



CHINA VANADIUM  
TITANO-MAGNETITE MINING  
COMPANY LIMITED  
中國鈮鈦磁鐵礦業有限公司

(Incorporated in the Cayman Islands with limited liability)  
(於開曼群島註冊成立之有限公司)  
(Stock Code 股份代號: 00893)

2023 ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE REPORT  
環境、社會及管治報告

CONSOLIDATE  
THE FOUNDATION

with inclusiveness and adaptability

謀定而動 順勢而為

## CORE VALUE 核心價值

We deliver with integrity  
We explore opportunities  
We uphold the essence of  
commitment and  
responsibility  
誠信、開拓、責任

## VISION 願景

To explore exceptional  
potential in mining  
中國鐵鈦，  
太(鈦)不平凡(鈦)

## MISSION 使命

We reward shareholders  
We care for the community  
回報股東，回報社會

We aim to be a  
**TOP-NOTCH ENTERPRISE**  
打造一流企業

## CONTENTS 目錄

About This Report 關於本報告	2	Operational Practice 營運慣例	42
Board Statement 董事會聲明	3	Community 社區	46
Group Profile 集團簡介	9	Supporting the UN Sustainable Development Goals 支持聯合國可持續發展目標	48
The Group's Business 本集團的業務	10	Supporting the TCFD 支持TCFD	52
Corporate Governance 企業管治	11	Glossary 詞彙	55
Stakeholder Engagement 持份者參與	11	Index 索引	61
ESG Reporting Principles ESG匯報原則	15	GRI Content Index GRI內容索引表	67
Environmental 環境	18	Feedback Form 讀者反饋表	71
Employment and Labour Practices 僱傭及勞工常規	31		

## ABOUT THIS REPORT

China Vanadium Titano-Magnetite Mining Company Limited is publishing its ESG Report which presents the Company's concepts, action plans and performance in sustainable development to stakeholders.

### Reporting Period and Scope

This ESG Report discloses the information on the Group in fulfilling its economic, environmental and social responsibilities. This ESG Report is applicable for the period from 1 January 2023 to 31 December 2023. The scope of this ESG Report covers the existing operations of the Group. Where relevant, references to the performance of the Group in earlier years are made to facilitate comparison.

### Reporting Guidelines

The ESG Report is prepared based on the "comply or explain" approach of the *ESG Reporting Guide* set out in Appendix C2 of the *Listing Rules*.

We continuously strive to align our ESG reporting with relevant market standards and have mapped our sustainability efforts to the 2030 Agenda for Sustainable Development, which was adopted by United Nations Member States in 2015. The UN Sustainability Agenda comprises 17 SDGs that provide a shared blueprint for peace and prosperity for people and the planet, and we incorporated the SDGs, where appropriate, as a supporting framework to guide our sustainability strategy.

In addition, we prepared our ESG Report with reference to the GRI Standards, which are a set of internationally recognised sustainability reporting standards that covers a comprehensive range of sustainability disclosures. The GRI content index can be found in pages 67 to 70.

We are also guided by the TCFD recommendations on our climate-related disclosures.

While we have not sought external assurance for this ESG Report, we have relied on internal data monitoring and verification to ensure its accuracy. We may seek to assure our future ESG Reports externally as the need arises.

## 關於本報告

中國鈦鈷磁鐵礦業有限公司謹此發表其ESG報告，向持份者闡述本公司在可持續發展方面的理念、行動計劃及表現。

### 報告週期及範圍

本ESG報告披露本集團在履行經濟、環境及社會責任方面的資料，適用於2023年1月1日至2023年12月31日。本ESG報告的範圍涵蓋本集團的現有業務。對於本集團往年績效的提述（如適用）旨在方便進行比較。

### 報告指引

本ESG報告按照《上市規則》附錄C2《環境、社會及管治報告指引》的「不遵守就解釋」方針編製。

我們不斷努力使ESG報告符合相關市場標準，因而按照聯合國成員國於2015年採納的2030年可持續發展議程制定可持續發展工作重點。聯合國的可持續發展議程包括17項可持續發展目標，為人類與地球的和平與繁榮制定共同藍圖，而我們在引領旗下的可持續發展策略時，已結合該等可持續發展目標（如適用）作為輔助框架。

此外，我們參照GRI標準編製ESG報告。GRI標準為一套涵蓋廣泛可持續發展披露的國際認可可持續發展報告準則。GRI的內容索引可見於第67頁至第70頁。

我們在氣候相關披露事項亦跟從TCFD的建議指引。

雖然我們並無就本ESG報告尋求外部鑒證，惟我們已依賴內部數據監察及核證，以確保其準確性。我們可能於有需要時尋求外部鑒證日後的ESG報告。

## Data Collection

Financial data in the ESG Report is extracted from the 2023 Annual Report. Other data is extracted from the Group's internal management system and statistics. RMB is used as reporting currency in this ESG Report unless otherwise stated.

