年
	Energy Consumption 能源消耗量		
Fuel (Tons) 燃料煤(噸)	1,447,356.87	1,376,791.22	1,403,006.22
Raw coals (Tons) 原料煤(噸)	5,538,037.93	4,667,645.16	4,001,063.45
Natural gas (10000 m ³) 天然氣(萬立方米)	3,635.05	3,191.40	3,497.18
Diesel Fuel (Tons) 柴油(噸)	353.94	358.59	361.28
Gasoline (Tons) 汽油(噸)	209.00	178.00	178.00
Electricity (GWh) 電(億瓦時)	197,928.51	163,084.39	157,500.41
Total Consumption (MWh) 能耗總量(MWh)	41,413,620.27	35,732,566.04	32,087,093.39
Consumption Intensity (MWh/ Tons Product) 能耗密度 (MWh/噸產品)	6.18	5.33	5.97

Notes:

- Consumption intensity is calculated as total consumption (MWh) divided by total product volume (tons).
- The 700,000-ton urea project of the Henan Xinxiang Base has been put into operation in 2023; coupled with the long-term operation of each base, the number of operating days has increased compared with 2021 and 2022, resulting in an increase in energy consumption.

備註：

- 能耗密度計算為總能耗(MWh)除以產品總量(噸)。
- 河南新鄉基地2023年70萬噸尿素項目投產；加上各基地長週期運行，運行天數較2021、2022增加，導致能源消耗量有所增加。

In order to standardize the purchasing behavior and save resources, XLX Group formulated the “Instruction of Woven Bag Purchasing”, and conducted comprehensive statistics and management on the use of packaging materials, to standardize the use of packaging materials and reduce the waste of packaging materials.

In the next three years, the Group will continue to strengthen the management of packaging materials, strictly control the use of packaging materials, and further standardize management to achieve proper utilization, green consumption and economical use of packaging materials.

為了規範採購行為，節約資源，心連心集團制定《編織袋採購作業指導書》，並對包裝材料的使用進行全面統計和管理，規範包裝材料的使用，減少包裝材料的浪費。

未來三年，本集團將繼續加強對包裝材料的管理，嚴控包裝材料的使用，進一步規範化管理，實現對包裝材料的合理利用、綠色消耗、節約使用。

Type of packaging materials 包裝材料類別	In 2023 2023年	In 2022 2022年	In 2021 2021年	In 2023 2023年	In 2022 2022年	In 2021 2021年
	Consumption (Tons) 消耗量(噸)			Unit product share (tons/10,000 tons products) 單位產品佔量(噸/萬噸產品)		
Woven bag 編織袋	20,941.22	15,531.00	15,757.29	31.27	23.19	29.32

Note: Product volume per unit represents the amount of packaging materials used per 10,000 tons of products, calculated as the total consumption of packaging materials (in tons) divided by the total product volume.

備註：單位產品佔量是指每1萬噸產品中使用的包裝材料數量，計算方式為包裝材料的總消耗量(以噸為單位)除以產品總量。

2) SAVING WATER RESOURCES

XLX Group strengthens the water-saving management of enterprises, makes rational use of water resources, creates a green and energy-saving enterprise, and establishes an integrated water resources management committee, which is responsible for formulating the annual water-saving objectives, indicators and incentive measures of XLX Group, as well as information collection, technical reserve, project implementation, optimization and transformation, personnel training, key research activities, supervision and inspection of water-saving management.

In order to improve the recycling utilization rate of water resources, XLX Group carried out cascade utilization of coal gasifier gasification ash water system, realized optimization, and saved 600 tons of water every day. After being treated by reclaimed water reuse, the utilization rate of circulating water reached 99%, having achieved the first level requirement of cleaner production (> 95%). In the future, XLX Group will be focusing on reducing unit consumption and improving water purification capacity. Currently, it is actively promoting the expansion of the reclaimed water reuse project, increasing the reclaimed water production capacity, and reducing the consumption of fresh water.

During the year under review, the Group did not encounter any problems in obtaining suitable water sources.

2) 節約水資源

心連心集團強化企業節水管理，合理利用水資源，創建綠色節約型企業，成立水資源一體化管理委員會，負責制定心連心集團年度節水目標、指標及激勵措施和節水管理方面的信息收集、技術儲備、工程實施、優化改造、人員培養、公關活動、監督檢查等工作。

為了提高水資源的循環利用率，心連心集團對煤氣化爐氣化灰水系統進行梯級利用，實現優化，每天節約用水600噸。循環水排污通過中水回用進行處理，循環使用後利用率達到99%，達到清潔生產一級要求(> 95%)。未來，心連心集團將專注於降低單耗和提高水淨化能力作為努力的重點和方向，目前正在積極推進中水回用項目擴建，增加中水產水能力，降低新鮮水使用量。

於回顧年度內，本集團在求取適用水源上沒有遇到任何問題。

Type of Water 水的類別	In 2023 2023年	In 2022 2022年	In 2021 2021年	In 2023 2023年	In 2022 2022年	In 2021 2021年
	Consumption of Water (Tons) 水消耗量(噸)			Intensity of Water Consumption (Tons/ Tons Product) 水耗強度(噸/噸產品)		
Water 水	39,540,828.00	22,540,974.00	17,252,392.00	5.77	3.37	3.21

- Note:
1. Water consumption intensity represents the amount of water required per ton of products, calculated as the total water consumption (tons) divided by the total product volume (tons).
 2. The 700,000-ton urea project at the Henan Base has been put into operation in 2023. Coupled with the long-term operation of each base, the operating days increased as compared with 2022 and 2021, resulting in an increase in the consumption of water.

- 備註：
- 1、水耗強度表示每噸產品所需的水量，計算方法為總水消耗量(噸)除以產品總量(噸)。
 - 2、2023年河南基地70萬噸尿素項目投產，加上各基地長週期運行，運行天數較2022、2021有所增加，使得水消耗量有所增加。

A3 ENVIRONMENT AND NATURAL RESOURCES

The main environmental and natural resource impacts of XLX Group include waste gas, waste water and solid waste discharge, water and energy consumption. XLX Group attaches great importance to the impact of the environmental and natural resources caused by the operation process, establishes the targeted environmental management system and energy management system, and formulates the environmental protection management system of the Group and the Company and energy saving management regulations of XLX Group to strengthen the management. XLX Group adopted new technology and process, and has passed the international advanced level acceptance of clean production audit, in order to reduce the impact on the environmental and natural resources.

At the same time, the process of XLX Group planning, design and construction also embody the concept of environmental protection. The building materials are high quality building materials with low energy, high performance and high durability. Water saving appliances and equipment are preferred. Plants with less maintenance and strong weather resistance suitable for factory planting are adopted for greening in the plant area. The proportion of outdoor permeable floor area to the total outdoor area far exceeded 30%.

A4 CLIMATE CHANGE

In response to the requirements of national and local climate change authorities, XLX Group, referring to the recommendations of climate related financial information disclosure working group (TCFD), has integrated climate risk into the company's comprehensive risk management system, and formulates management policies and strategies to actively resist climate change.

A3 環境及天然資源

心連心集團的主要環境及天然資源影響包括廢氣、廢水和固體廢物排放、水資源與能源資源消耗。心連心集團高度重視運營過程所造成的環境及天然資源影響，建立針對性的環境管理體系和能源管理體系，制定《集團公司環境保護管理制度》和《心連心集團公司節約能源管理規定》等相關制度來加強管理，採用新技術、新工藝，通過了清潔生產審核的國際先進級驗收，從而減少對環境及天然資源的影響。

同時，心連心集團的規劃、設計、建設過程也處處體現了環保的理念。建築材料均選用蘊能低、高性能、高耐久性的優質建材。優先採用節水器具和設備。廠區內綠化採用適合工廠種植的維護少、耐候性強的植物。室外透水地面面積佔室外總面積的比例遠超30%。

A4 氣候變化

心連心集團積極響應國家和地方氣候變化主管部門的規定要求，參照氣候相關財務信息披露工作組(TCFD)的建議，將氣候風險納入公司全面風險管理體系中，並制定主動抗御氣候變化的管理方針及策略。

1) THE MAJOR CLIMATE RISKS FACED BY XLX GROUP

1) 心連心集團面臨的主要氣候風險

	Risks description 風險描述	Measures 應對措施
Policy risk 政策風險	1. The emission standards of pollutants have been continuously improved; 2. The "fee to tax" of water resources and pollutants promotes enterprises to reduce emissions. 1、污染物排放標準不斷提高； 2、水資源、污染物「費改稅」等促使企業減排。	Using new technology, new process, vigorously develop the circular economy, such as: the introduction of advanced control system (APC) of production equipment, the transformation of water-saving and demisting of circulating water, etc. 使用新技術、新工藝，大力發展循環經濟，例如：引進生產裝置先進控制系統 (APC)、循環水節水除霧改造等。
Transformation risk 轉型風險	Against the backdrop of national energy control and dual-carbon policy, the backward enterprises will experience accelerated elimination, and the industry will experience accelerated transformation and upgrading. The state's advocacy of reducing the use of fertilisers and increasing the energy efficiency of fertilisers accelerated the integration of basic fertilisers into the high-efficient and new one. 在國家能源管控及雙碳政策背景下，企業落後產能加速淘汰，行業加速轉型升級，同時國家倡導減少化肥用量、增加化肥能效，基礎肥料加速向高效肥及新型肥料整合。	Technological innovation, quality improvement, and cost reduction. For example, the loss control technology and coating technology are used to increase the efficiency of nitrogen fertiliser and improve the utilization rate of nitrogen fertiliser; at the same time, the innovation center and other platforms are used to strengthen the research and promotion of new fertilisers and special fertilisers. 科技創新、提升品質、降低成本，例如採用控失技術、包膜技術使氮肥增效，提高氮肥利用率；同時利用研發中心等平台，加強新型肥料、特肥的研發和推廣。
Technology risk 科技風險	The air pollution has become an increasingly prominent issue. In the past few years, the excessive application of traditional fertilisers affected the soil and climate greatly. Therefore, the transformation of traditional fertilisers to new types of fertilisers is imperative. 大氣污染問題日益凸顯，過去多年由於傳統化肥的過量施用，對土壤及氣候均產生了較大影響，因此傳統化肥向新型肥料的轉型勢在必行。	Actively respond to government's policies and regulations, increase investment in research and development of nitrogen fertiliser research centers, pay attention to the research and development of high-efficiency fertilisers and differentiated products, and continue to reduce fertiliser usage. 積極響應政府方針政策，加大氮肥研究中心研發投入，關注高效肥和差异化產品的研發，持續降低肥料用量。

	Risks description 風險描述	Measures 應對措施
Environment responsibilities 環保責任	<p>To ensure the green environment of the production base. If the treatment of pollutants is unreasonable, it will affect the enterprises to get the emission permit; if too many pollutants affect the local environment, it will exceed the ecological red line.</p> <p>保障生產基地的綠色環境。污染物處理不合理將影響企業取得排污證；污染物過多影響當地環境，將逾越生態紅線。</p>	<p>Strictly abide by the environmental protection law and other relevant national laws, control the emission of pollutants; at the same time, develop new technologies to reduce the emission of various pollutants, so that the enterprise emission standard is 30%-50% lower than the minimum emission index set by the state.</p> <p>嚴格遵守環保法等相關國家法律，控制污染物排放；同時研發新技術，減少各項污染物的排放，使企業排放標準比國家規定的最低排放指標還低30%-50%。</p>
Risk of disaster 災害風險	<ol style="list-style-type: none"> 1. Loss of equipment, damage of building facilities, etc; 2. Natural disasters; 3. Sudden-onset disaster. <p>1、設備的損耗、建築設施的損壞等； 2、自然災害； 3、突發災害。</p>	<ol style="list-style-type: none"> 1. Organize disaster drill; 2. Purchase of commercial insurance; 3. Organise emergency drills to enhance emergency response capabilities. <p>1、組織災害演練； 2、購買商業保險； 3、組織應急演練，提高應急處置能力。</p>

2) THE MAJOR CLIMATE OPPORTUNITIES IDENTIFIED BY XLX

2) 心連心識別的主要氣候機遇

Opportunity type 機遇類型	Opportunity description 機遇描述	Measures 應對措施
Market expansion 市場擴大	<p>The products with high performance, low pollution and zero emission bring more opportunities to the development of domestic and foreign projects. For example, XLX humic acid products show outstanding performance in practical application and are exported to more than 20 countries and regions such as Japan, the United States, South Korea, Brazil, Australia, South Africa, Southeast Asia and Europe.</p> <p>高性能、低污染、零排放的產品給開發國內外項目帶來更多機遇，例如心連心腐植酸產品在實際應用中表現突出，出口日本、美國、韓國、巴西、澳大利亞、南非、東南亞和歐洲等20多個國家和地區。</p>	<p>Provide more efficient and clean products and services to attract consumers.</p> <p>提供更加高效、清潔的產品和服務吸引消費者。</p>
Resource acquisition 資源獲取	<p>By reducing energy consumption, optimizing the cascade utilization of water resources and promoting the comprehensive utilization of many resources, better economic, social and environmental benefits have been achieved.</p> <p>通過減少能源消耗、優化水資源的梯級利用、促進多項資源的綜合利用，取得了較好的經濟效益、社會效益和環境效益。</p>	<p>Strengthen the integration of resources, improve the utilization rate of water resources, reduce energy consumption, and actively build green factories.</p> <p>加強資源整合，提高水資源利用率，降低能源消耗，積極打造綠色工廠。</p>

與社會心連心
XLX WITH SOCIETY



B SOCIAL

While pursuing economic benefits, the Group attaches great importance to the performance of corporate social responsibility, maintains the interests of shareholders, employees, customers, business partners and the whole society, treats suppliers, customers and employees in good faith, improves the efficiency and quality of implementation by using professional advantages, and combines social responsibility with long-term competitive advantage of the enterprise. It has passed the ISO14001 certification of environmental protection management system and ISO18001 certification of occupational health and safety management system in 2006 and 2009 respectively. As an enterprise with social responsibility, it also puts the “people-oriented” goal into practice, adheres to the principles of justice, fairness, equality, and has established a sound salary incentive system, welfare system, promotion system, and carried out a variety of staff activities.

B1 EMPLOYMENT

XLX Group regards employees as its most valuable assets, implements a “people-oriented” principle in production and operation, staff training, labor security, compensation and benefits, and “five types of social insurance contributions and one housing fund contribution”, as well as, cares for the work, life, health, safety and career development of employees comprehensively and in multiple ways. It strives to build a harmonious and win-win labor relation to promote the common development of the firm and employees.



依據《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等法律法規制定了《心連心集團人事管理制度》、《心連心集團公司勞動紀律及員工違紀管理規定》，以保障員工依法享有勞動權利和履行勞動義務。

In accordance with the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, the XLX Group Personnel Management System and XLX Group Labour Discipline and Employee Discipline Management Regulations have been developed to effectively ensure that employees enjoy their labor rights and perform their obligations under the law.

B 社會

本集團在追求經濟效益的同時，高度重視企業社會責任的履行，維護股東、員工、客戶、商業夥伴與整體社會等各方利益，誠信對待供貨商、客戶和公司員工，利用專業優勢提高執行效率和質量，並將履行社會責任與提高企業的長期競爭優勢結合起來，於2006年及2009年分別順利通過「環保管理體系ISO14001認證」及「職業健康安全管理体系ISO18001認證」。作為一個具有社會責任感的企業，心連心集團將「以人為本」的目標落到實處，堅持公正、公平、平等原則，建立了完善的薪酬激勵體系、福利制度、晉升制度，並開展多樣化的員工活動。

B1 僱傭

心連心集團視員工為公司最重要的財富，在生產經營、員工培訓、用工保障、薪酬福利、「五險一金」繳納等方面切實推行「以人為本」方針，全方位、多角度地關心員工的工作生活、健康安全與職業發展，努力構建和諧、雙贏的勞動關係，以促進公司與員工的共同發展。

1) PERSONNEL RECRUITMENT

XLX Group implements unified personnel planning and recruitment. It recruits talent through multiple methods including online recruitment, campus recruitment, special recruitment, and large job fairs, conducting comprehensive evaluation and selection of external candidates based on job requirements and standards in a just, fair and equal manner.

1) 人員招聘

心連心集團實施統一的人員規劃及招聘選拔，通過網絡招聘、校園招聘、專場招聘、大型招聘會等多種方式選拔人才，並參照崗位任職要求和工作標準，公正、公平、平等地對外部應聘人員進行綜合能力評價、篩選和錄用。

Total number of employees of the Group in 2023 集團2023年員工總人數			10,390						
Staff composition by region of production base(s), gender and age 按生產基地區域、性別和年齡劃分的員工構成			Henan 河南		Xinjiang 新疆		Jiangxi 江西		
			Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	
Total 合計			7,066	68.01%	1,427	13.73%	1,897	18.26%	
Include 其中	Male 男性	Under 29s 29歲以下	1,576	30.65%	402	35.64%	699	46.82%	
		30s-39s 30歲-39歲	2,375	46.19%	471	41.76%	607	40.66%	
		40s-49s 40歲-49歲	858	16.69%	173	15.34%	137	9.18%	
		50s-54s 50歲-54歲	215	4.18%	60	5.31%	34	2.27%	
		Over 55s 55歲以上	118	2.29%	22	1.95%	16	1.07%	
		Total number of male staff 男性員工合計		5,142	100.00%	1,128	100.00%	1,493	100.00%
		Female 女性	Under 29s 29歲以下	409	21.26%	111	37.12%	239	59.16%
			30s-39s 30歲-39歲	1,087	56.50%	147	49.16%	129	31.93%
			40s-49s 40歲-49歲	411	21.36%	35	11.71%	36	8.91%
	50s-54s 50歲-54歲		17	0.88%	6	2.01%	0	0.00%	
	Over 55s 55歲以上		0	0.00%	0	0.00%	0	0.00%	
	Total number of female staff 女性員工合計		1,924	100.00%	299	100.00%	404	100.00%	

Total number of departures of the Group in 2023 集團2023年員工流失總人數			351					
Staff composition by region of production base(s), gender and age 按生產基地區域、性別和年齡劃分的員工構成			Henan 河南		Xinjiang 新疆		Jiangxi 江西	
			Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例
Total 合計			244	69.51%	8	2.28%	99	28.21%
Male 男性	Under 29s 29歲以下	121	63.02%	6	85.71%	65	82.28%	
	30s-39s 30歲-39歲	58	30.21%	1	14.29%	9	11.39%	
	40s-49s 40歲-49歲	9	4.69%	0	0.00%	4	5.06%	
	50s-54s 50歲-54歲	4	2.08%	0	0.00%	0	1.27%	
	Over 55s 55歲以上	0	0.00%	0	0.00%	0	0.00%	
	Total number of male staff 男性員工合計		192	100.00%	7	100.00%	79	100.00%
	Female 女性	Under 29s 29歲以下	32	61.54%	0	0.00%	19	95.00%
		30s-39s 30歲-39歲	16	30.77%	1	100.00%	1	5.00%
		40s-49s 40歲-49歲	4	7.69%	0	0.00%	0	0.00%
		50s-54s 50歲-54歲	0	0.00%	0	0.00%	0	0.00%
Over 55s 55歲以上		0	0.00%	0	0.00%	0	0.00%	
Total number of female staff 女性員工合計		52	100.00%	1	100.00%	20	100.00%	

Staff composition by region of production base(s) and by employment type in terms of education background 按生產基地區域和僱傭類別(學歷)劃分的員工構成	Henan 河南		Xinjiang 新疆		Jiangxi 江西	
	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例
Undergraduate 本科	2,205	31.21%	519	36.37%	619	32.63%
Master 碩士	320	4.53%	34	2.38%	21	1.11%
Doctor 博士	4	0.06%	1	0.07%	0	0.00%
College graduate or below 大專以下	4,537	64.20%	873	61.18%	1,257	66.26%

The total number of new recruits 新招員工總數	829		156		407	
New recruits composition by region of production base(s) and gender 按生產基地區域和性別劃分的新員工構成	Henan 河南		Xinjiang 新疆		Jiangxi 江西	
	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例	Numbers 人數	Proportions 所佔比例
The Number of new male recruits 新招男員工數量	669	80.69%	127	81.41%	304	74.69%
The Number of new female recruits 新招女員工數量	160	19.30%	29	18.59%	103	25.31%

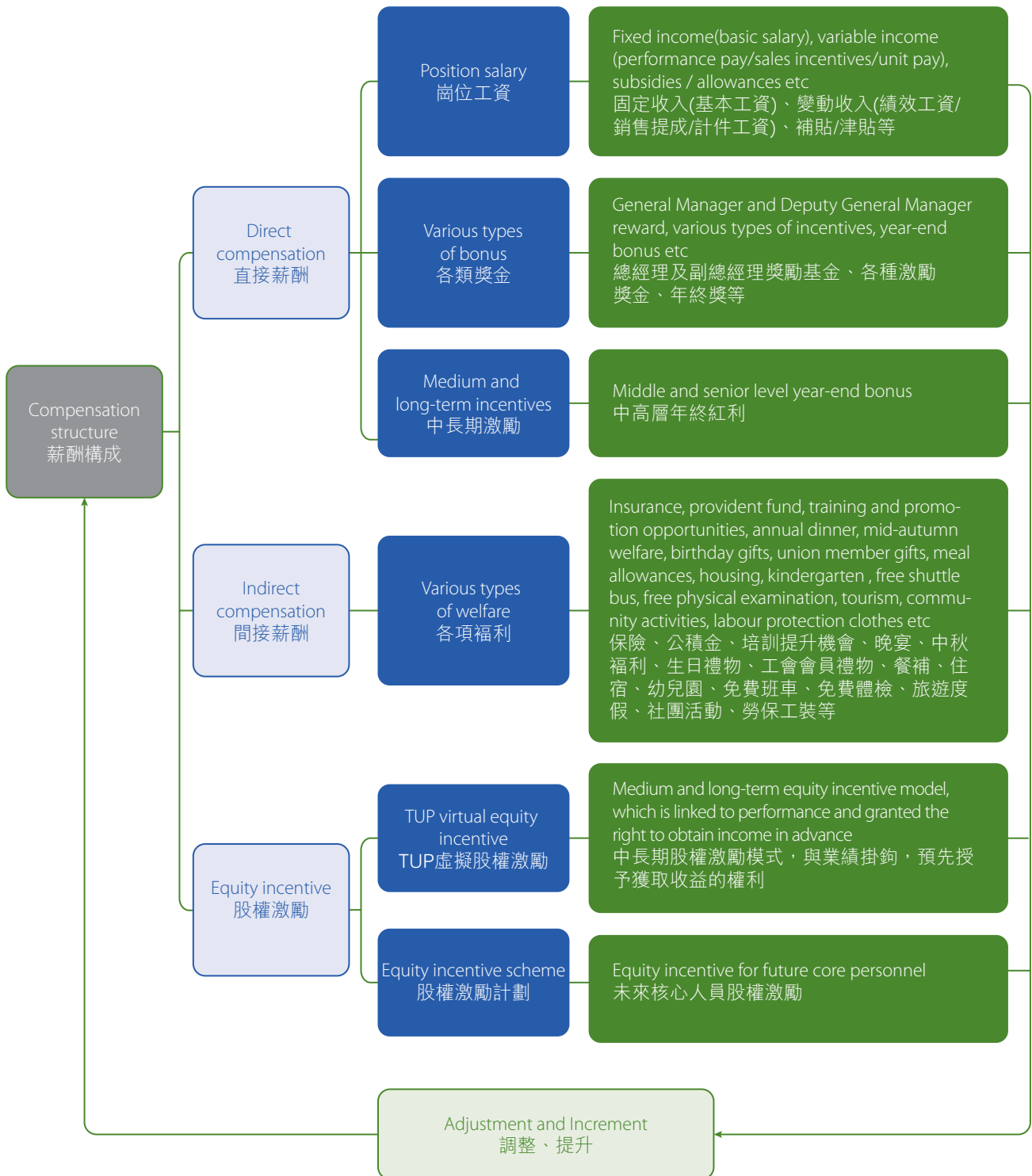
2) COMPENSATION AND WELFARE

XLX Group has set up a fair and equitable, multi-level, multi-type compensation incentive system, subject to annual adjustments, which could promote the progress of firm and employees.

2) 薪酬福利

心連心集團建立了公平公正、多層次、多類別的薪酬激勵體系，並且每年適時調整，促進企業與員工共同進步。

Compensation and Welfare System 公司薪酬福利體系



3) WELFARE

XLX Group provides endowment insurance, unemployment insurance, medical insurance, industrial injury insurance and maternity insurance contributions to employees on time. Moreover, gifts and shopping cards on holidays including the Spring Festival and the Mid-Autumn Festival are provided as festival welfare, and meal subsidies and accommodation are issued as daily welfare. In addition, XLX Group cooperates with large hospitals to offer regular free physical examinations to employees.

The Company is guided by the Party Building in building of the harmonious labor relations. It begins with improving various systems, establishing talent cultivation, strengthening democratic management, and strengthening humanistic care, as well as establishing the solid enterprise labor dispute mediation organization and working system, protects the legitimate rights and interests of employees in terms of labor remuneration, rest and vacation, and social insurance according to law. We aim to instill company culture in our employees and warm them like family, and effectively enhances the employees' senses of identity, belonging and achievement to raise their happiness continuously

4) INCENTIVE MECHANISM

In order to promote and encourage innovation, and achieve the goal of "low cost and differentiation", XLX Group has established a diversified incentive mechanism. It has set up a real-time incentive system of monthly salary incentive + main business systems, and create many awards such as management innovation award, technology innovation award and QC achievement award.

In 2023, XLX Group further optimize the target incentive system and performance strategic management system, and improve the innovation management mechanism. The incentive mechanism should be standardized from the aspects of making annual incentive measures, making separate incentive measures for key events, and modifying and improving performance management methods. For example, the general manager's fund is set up to give additional rewards to employees who have made significant contributions to the company. At the same time, set up manager reward fund of the subsidiaries, used to improve the work enthusiasm of grass-roots staff, reward to the individual or team.

3) 福利方面

心連心集團按時為員工繳納養老保險、失業保險、醫療保險、工傷保險和生育保險；在春節、中秋等節日發放禮品、購物卡等；定期與大型醫院合作，為員工提供免費體檢服務；發放餐補；提供住房。

公司在構建和諧勞動關係上，以黨建為引領，從完善各項制度、建立人才培養、加強民主管理、增強人文關懷等方面入手，建立健全企業勞動爭議調解組織和工作制度，依法保障職工勞動報酬、休息休假、社會保險等合法權益，以企業文化熏陶職工，以家人情懷溫暖職工，切實增強職工的認同感、歸屬感和獲得感，持續提升職工幸福指數。

4) 激勵機制

為提倡和鼓勵創新，實現「低成本 差異化」目標，心連心集團建立了多元化的激勵機制，設置月度薪酬激勵及各主要業務系統的即時激勵體系，並設立管理創新獎、技術創新獎、QC成果獎等諸多獎項。

2023年心連心集團進一步優化目標激勵體系和績效戰略管理系統，完善創新管理機制，從制定年度大目標激勵辦法、關鍵事件制定單獨激勵辦法以及修改完善績效管理辦法等方面，促進激勵機制不斷規範。例如設立集團總經理獎勵基金，對有重大貢獻的員工給予額外獎勵。同時，設立子公司總經理獎勵基金，用於提高基層員工的工作積極性，獎勵作出貢獻的個人或班組。

5) PROMOTION AND DEVELOPMENT

In order to further broaden the talent development platform, standardize the career development of employees, and initially clarify the general standards for the qualifications of all ranks so that employees engaged in different jobs can have equal career paths and opportunities.

A SMOOTH CAREER DEVELOPMENT PATH

McClelland's Iceberg Model is a well-known competency model. For the explicit experiences, knowledge and skills, the qualifications and standards that promoted in the company are summed up as basic qualifications, knowledge, and skill standards of employees; for the invisible qualities and motivations are summed up as quality standards. With comprehensive discussions on the basic qualifications, knowledge, skills and qualities required at all levels of various positions, an overall qualification standard based on existing requirements, future requirements and long-term development was formed.

AN UNIMPEDED MECHANISM OF TALENTS TRANSFERRING

It drives the continuous improvement and development of employees, and clarifies the basic qualifications, knowledge, skills and qualities that are necessary for employees' promotion. The supporting training system guides everyone to learn independently and spontaneously. For broadening the development path, in addition to focusing on the limited management positions, everyone can also concentrate on the job of the current position and develop continuously.

5) 晉升與發展

為進一步拓寬人才發展平台，建立規範的員工職業發展通道，明確各職級任職資格通用標準，使從事不同工作的員工均有平等的職業生涯路徑和機會。

暢通的職業發展通道

麥克利蘭的冰山模型是我們廣知的一種勝任素質模型，對應顯性的經驗、知識、技能，在公司推行的任職資格標準對應歸結為基本任職資格、知識、技能標準；對應隱形的素質、動機等歸結為素質標準。通過充分研討各類崗位各級所需的基本任職資格、知識、技能、素質，形成整體的基於現有要求、未來要求及長期發展的任職資格標準。

暢通的人才流動機制

牽引人員持續提升、發展，明確員工往上升級需必備的基本任職條件、知識、技能、素質等，通過配套的培訓體系，牽引大家自主、自發的學習提高。同時為大家拓寬了發展路徑，除了盯著有限的管理崗位之外，還可以在本崗位深耕業務，持續發展。

6) CARE FOR EMPLOYEES' LIFE

6) 關愛員工生活

CHAIRMAN, WE RECEIVED YOUR PRESENTS!

董事長，
您的禮物我們收到了！

As the Spring Festival of 2023 approaches, Liu Xingxu, the Chairman of XLX, has visited and prepared hometown-flavored "Gift Packages" for distant employees. It has become a tradition for the Chairman to extend New Year greetings to our employees since the commencement of the distant projects. We wish to provide a taste of home and evoke a sense of warmth for XLX employees who have left their hometowns to dedicate themselves to their careers in XLX.

2023年春節將至，心連心集團董事長劉興旭前往異地走訪慰問員工，為異地員工送去來自家鄉風味的大禮包。這是異地項目建設開始，延續至今的一份來自董事長的新年問候，希望身在異地為心連心事業奮鬥的心連心人能夠品嚐到家鄉風味，感受來自家鄉的溫暖。



SWEET WATERMELONS NURTURE WARMER HEARTS, LINKING HEARTS FOREVER

瓜甜心更甜，
永遠心相連

After a thousand-mile travel, 64 tons of watermelons filled with love from our Xinjiang company were delivered to the hands of the hardworking people in different posts as well as related labour and construction units of XLX Group's two bases in Xinxiang and Jiangxi.

Under the sweltering summer days, our Xinjiang company delivered its regards and blessings to their fellow colleagues in a special way by travelling thousands of miles.

經過數千公里的長途跋涉，滿載著新疆公司滿滿愛心的64噸西瓜，先後送達心連心集團新鄉、江西兩個基地各崗位及相關勞務、施工單位奮鬥者的手中。

炎炎夏日，新疆公司不遠千里用一種特殊的方式傳遞了兄弟單位的牽掛和祝福。



XLX, HERE WE COME!

At the 2023 XLX university student welcome event, Yan Canju, the chairman of the supervisory board of Henan XLX, extended a warm welcome to the new forces. XLX facilitates the graduates in reaching a leap from study to career, leveraging their knowledge accumulated over a decade to create social impacts in the future. XLX hopes that every new employee would cultivate their inner strength through diligent effort, remain grounded, and have self-training in a humble manner.

心連心，
我們來啦！

心連心2023屆大學生歡迎會上，河南心連心監事會主席炎燦炬代表公司歡迎新員工加入。心連心將幫助學子們實現從求學到就業的跨越，十幾年的學習積累，將在今後變成為社會創造價值的能力，希望每一位新員工能夠練就苦幹實幹的內功，腳踏實地、紮實做事，真正沉下來歷練自我。



CREATING SOCIAL PLATFORM, RAISING HAPPINESS

搭建交友平台，
提升員工幸福感

XLX Labor Union have successfully held gathering events for single employees to build a friendship platform for young employees, providing an opportunity for everyone to show themselves, exchange feelings, and establish friendship. It helps the single young employees broaden their channels of making friends, as well as improving their happiness continuously.

心連心工會成功舉辦單身職工聯誼擴展活動，為青年職工搭建交友聯誼平台，提供展示自我、交流感情、締結友誼的機會，從而擴寬大家的交友渠道，不斷提升員工的幸福感。



USUAL CARE, TO ENSURE THE CONDITION OF EMPLOYEES AT ALL TIMES

日常關懷，
時刻保障員工狀態

Under the scorching sun, the work of preventing heatstroke of the frontline construction personnel remains a top priority for the leadership of the Group. In order to carry out the work of preventing heatstroke of the frontline construction personnel during the high temperature period, and to ensure the safe and steady progress of the project, the leaders of XLX visited the construction site of Xinxiang base project. They warmly greeted to the personnel who are working in construction, production, engineering and other tasks in high-temperature conditions. The towels, mugs and other cooling supplies were distributed to everyone, offering them a refreshing moment for frontline employees.

烈日炎炎，一線施工人員的防暑降溫工作始終牽動著集團領導的心。為了切實做好高溫時期項目建設人員的防暑降溫工作，促進項目的安全穩步推進，心連心集團領導來到新鄉基地項目施工現場，對堅守在高溫下的施工、生產、工程等參戰人員進行了親切慰問，並為大家送去毛巾、水杯等防暑降溫用品，給一線員工送去一份清涼。



**BUILDING DREAMS FOR THE FUTURE, SUPPORTING
“AMBITIOUS” YOUTHS**

築夢未來，
加油「心」少年

XLX held the sixth award ceremony for the scholarship of employees' children. The group gives full recognition to the excellent achievements of the employees' children, presents gratitude to the employees and their families for their long-term silent efforts, and encourages the employees' children to continue to uphold the spirit of hard work from their parents, and actively innovate and bravely take up the responsibility, to write their own youth stories with knowledge and wisdom.

心連心舉行第六屆職工子女獎學金頒獎儀式，集團對職工子女取得的優異成績給予充分肯定，對公司職工以及家屬長期以來的默默耕耘表示感謝，並囑托職工子女們繼續秉承父輩艱苦奮鬥的精神，積極創新，勇於擔當，用知識和智慧譜寫自己的青春篇章。



B2 HEALTH AND SAFETY

To protect and improve the working environment, and safeguard the safety and occupational health of employees, XLX Group has been in strict compliance with national laws and regulations and its internal rules. It has effectively implemented the OHSAS18001 occupational health and safety management system and continues to improve the working environment and working conditions for employees in multiple areas. At present, XLX Group has already been awarded the Certificate of Occupation Health & Safety Management System.

遵守的相關法律法規及制度

In compliance with relevant laws and regulations

《中華人民共和國勞動法》
Labor Law of the People's Republic of China

《中華人民共和國安全生產法》
Safety Production Law of the People's Republic of China

《中華人民共和國職業病防治法》
Law of the People's Republic of China on Prevention and Control of Occupational Diseases

《職業健康安全管理程序》
Occupational Health and Safety Management Procedures

《公司應急預案管理規定》
Emergency Plan Management Rules

B2 健康與安全

為保護和改善工作環境、維護員工安全和職業健康，心連心集團嚴格落實國家法律法規和內部的規範性文件，有效運行OHSAS18001職業健康安全管理体系，從各個方面不斷改善員工作业環境和勞動條件。目前，心連心集團已經成功順利獲得「職業健康安全管理体系認證證書」。

In 2023, XLX Group thoroughly followed the spirit of General Secretary Xi Jinping's important expositions and instructions on safe production, and firmly followed the concept of "putting people and life first" for safe development. In the past three years, there has been no work-related fatalities or loss of working days due to work-related injuries.

Since the implementation of the new "Safety Production Law", The Group have re-organized and identified all employees' safety production responsibilities. After many discussions and multi-level audits, we have worked out specific work tasks, clarified the specific content and qualification standards of safe performance of duties, so as to comprehensively fulfil the main responsibility of safe production. We continued to implement the risk classification management and control of hazardous chemical accidents and investigation and management of hidden dangers. The intelligent dual pre-control system helped us realize the standardization and modernization of the management process of accident hazards, facilitating safe development.



1) SAFETY TRAINING

In February 2023, XLX Group's Safe Production Management Centre invited Dr. Na Yongliang, an expert from the China Chemical Safety Association, to conduct a special training on chemical process safety management. By making the process safety the first lesson at the beginning of the year in XLX, the target is to convey the concept of process safety management throughout our entire production and operation process. At the same time, the training aims to improve the safety production capabilities and skills of the Company's management cadres and technical personnel, and further enhance the Group's capacity for risk prevention, as well as the ability to identify and rectify potential hazards.

2023年，心連心集團深入貫徹落實習近平總書記關於安全生產的重要論述和指示精神，牢固樹立「人民至上、生命至上」的安全發展理念，在過去三年均不存在因工亡故及因工傷損失工作日等情況。

新《安全生產法》實施以來，本集團重新梳理、識別全員安全生產責任，經過多次研討和多層審核，形成具體工作任務，明確安全履職的具體內容、合格標準，從而層層壓實安全生產主體責任。繼續實施危險化學品事故隱患的風險分級管控和隱患排查治理，依託智能雙預控系統，實現了事故隱患管理流程規範化和方式現代化，有力支撐安全發展理念的實際落地。

1) 安全培訓

2023年2月，心連心集團安全生產管理中心，邀請中國化學品安全協會專家納永良博士，開展化工過程安全管理專項培訓。把過程安全作為心連心開年第一堂課的內容，傳遞過程安全管理貫穿我們生產經營的全過程的理念，同時通過培訓提升了公司管理幹部與技術人員安全生產管理能力和技能水平，進一步增強集團增強風險防控和隱患整治能力。

In May 2023, XLX Group's Safe Production Management Centre invited Professor Hu Yiwei, the Director of Chemical Accident Rescue Engineering Research Center, to conduct a special training on pressurised sealing. The training included interpretation of national laws and regulations, introduction of contraindications and risks of pressurised sealing, and guidelines of managing pressurised sealing in an enterprise. The training plays a crucial role in enhancing the level of equipment safety management.

2023年5月，心連心集團安全生產管理中心邀請化學事故搶險救援工程研究中心主任胡憶滄教授，開展帶壓密封專項培訓，培訓主要內容包括從國家法律法規層面進行解讀、帶壓密封的禁忌及風險、企業應該如何做好帶壓密封管理，通過培訓對於設備安全管理水平的提升起到了重要的支撐。



2) SAFETY CHECK

To facilitate XLX Group's safety management models in each unit to gradually shift from strict supervision to safe self-management and improve the overall risk control capabilities and safety performance of the Group and the company, XLX Group established an internal safe self-management assessment team to conduct a three-month assessment on the maturity of safe self-management. The assessment identifies management inadequacies, digs deep into any underlying management issues and makes recommendations for improving the management, so as to continuously bolster the steady growth of XLX Group's safety management standard.

In December 2023, the Safe Production Management Centre invited six safety experts, including national experts Cha Wei and Zhao Shufang, to conduct an audit on the execution of the five major standards, namely basic safety management, process safety, equipment safety, electrical safety and automatic control instrumentations. The Group's safety management level of standard details has reached a new level thanks to the audit.

2) 安全檢查

為推進心連心集團各單位安全管理模式由嚴格監管階段逐步走向安全自主管理，提升集團公司整體安全風險控制能力和安全績效，心連心集團成立內部安全自主管理考評小組，對集團公司各單位實施為期三個月的安全自主管理成熟度評估，通過評估查找管理不足，深挖背後管理原因，並從管理上提出改進建議，持續強化心連心集團安全管理水平的穩健提升。

2023年12月，安全生產管理中心邀請外部國家級專家查偉、趙書芳等6位安全專家對集團公司危險化學品生產單位在基礎安全管理、工藝安全、設備安全、電氣安全與自控儀錶五大標準執行方面開展了審核，通過審核使集團在標準細節上的安全管理水平再上新臺階。

Based on the study, research and benchmarking on the ideas for building enterprise safety management system for reputable enterprises in the industry, XLX Group's Safe Production Management Centre established a safety management system "Xinan" in 2023. This system consists of 15 core elements and 77 secondary elements and integrated multiple management systems such as safe production standardization, occupational health management system, dual pre-control mechanism and DuPont. This laid the foundation of XLX Group's complex transformation and replication, reduced the time cost of training the Group's mobile employees and greatly enhanced the efficiency of production safety management.

2023年心連心集團安全生產管理中心在對行業內知名企業安全管理體系建設思路進行學習、研究、對標的基礎上，創建了由15個核心要素，77個二級要素組成的「心安」安全管理體系，該體系實現了安全生產標準化、職業健康管理體系、雙預控機制、杜邦等多套管理體系的融合，為心連心集團多基地轉化複製提供基礎，降低集團流動人員培養時間成本，促使生產安全管理效率的大幅度提升。



3) EMERGENCY DRILL

In order to further strengthen the awareness of risk prevention, train the emergency team and comprehensively improve the Group's ability to deal with emergencies, XLX Group regularly organizes and conducts emergency drills of comprehensive contingency plans in accordance with the requirements of national laws, regulations and the company's drill plan.

In April 2023, the XLX Group Personnel Positioning System has officially put into operation, which includes 65 stations, 14,738 beacons and 7,457 personnel positioning cards. With the system putting into operation, it has effectively compensated for the shortcomings of conventional methods in technology monitoring and achieved the management goal of changing from passive monitoring to active monitoring.

3) 應急演練

為進一步強化風險防範意識，鍛鍊應急隊伍，全面提升對突發事件的應急處置能力，根據國家法律法規要求及公司演練計劃，心連心集團定期組織開展綜合預案應急演練活動。

2023年4月，心連心集團人員定位系統正式上線運行，包括基站65個，信標14,738個，人員定位卡7,457個。該系統的上線運行，有效彌補了傳統方法在技術監管中的缺陷，達到了變被動監督為主動監控的管理目的。

The system features behavioural analysis, behavioural tracking and intelligent early warning functions, etc. Intelligent early warning allows the system to promptly detect any events in the factory area, including personnel retention, trespassing, excessive and insufficient personnel as well as stillness. Behavioural analysis allows the system to look up the information of the matching employee and automatically track his/her specific location and movement. Employees can use the positioning card that they carry to trigger a one-click alarm if they feel unwell, then rescue work will be commenced immediately as soon as the monitoring system received the alarm message. This further enhances personnel safety protection capabilities.

系統涵蓋行為分析、行為追蹤、智能預警等功能，通過智能預警，可以及時發現廠區內人員滯留、越界、超員、缺員、靜止等現象，通過行為分析，可以搜索相對應的員工信息，系統會自動追蹤到該人員的具體位置以及行動軌跡，當員工發現身體不適時，可以通過攜帶的定位卡進行一鍵式報警，監控平台收到報警信息後，可以立即展開救援工作，進一步提升人員安全保障能力。



Intelligent Dual Pre-control 智能雙預控

Establishing a multi-levels dual pre-control centre of the group and the bases, which is based on the application scenario to realize the informatization of management, promote the online and offline operation of the dual pre-control system, and achieve the standardization of risk control.

建立集團和基地多層級雙預控中心，基於應用場景，實現管理的信息化，推動雙重預防體系的線上線下運行，達到風險管控的規範化、標準化。

Agile Emergency 敏捷應急

Based on the characteristics of emergency management in the parks, with the four stages of prevention, preparation, response and recovery, VR, AI and big data technology are applied to gather the parks' basic management information of enterprise risk, emergency resources and emergency plans, integrate the existing system information of the monitoring and warning of hazardous chemicals in the park, and realize the emergency rescue capability of unified command, intelligent decision-making and collaborative linkage in the park.

針對園區應急管理特點，圍繞預防、準備、響應、恢復全部4個階段，應用VR、AI和大數據技術，匯聚園區企業風險、應急資源、應急預案等基礎管理信息，整合園區危險化學品監測預警等已有系統信息，實現園區統一指揮、智能決策、協同聯動的應急救援能力。



Closed Management 封閉化管理

Based on the perimeter and geographic information of the park, a monitoring management system is installed to form a closed area around the park to manage visitors online.

以園區的周界和地理信息為基礎，設置監控管理系統，在園區周界形成閉合區域，對訪客進行在線管理。

Safety and Environmental Data Visualization 安環數據可視化

Through 3D simulation, the key dangerous equipment and facilities, such as dangerous goods storage tank area and dangerous goods production site can display in pictures by 3D modelling, and integrate the data uploaded by video monitoring, environmental monitoring and other sensors for real-time visual monitoring to improve monitoring and control. 通過三維建模，對危險品貯罐區、危險品生產場所等重點危險場所和設備設施進行三維仿真一張圖顯示，並可集成視頻監控、環境監控以及其他傳感器實時上傳的數據，實時可視化監測，提升監測管控力度。

B3 DEVELOPMENT AND TRAINING

XLX Group attaches great importance to talent training and has established a training model with XLX characteristics. It has conducted differentiated and professional skill training and quality improvement training for employees through EBMA training classes, university-sponsored classes, online learning, mentoring and apprenticeship, and employee practical training.

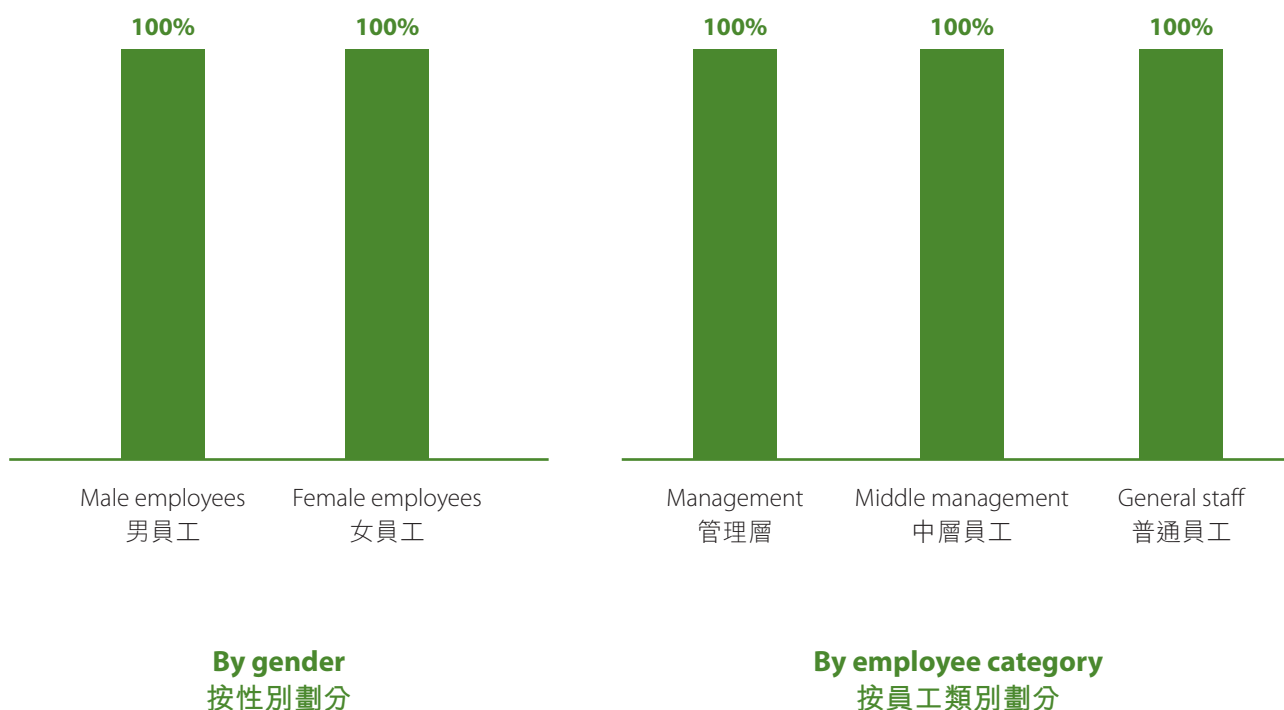
In 2023, the Group's occupational training hours were 366,627 hours. The average training hours for male and female employees were 35.3 hours, of which the management, middle level employees and ordinary employees were trained for 36.1 hours, 35.4 hours and 34.3 hours. The all-round skill and quality training for employees has carried out with focus on the development needs of employees so as to deliver skilled talents to meet the development needs for the rapid development of the Company.

B3 發展及培訓

心連心集團高度重視人才培訓，並建立起具有心連心特色的培訓模式。通過EBMA研修班、高校聯辦班、在線學習、師帶徒、員工實訓等模式，對員工進行差異化及專業化的崗位技能培訓、素質能力提升培訓。

2023年，本集團職業培訓時長366,627小時，男女僱員平均受訓時長35.3小時，其中管理層、中層員工和普通員工平均受訓36.1小時、35.4小時、34.3小時，全方位開展員工技能培訓和素質培訓，重視員工發展需求，為公司快速發展輸出滿足發展需求的技能人才。

The percentage of the XLX Group's employees trained in different category in 2023
2023年心連心集團各類別受訓僱員百分比



In 2023, in order to meet the demands of high-quality talents for the rapid development of the Company and promote the configuration and construction of the talent team, the Company has launched a systematic talent training model such as the training for "XLX Leader Team" composed of talents from Peking University, the strategic director training, and the workshop director training. The XLX Practical Training Center was established by organizing the skills of employees to obtain certificates as well as to provide practical trainings for new and on-the-job employees, in order to enhance overall capabilities of management of cadres horizontally and to strengthen the professionalism of employees vertically, building talents for the Company to achieve RMB100 billion strategy.

2023年，為滿足公司快速發展對高素質人才的需要，推進人才隊伍梯隊配置建設，公司啟動北大班「心領軍」人才培養、戰區總監培養、車間主任培養等系統化人才培養模式，成立心連心實訓中心，組織員工技能取證培訓及新工、在崗員工實訓等，橫向管理幹部綜合能力提升，縱向員工專業能力強化，為公司千億戰略築基人才。



B4 LABOUR STANDARDS

XLX Group strictly complied with the laws and regulations such as the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, and formulated the XLX Group Personnel Management System and XLX Group Labour Discipline and Employee Discipline Management Regulations to specify that the employees must be aged 18 or above, and child labour or forced labour is prohibited. At the same time, the Company requires employees to fill in the Employee Registration Form during the recruitment, and checks whether the filled-in content is consistent with relevant identification documents. After the review and approval, personal profiles will be made, including personal basic background, identity card number, home address, contact person etc., as well as the labour contract entered into with recruited employee, in two copies for the Company and the employee. The Company strives not to employ child labour and is not supportive of the employment of child labour by other community organisations, so as to protect the legitimate rights and interests of employees. If child labour is employed due to careless handling of identification documents, the employment of such child labour will be terminated and reported to the labour authorities. In addition, such child labour will be escorted to his/her place of residence while maintaining contact with his/her parents or legal guardian. We will advise his/her family members to encourage him/her to further study, striving to create a fair, democratic, legal and compliant mechanism for employee selection and employment.

B5 SUPPLY CHAIN MANAGEMENT


In managing the environmental and social risks arising from XLX Group's supply chain and facilitating greater use of environmental products and services of suppliers, XLX Group selects suppliers who can meet its technical needs and product competition needs according to Procurement Management Procedures, Bidding Management Procedures, and Supplier Management Procedures and 577 new suppliers were added in 2023 in accordance with the regulations and meeting the conditions. It also adds environmental protection requirements such as the use of hazardous substances, the use of recyclable materials, and energy efficiency to the procurement information, to build a stable, honest and efficient supplier team. While learning from advanced upstream and downstream partners of supply chain, XLX Group also promotes its concept of safety and corporate social responsibility, and leads enterprises in the supply chain for continuous improvement to fulfill its social responsibilities in environmental protection, safety and health areas.

B4 勞工準則

心連心集團嚴格遵守《中華人民共和國勞動法》和《中華人民共和國勞動合同法》等國家法律法規要求，制定了《心連心集團人事管理制度》、《心連心集團公司勞動紀律及員工違紀管理規定》，明確規定所僱傭人員年齡為18周歲及以上，不存在僱傭童工、強制勞動等情況；同時公司在招聘時統一組織其填寫《入職登記表》，並核對其填寫的內容與相關證件是否相符，審核通過後建立人事檔案，包括個人基本信息、身份證號、家庭住址、聯繫人等，與被招聘員工簽訂《勞動合同》，一式兩份，公司、員工各一份，公司努力做到不僱傭童工也不支持其他社會團體僱傭童工的行為，保障員工的合法權益；如因證件原因錯用童工，一經發現，立即停止其工作，上報勞動主管部門，並與其父母或合法監護人保持聯繫，將其護送回原居住地，動員其親屬安排繼續求學，全力打造一個公平、民主、合法合規的選人用人機制。

B5 供應鏈管理

在管理心連心集團的供應鏈帶來的環境及社會風險方面，促使供應商多用環保產品及服務，心連心集團依據《採購管理程序》、《招投標管理程序》、《供應商管理程序》，篩選出滿足技術需要和產品競爭需要的供應商，2023年按照規定且滿足條件的供應商新增了577家；並且在採購信息中增加有害物質使用、可回收材料使用、能效等環保要求，打造穩定、誠信、高效的供應商隊伍，在向先進的上下游供應鏈合作夥伴學習的同時，傳遞公司安全、環保的社會責任理念，帶領供應鏈的企業持續改善，共同實現在環保、安全與健康領域的社會責任承諾。



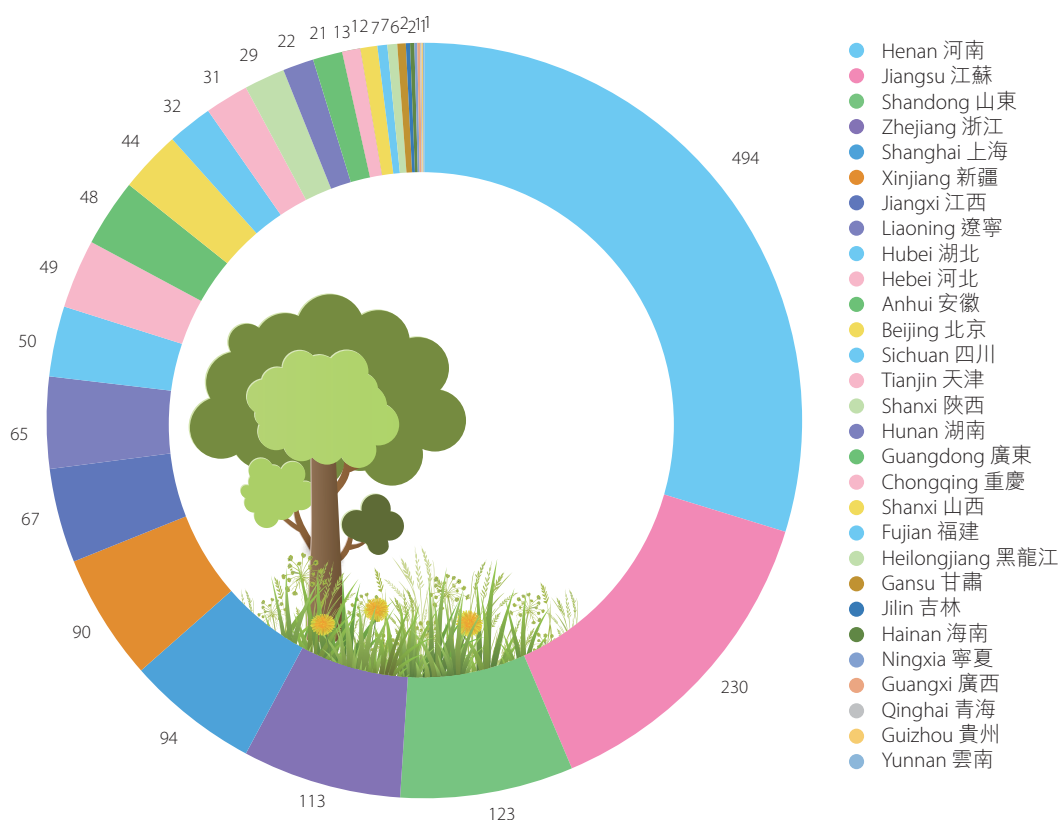
In 2023, XLX Group implemented the supplier management and control plan. We are able to manage the entire life cycle of supplier analysis, matching, sourcing, access, evaluation, and elimination, establish a unified access process for suppliers within the Group and the threshold for shortlisting suppliers in core categories, as well as reviewing supplier access applications. Through regular inspections of existing suppliers, we continuously monitor the operational status of suppliers, allowing us to make timely adjustments to the cooperation relationship, and promoting the performance improvement of suppliers.

In the future, the Group will continue to optimise the supplier management model and improve the digitalised procurement platform, so as to realise intelligent upgrades such as the centralised supply procurement of the Group, online supplier evaluation, automatic warning of risks, automatic price comparison in multiple malls. Through the management and control at a group level, the supplier management and category management will be facilitated in a consolidated manner, thereby expanding the promotion and application of the digitalised procurement platform within the Group as well as realising the integration and application of the resources of the Group.

2023年，心連心集團實施供應商集團管控方案，組織實施對供應商分析、匹配、尋源、准入、評價、淘汰的全生命周期管理，提高供應商管理水平，建立集團供應商統一准入流程和核心品類供應商入圍門檻，並對供應商准入申請進行審核。通過對現有供應商的定期考察，實時掌握供應商運營狀況，及時調整合作關係，不斷促進供應商的績效改善。

未來，本集團將持續優化供應商管理模式和完善數智化採購平台，實現集團物資集中採購、供應商線上評價、風險自動預警、多商城自動比價等智能化升級，通過集團化管控，推進集團統一的供應商管理、品類管理，擴大數智化採購平台在全集團的推廣應用，實現全集團的資源整合與應用。

Distribution of the XLX Group's Suppliers 心連心集團供應商分佈情況表



The Group has a total of 1,660 suppliers by region, and requires that the selection of suppliers must be on the same platform to ensure fairness and impartiality of the competition. Based on historical sourcing analysis, current market analysis, and future demand analysis, and by compiling a category sourcing strategy, we aim to build long-term strategic and framework cooperation with suppliers.

More than 3 companies will participate in price inquiry and comparison for daily procurement, while not more than 5 companies will participate in standard and general bidding for material procurement. All procurement records are kept on the procurement platform, and audits can be supervised and checked at any time.

For the access investigation, suppliers are allowed to conduct investigation with the focus on the environmental input and operation of environmental facilities, which are clearly stated in the access investigation report. Environmental protection is considered as an important indicator for evaluating suppliers. For suppliers who fail to meet the environmental protection requirements, their operation will be suspended to ensure the quality.

按地區劃分本集團供應商共計1,660家，要求供應商選擇必須在同一平台，以保證競爭的公平、公正，依據基於歷史的採購分析、基於現在的市場分析、基於未來的需求分析，通過編制品類採購策略，打造一批長期的戰略和框架合作供應商。

日常詢比價採購不低於3家參與，標準和通用物資招標採購不低於5家參與，所有採購行為均在採購平臺保留痕跡，審計隨時監督查看。

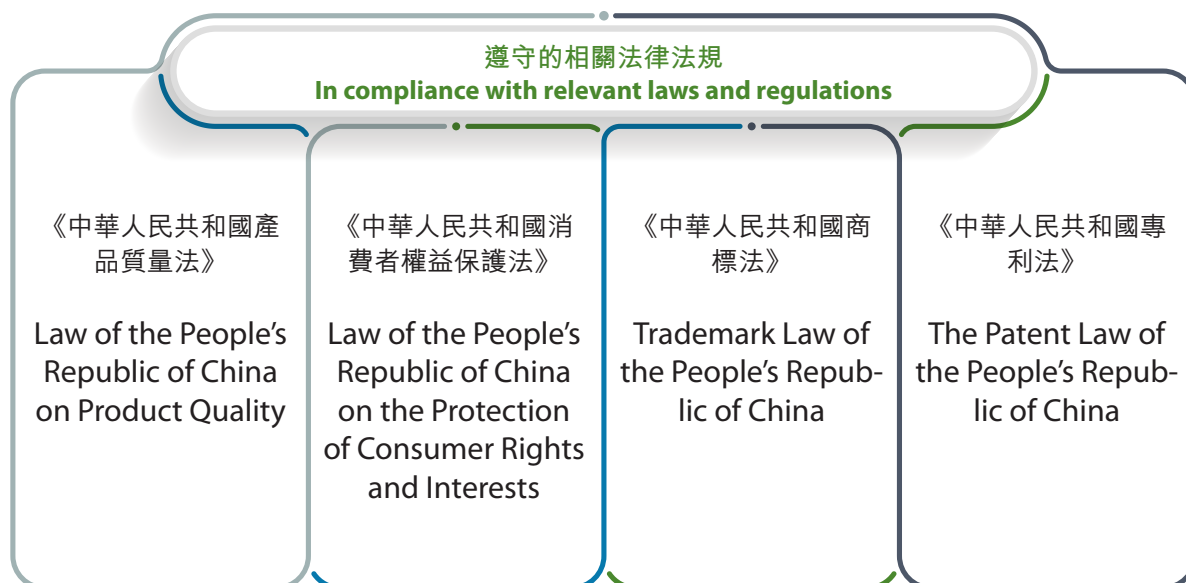
供應商准入考察環節，重點查看環保投入及環保設施的運行狀況，在准入考察報告中明確體現供應商環保評價作為重要扣分項，不符合環保要求的供應商，將被暫停業務以確保供應商質量。

B6 PRODUCT RESPONSIBILITY

XLX Group has been in strict compliance with national laws and regulations. By adhering to the corporate vision of “becoming the most respected enterprise in the fertiliser industry” and its quality principle of “strict process control, analysis and comparison for improvement, leading technical innovations, and customer satisfaction first”, XLX Group requires high product quality at all areas from product development to product delivery, and continues to seek innovations and breakthroughs in product enhancement and renovation, in the hope of providing more efficient, safer and more environmentally-friendly products.

B6 產品責任

心連心集團公司嚴格遵守國家法律法規，秉承「成為最受尊重的化肥企業集團」的企業願景，以「嚴格過程控制，分析對比提高，科技創新領先，顧客滿意為準」為質量方針，從產品開發到產品出廠的每個環節，保障產品質量高品質，在產品增效和改良的環節不斷創新突破，以期提供更高效、安全、環保的產品。



1) ENSURING PRODUCT QUALITY

In addition, XLX Group has established a quality control system ISO9001, which was approved by a third party, formulated and strictly implemented internal systems including the Control Program of Product Realization, the Management Program of New Products, Maintenance Management Program for Public Relations, the Management Measures for Customer Satisfaction Survey, the Regulations on the Confidentiality Management of Product Formula and the Intellectual Property Management Procedures and the XLX Group Fertiliser Product Quality Incident Handling Procedure (Trial). It strives to improve customer satisfaction, continue to provide consumers with high-quality services and accurate product information, maintaining fair competition in the market, so as to fulfill XLX Group's responsibility for consumers and the community.

ISO9001 Certificate of Quality Management System
ISO9001 質量管理體系認證證書



1) 保障產品品質

為提升產品質量，心連心集團建立了ISO9001質量管理體系，並通過第三方的體系認證，制定並嚴格執行《產品實現控制程序》、《新產品開發管理程序》、《公共關係維護管理程序》、《顧客滿意度調查管理辦法》、《產品配方保密管理規定》、《知識產權管理程序》、《心連心集團化肥類產品質量事件處置程序(試行)》等內部制度程序，努力提升客戶滿意度，持續為消費者提供優質的服務和真實的產品信息，維護市場公平競爭，從而盡到對消費者和社會的責任。

In 2023, there were no products of the Group required to be recalled due to safety and health issues. Regarding products and services, the customer service platform received 13,792 feedback from the market, including 12,584 consultations, 673 sampling inspections, 406 customer complaints and coordination, and 129 suggestions and needs. In response to customer complaints, the Company established relevant systems with specialist training. Customer service specialists will handle feedback from customers and provide corresponding solutions to their inquiries with care.

The Group attaches great importance to product quality, and therefore it has established a review specialist team to review product quality. The scope of review covers production quality in terms of target management, process control, formula management, equipment management, storage management, inspection on entry areas, and unqualified product control. After careful inspection, the review team confirms the product quality. Meanwhile, it takes the initiative to safeguard the legal rights and interests of consumers, establish a confidentiality system for consumer data, strictly follows the system and assign special personnel to be responsible for the management of data and file creation and conducts regular monitor to protect the consumers' personal data and other legal rights.

XLX Group holds quality analysis meetings regularly to improve quality awareness. At the same time, in line with the principle of "high efficiency, environmental protection and safety", has formulated the "New Product Introduction Acceptance Procedure" to strengthen the process inspection. XLX Group has established a rigorous product evaluation system. Before the products leave the factory, they have to go through extensive experiments, such as indoor experiments, small area experiments, field demonstration experiments and so on, and carry out toxicology tests, soil evaluation tests and other projects, to ensure that every product is green, environmentally friendly protection and synergistic.

2023年，本集團不存在因安全與健康問題而應回收產品的情況。關於產品及服務，客服平台受理市場反饋13,792起，其中諮詢12,584起，抽檢673起，客戶投訴及協辦406起，建議及需求129起。針對客戶投訴，公司建立相關制度及專員培訓，客服專員耐心受理客戶反饋，細心解答客戶諮詢。

本集團注重產品質量，成立專門審核組對產品質量進行審核，審核範圍涉及生產質量的目標管理、過程控制、配方管理、設備管理、倉儲管理、出入廠檢驗、不合格品控制等模塊，審核組經過認真查驗，確認產品質量。同時自覺維護消費者的合法權益，對消費者資料建立保密制度並嚴格執行該制度，指派專人負責資料的管理並建立檔案，定期進行監查以維護消費者的隱私及其他合法權益。

心連心集團定期召開質量分析會，提高質量意識，同時本着「高效、環保、安全」的原則，制定了《新產品引進驗收程序》，強化過程檢驗。心連心集團建立了嚴謹的產品評價體系，產品出廠前，要經過大量的試驗，從初始的室內試驗、小區試驗、大田示範等肥效試驗，到開展毒理試驗、土壤評價試驗等項目，確保推出的每一個產品都是綠色、環保和增效的。

2) PRODUCT RECALL PROCEDURES

In order to standardize the return and exchange process, clarify responsibilities, avoid risks, improve efficiency, and meet market business needs in a timely manner, XLX Group has formulated the “Management Measures for Returns and Exchanges.” The main content includes approval process, return process, exchange process, and the process and responsibilities for handling quality incidents, which clarifies the functions of each department, improves efficiency, and stipulates the timeliness of exchanges, etc. The process is specified as follows:

1. The salesperson receives return or exchange request from distributors and promptly reports it to the marketing liaison officer of the Operations Department;
2. The marketing liaison officer takes the lead in setting up a quality processing team. After the decision made by the quality processing team, the salesperson fills out the “XLX Feedback Form” on the same day or the next day;
3. The “XLX Feedback Form” will be reviewed and approved by the marketing liaison/manager of the Operations Department;

2) 產品回收程序

為了規範退換貨流程，分清職責、規避風險、提高效率，及時滿足市場業務需要，心連心集團制訂了《關於退換貨的管理辦法》。主要內容包含：審批流程、退貨流程、換貨流程及處理質量事件的流程及職責，明確了各部門職能，提高效率，規定了換貨時效性等。具體流程如下：

- 1、業務員接到經銷商退換貨需求，及時向運營部市場聯絡員反饋；
- 2、市場聯絡員牽頭成立質量處理小組，業務員在質量處理小組判定後，當天或次日填寫《心反饋》文件；
- 3、市場聯絡員／運營部經理對《心反饋》進行審批；

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4. After acceptance of the “XLX Feedback Form” and the information in relation to the vehicle provided by the salesperson, the product planner fills in the vehicle information returned to the factory in the “XLX Feedback Form” which will be transferred to the finished product warehouse keeper or raw material warehouse keeper on the same day by giving a notice to the quality inspector for filing;
 5. Before returning to the factory to unload the vehicle, the quality inspector conducts on-site quality inspection or sampling tests to determine whether the returned fertiliser meets the standards for re-sale, providing a basis for the treatment of the returned fertiliser.
 - (1) If any quality problems arise, transfer to the raw material warehouse for receiving and stocking the goods;
 - (2) If any non-quality problems arise, transfer to the finished product warehouse for receiving and stocking the goods.
 6. The Company conducts follow-up handling of internal informatization processes and related expenses in accordance with relevant documents.
- 4、產品計劃員在接到《心反饋》及業務員提供的車輛信息後，在《心反饋》填寫返廠車輛信息，當天轉交給成品庫保管員或原料庫保管員，並通知質檢員備案；
 - 5、質檢員在返廠卸車前，現場質檢或取樣化驗判定返廠肥是否具備再次外售標準，為返廠肥處理提供依據。
 - (1) 質量問題，轉原料庫接貨，辦理入庫；
 - (2) 非質量問題，轉成品庫接貨，辦理入庫。
 - 6、公司按照相關文件規定進行內部信息化流程及相關費用的後續處理。

3) PROVIDING HIGH-QUALITY SERVICES

XLX Group has always placed great emphasis on the service quality. Through years of accumulated experience, XLX Group constantly improves service quality, actively explores more diversified and efficient service modes, innovative products and product knowledge popularization and enhances customer satisfaction.

In order to accelerate the promotion of efficient fertiliser, implement scientific fertilization and explore the establishment of a marketing service system with the characteristics of XLX, the Group has built an integrated service platform of "research, production, supply and sales". At the same time, the Group will strengthen the construction of an efficient agricultural service center integrating "intelligent fertiliser distribution station + laboratory + marketing big data platform". From soil testing to expert formula, precise fertilization and planting guidance, the Group will provide precise services for farmers through in-depth research on local soil and crops.

4) CUSTOMER SATISFACTION

XLX Group adheres to the "customer-oriented" philosophy and continues to create value for customers. In 2023, it appointed a third-party professional organization to conduct research on the customer satisfaction of the Company's products to ensure a real understanding of customer needs.

In 2023, the customer satisfaction of XLX Group continued to improve, with score remaining at above 90.

At the same time of strengthening customer relationship management, the Group should understand customer feedback from multiple perspectives from the source, and take customer feedback as the direction of improving customer satisfaction, so as to form a closed-loop management of customer relationship maintenance.

3) 提供優質服務

心連心集團始終高度重視服務質量，通過多年積累的經驗不斷完善服務質量、積極探索更加多元高效的服務模式、創新產品、普及產品知識以及增強客戶滿意度。

為加快推廣高效肥料，把科學施肥落到實處，探索建立具有心連心特色的營銷服務體系，本集團打造了「研、產、供、銷」一體化服務平台。同時，加強集「智能配肥站+化驗室+營銷大數據平台」為一體的高效農業服務中心建設，從測土化驗開始，到專家配方、精準施肥、種植指導，通過對當地土壤和作物的深入研究，為農戶提供精準服務。

4) 客戶滿意度

心連心集團堅持「以客戶為中心」的理念，為客戶持續創造價值。2023年委托第三方專業機構對公司產品的顧客滿意度進行調研，以確保能夠真實了解客戶訴求。

2023年心連心集團客戶滿意度不斷提高，評分保持在90分以上。

在加強客戶關係管理的同時，從源頭出發，多角度了解客戶反饋，並將客戶反饋作為提升客戶滿意度的工作方向，形成客戶關係維護的閉環管理。

5) COMPLAINTS AND HANDLING OF PRODUCTS AND SERVICES

Since 2019, XLX Group has upgraded its customer service platform. The customer service center adheres to the concept of "customer first, attentive service" and provides quick solutions. At present, the customers can not only consult product prices and agrochemical services, but also make complaints about products and services on the platform. The group's big data center will report the weekly summary data to key business operators, so as to continuously optimize products and services.

5) 產品及服務的投訴及處理辦法

從2019年開始，心連心集團就進行了客服平台的升級，客服中心秉承「客戶至上，用心服務」的理念，對客戶提出的問題給予快速解決。目前平台不但可以諮詢產品價格、農化服務等，同時可以對產品和服務進行投訴，集團大數據中心將每周總結數據通報給關鍵業務操作人員，做到持續優化產品及服務。



B7 ANTI-CORRUPTION

XLX Group strictly complies with the national laws and regulations on anti-corruption and construction of a clean government by not giving bribes, not accepting bribes and extort, and not committing fraud and not participating in money laundering activities. The Company has formulated the “eight prohibitions for “top leader” of each business unit of XLX” and “Integrity Management Measures for the Company”, strictly prohibiting behaviours such as fraud, concealment, failure to report, acting beyond authority, abuse of power for personal gains, public funds for private purposes, shielding subordinates, accepting bribes, and setting up private “treasury” etc. By creating a favourable legal atmosphere in terms of systems and behaviours, promoting the code of conduct of integrity, opposing commercial bribery, encouraging employees to report illegal activities related to the Company, the integrity of the Company and the community shall be promoted. Through strengthening the construction of a clean atmosphere at the grassroots level of the CCP, and studying, understanding and utilizing the law, it will conscientiously implement the integrity practice guidelines at the management level of the Company, in order to promote integrity and self-discipline among leaders and cadres, and the Group will continuously improve the scientific level of anti-corruption and upholding integrity, therefore there is no related litigation.

In terms of the construction of anti-corruption work, XLX Group focuses on integrity, strong internal control and anti-fraud. The Board of the Company attach the utmost importance to the enterprise internal discipline inspection work, authorize the Audit and Compliance Department to carry out disciplinary inspection, supervision, compliance, risk management and other functions, and actively build a modern enterprise anti-fraud model that focuses on risk and control and aims at governance and value-addition.

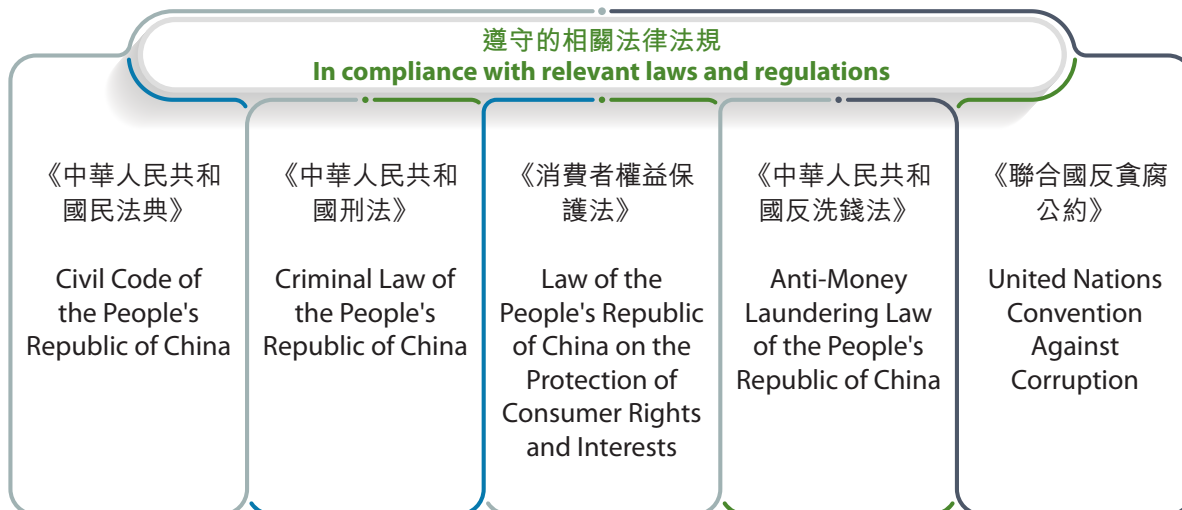
XLX Group joined the CHINESE ENTERPRISE COALITION AGAINST FRAUD in 2018 and has been friendly cooperated with other members and shared the list of corrupt personnel and anti-fraud experience, so that fraudsters have no place in advanced industries and enterprises. The Group has been devoted to promoting the construction of clean government and creating a clean environment.

B7 反貪污

心連心集團嚴格遵守國家反腐敗和廉政建設法律法規制度，不行賄、不受賄、不勒索、不欺詐、不參與洗黑錢活動，公司制定了《心連心公司單位「一把手」八大禁令》《公司廉潔從業管理辦法》，嚴禁弄虛作假、隱瞞不報、越權行事、以權謀私、公款私用、包庇下屬、收受賄賂、私設「金庫」等行為。從制度和行為上營造良好的法治氛圍，宣傳恪守廉潔的行為準則，反對商業賄賂，鼓勵員工舉報與公司相關的違法行為，促進公司與社會廉潔陽光。加強基層黨風廉政建設，學法、懂法、用法，認真落實公司管理層的廉潔從業準則，促進領導幹部廉潔自律，不斷提高反腐倡廉建設科學化水平，不存在相關訴訟情形。

心連心集團在反腐倡廉工作建設方面，講誠信、強內控、反舞弊，公司董事會對企業內部的紀檢監察工作極為重視，授權審計合規部開展紀檢、監察、合規、風險管控等職能工作，積極構建以風險為導向、以控制為主線、以治理為目標、以增值為目的的現代企業反舞弊模式。

心連心集團於2018年加入中國企業反舞弊聯盟，與各成員友好協作、共享腐敗人員名單和反舞弊經驗，使得舞弊人員在先進行業、企業無立足之地，促進廉政建設，營造廉潔環境。



1) TRAINING AND EDUCATION

XLX Group regularly conducts party member learning, and further promotes the normalization and institutionalization of "two learning and one doing" education. At the same time, the Group regularly conducts professional ethics warning education and training for directors, the middle and high-level personnel and the core positions of the main value chain to let them draw lessons from company cases, peer cases and social real cases, so as to resist the temptation of money and fame, be honest and upright, discipline themselves strictly, and set an example. In addition, the Group also hired professional lawyers to carry out the training of "Early Warning of Criminal Risks in Enterprise Operation" for directors, the middle and senior management of the company to strengthen the legal awareness of directors, the middle and senior management.

In addition, the Group works together with Xinxiang City Warning Education Base and Xinxiang Municipal Prison while the Company organizes the middle and senior management and the personnel in the core positions of money and property management to visit the prison and listen to the report every year, allowing staff to learn lessons from every shocking case and every heart-rending confession, understand the consequences of breaking the law, and take the case as a mirror to build a defensive line of thought to resist corruption and prevent deterioration, so as to raise the alarm and improve the ability of self-restraint.

1) 培訓教育

心連心集團定期開展黨員學習，深入推進「兩學一做」學習教育常態化、制度化，同時，對公司董事、中高層、主價值鏈核心崗位人員，定期開展職業道德警示教育培訓，從公司案例、同行案例及社會真實案件等反面教材中，讓大家抵制金錢名利的誘惑，身正行直，嚴於律己，以身作則。並且，集團還聘請專業律師對公司董事、中高層開展《企業經營中刑事風險預警》培訓，加強董事、中高層管理人員的法律意識。

除此之外，集團與新鄉市警示教育基地、新鄉市監獄相結合，每年組織公司中高層及管財管物核心崗位人員，參觀監獄，聽取報告。讓大家從一例例觸目驚心的實案、一句句痛心疾首的懺悔中，汲取教訓，明白以身試法必亡，以案為鑒，構築拒腐防變的思想防線，警鐘長鳴，提高自我約束能力。

2) OPTIMIZE THE MECHANISM

XLX Group introduced the idea of comprehensive risk management, optimized the management process, strengthened the main responsibility, and formed a strong and solid management system.

The group has formulated the Eight Prohibitions to clarify the power red line of management levels. It has formulated the Measures for the Administration of Corporate Integrity and the Prohibition on Corporate Integrity to set the requirements for all employees of the company. The Measures for the Management of Complaints and Reports of XLX Group has been formulated to clarify the channels for complaints and reports, and at the same time, play a warning and prevention role to further improve the anti-fraud control effect of companies. It has formulated and issued the Outgoing (In-service) Audit System to audit the performance of leading cadres' rights during their tenure.



3) STRICT SUPERVISION

The Group set up a special department to strengthen the internal supervision of the enterprise. The Audit and Compliance Department is responsible for carrying out special supervision on the major operational problems of enterprises, urging relevant units to make rectification of the discovered problems, and holding violations of regulations and disciplines to account. The Group will continue to combine strict regulation with love and encourage people to assume their responsibilities. XLX Group not only seeks truth from facts, carries out precise accountability in accordance with the system, but also makes good use of mechanisms for tolerating and rectifying mistakes, so as to create a favorable environment that encourages reformers and emboldens those who take responsibility.

2) 優化機制

心連心集團引入全面風險管理思路，優化管理流程，強化主體責任，形成堅實的管理體系。

集團制定《心連心公司單位「一把手」八大禁令》，明確各級「一把手」權力紅線。制定《公司廉潔從業管理辦法》、《心連心公司廉潔禁令》，對公司全體人員作出廉潔從業要求。制定《心連心公司投訴舉報管理辦法》，明確投訴舉報途徑，同時起到警示預防作用，進一步提高公司反舞弊管控效果。制定並下發《離任（任中）審計制度》，對領導幹部任職期間的權利履行情況進行審計。

3) 嚴格督查

本集團設立專門部門加強對企業內部監督。審計合規部負責圍繞企業主要經營問題開展專項監督工作，對發現的問題督促有關單位認真整改，對違規違紀問題嚴肅問責。堅持嚴管厚愛結合，鼓勵勇於擔當，既要堅持實事求是，依制度實施精準問責，又善用容錯糾錯機制，著力營造「為改革者鼓勁、為擔當者壯膽」的良好幹事創業環境。

B8 COMMUNITY INVESTMENT

XLX Group actively participates in social welfare activities, including environmental protection, education, culture, sports, science, health, community construction, rural revitalization and underprivileged support. The Group contributes love and returns to society, with contribution to charitable causes amounting to more than RMB 100 million in total.

Throughout its years of development, XLX company has always adhered to the culture of integrity with “working hard to fulfil the needs of our customers” as its corporate spirit, and are committed to the operating vision of “creating the greatest value for the society with the least resources” in pursuit of promoting harmonious win-win and mutual prosperity for the government, society, customers, shareholders and employees, etc, and dedicates itself to become China’s most respected fertiliser enterprise group.

1) PROJECTS TO BENEFIT THE PEOPLE

The labor union of the Group and its branches hold the condolence activities for the families of front-line and non-local employees at the major festivals, such as Spring Festival and Mid-Autumn Festival.

Moreover, the company has established over ten recreational clubs, such as table tennis club, badminton club and riding club. Various activities are actively held to bring the heart-warming feeling of home for employees and fulfil their needs.

B8 社區投資

心連心集團積極參加環境保護、教育、文化、體育、科學、衛生、社區建設、鄉村振興、扶危濟困等社會公益活動，奉獻愛心，回報社會，在公益事業投入的資金累計超過1億元。

在多年發展歷程中，心連心公司始終秉承誠信文化理念，將「自己艱苦奮鬥 滿足別人需求」作為企業之魂。始終堅持「用最少的資源創造最大的社會價值」的經營理念，追求與政府、社會、客戶、股東、員工等各相關方的和諧共贏、共同美好，致力於成為中國最受尊重的化肥企業集團。

1) 惠民工程

集團工會及下設各分會，每逢春節、中秋等重大節日，對一線員工及異地員工家屬開展慰問活動。

同時，公司成立乒乓球協會、羽毛球協會、騎行協會等十幾個協會，積極開展各類活動，為員工營造出了家的溫馨氛圍，滿足員工的需要。



2 CHARITY

Linking to each other for charity, helping rural revitalization together.

The charity day of China puts forward the public welfare theme of “Gathering the Charity Power for the Rural Revitalization”, calling on all walks of life to contribute their ideas and wisdoms for rural revitalization and devote their strength. In 2023, donations of RMB100 million have been made to support rural revitalization.



In 2023, XLX Group, the leader of the agricultural service industry, is constantly contributing to the agricultural works to answer to the call of charity works by the country. XLX Group and Henan Provincial Charity Federation jointly established the “XLX Seeding Project Fund” and has raised hundreds and thousands of public welfare funds in aggregate.

In order to uphold and inherit the traditional virtues of respecting the elderly, honoring the elderly, loving the elderly and helping the elderly, XLX Group continues to carry out charity donations in nursing homes, with an commitment of raising the standard of “respecting the elderly, honoring the elderly, loving the elderly and helping the elderly”, so that the elderly are well-cared for and live a happy, healthy life.

2) 愛心慈善

心連心匯聚慈善力量，手拉手助力鄉村振興。

中華慈善日提出【匯聚慈善力量助力鄉村振興】公益主題，號召社會各界為鄉村振興獻計獻策，貢獻力量，2023年捐款100萬元，助力鄉村振興。

2023年心連心集團作為農業服務領域的佼佼者，一直持續不斷的在農業領域作出貢獻，響應國家公益號召，心連心集團與河南省慈善聯合總會共同成立了【心連心青苗工程基金】，已累計募集公益資金數十萬元。

為弘揚和傳承中華民族尊老、敬老、愛老、助老的傳統美德，心連心集團持續對敬老院開展愛心捐贈活動，致力於提升「尊老、敬老、愛老、助老」水平，讓老年人老有所養，生活安康。



3) SUPPORTING INDUSTRY

Utilizing its own advantages in agrochemical services, XLX continues to carry out charity activities in the technology demonstration villages of Henan Province and nationwide to promote scientific planting technology, so as to help the impoverished farmers to raise their production and income.

3) 產業扶持

心連心依托自身農化服務優勢，在河南省及全國範圍內持續開展科技示範村公益活動，推廣科學種植技術，幫助貧困農戶增產增收。



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Employment and Labour Practices

僱傭及勞工常規

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Employment and Labour Practices

僱傭及勞工常規

	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露： 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	63-64	
Aspect B3: Development and Training 層面 B3： 發展及培訓	KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	63
	KPI B3.2 關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	63
		General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 一般披露： 有關防止童工或強制勞動的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	65
Aspect B4: Labour Standards 層面 B4： 勞工準則	KPI B4.1 關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	65
	KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	65

Subject Areas, Aspects, General Disclosures and KPIs
 主要範疇、層面、一般披露及關鍵績效指標

Pages
 披露索引

B. Social		
B : 社會		
Operating Practices		
營運慣例		
	General Disclosure: Policies on managing environmental and social risks of the supply chain. 一般披露： 管理供應鏈的環境及社會風險政策。	65-66
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	67
KPI B5.2 關鍵績效指標 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. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察辦法。	65-67
Aspect B5: Supply Chain Management 層面 B5 : 供應鏈管理	KPI B5.3 關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。
	KPI B5.4 關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。

Subject Areas, Aspects, General Disclosures and KPIs

主要範疇、層面、一般披露及關鍵績效指標

Pages
披露索引**B. Social**

B：社會

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營運慣例

General Disclosure Information on:

68-74

(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.

一般披露：

有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。

Aspect B6:
Product
Responsibility
層面 B6：
產品責任

KPI B6.1 關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	70
KPI B6.2 關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	70、74
KPI B6.3 關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	69
KPI B6.4 關鍵績效指標 B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	71-72
KPI B6.5 關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	70

**Subject Areas, Aspects, General Disclosures and KPIs**

主要範疇、層面、一般披露及關鍵績效指標

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披露索引**B. Social****B：社會****Operating Practices**

營運慣例

General Disclosure Information on: 75-77

(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.

一般披露：

有關防止賄賂、勒索、欺詐及洗黑錢的：(a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。

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

KPI B7.1 75

關鍵績效指標 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.

於滙報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。

KPI B7.2 77

關鍵績效指標 B7.2

Description of preventive measures and whistleblowing procedures, and how they are implemented and monitored.

描述防範措施及舉報程序，以及相關執行及監察方法。

KPI B7.3 76

關鍵績效指標 B7.3

Description of anti-corruption training provided to directors and staff.

描述向董事及員工提供的反貪污培訓。

Subject Areas, Aspects, General Disclosures and KPIs

主要範疇、層面、一般披露及關鍵績效指標

Pages
披露索引**Community**
社區

General Disclosure: 78-82

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.

一般披露：

有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策。

Aspect B8:
Community
Investment
層面 B8：
社區投資

KPI B8.1 Focus areas of contribution (e.g. education, 78-82

關鍵績效指標 B8.1 environmental concerns, labour needs, health, culture, sport).

專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。

KPI B8.2 Resources contributed (e.g. money or time) to the 78-82

關鍵績效指標 B8.2 focus area.

在專注範疇所動用資源(如金錢或時間)。



心连心

China XLX Fertiliser Ltd.
中國心連心化肥有限公司*

(Incorporated in Singapore with limited liability)
(於新加坡註冊成立之有限公司)

Stock Code 股份代號 : 1866

* For identification purpose only 僅供識別