## Report Availability

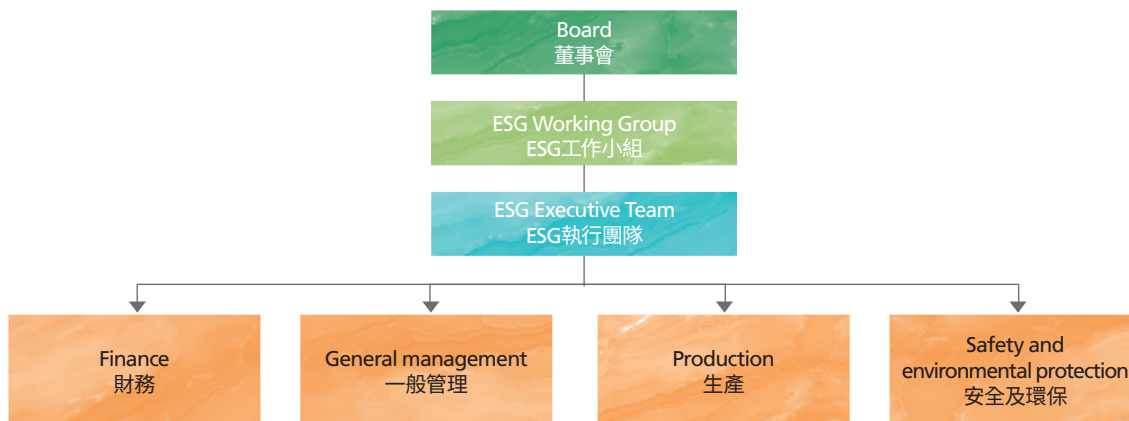
The ESG Report is issued in electronic versions. Please visit [www.chinavtmmining.com](http://www.chinavtmmining.com) or [www.hkexnews.hk](http://www.hkexnews.hk) to download the ESG Report.

## Contacts

The Company values stakeholders' views and suggestions. Please send your feedback on the ESG Report to [ir@chinavtmmining.com](mailto:ir@chinavtmmining.com).

## BOARD STATEMENT

Our Board oversees the management of our ESG strategy and performance of the Group, including climate-related risks and opportunities, and integrates ESG strategy and risk management in our commercial objectives. We prioritise high-level corporate governance through transparent structures and systems that promote long-term development and safeguard shareholders' interests. We have established an ESG Working Group, which is supported by an ESG Executive Team, to implement sustainability practices based on our published *Guidelines on Environment, Social and Governance Working Group*. The following is our ESG reporting structure:



## 資料收集

本ESG報告內的財務數據乃摘錄自2023年年報。其他數據乃摘錄自本集團的內部管理系統及統計數字。除非另有指明，否則本ESG報告的報告貨幣為人民幣。

## 報告取閱

本ESG報告以電子版本發出，請於[www.chinavtmmining.com](http://www.chinavtmmining.com)或[www.hkexnews.hk](http://www.hkexnews.hk)下載。

## 聯絡資料

本公司重視持份者的意見及建議。如閣下對本ESG報告有任何反饋，歡迎發送至[ir@chinavtmmining.com](mailto:ir@chinavtmmining.com)。

## 董事會聲明

董事會監督本集團的ESG戰略及績效管理，包括氣候相關風險及機遇，並融合ESG戰略及風險管理與我們的商業目標。我們的首要任務為藉透明度高的企業管治架構及制度達至高水平的企業管治，促進長遠發展及保障股東利益。我們已成立ESG工作小組，在ESG執行團隊的支持下按照《環境、社會及管治工作小組指引》實施可持續發展常規。以下為我們的ESG匯報架構：

As a fundamental pillar in upholding our commitment to ESG principles, our ESG Working Group which is led by our chief executive officer and supported by our executive director cum head of legal and compliance department, is entrusted with a range of key responsibilities, among others:

- report ESG matters to our Board regularly;
- update our Board on ESG policy changes;
- assist in evaluating risks and opportunities related to the Group's operations;
- develop strategies for ESG reporting, management, and long-term plans for internal control and risk mitigation;
- establish and maintain a positive relationship with stakeholders to ensure proper materiality assessment;
- provide guidance to our ESG Executive Team to establish working mechanisms and approval processes;
- evaluate the performance of our ESG Executive Team;
- develop and implement CSR strategies and initiatives within the Group; and
- promote compliance with relevant ESG requirements within the Group.

The ESG Executive Team, which comprises senior managers of the Group's subsidiaries and department heads from the finance, general management, production and safety and environmental protection departments, is responsible for executing instructions given by the ESG Working Group, organising stakeholder communication, ESG reporting and ensuring that considerations of ESG issues are embedded in our daily operations. In addition, a dedicated employee is assigned to manage the daily ESG issues and help set up an ESG contact network.

作為我們堅持ESG原則的基石，我們的ESG工作小組由首席執行官帶領，並由執行董事連同法律合規及財務部門主管支援，被委以多項主要職責，其中包括：

- 定期向董事會匯報ESG事宜；
- 向董事會提供ESG政策變動的最新資料；
- 協助評估與本集團營運有關的風險及機遇；
- 制定ESG匯報及管理策略，以及長期內部監控及風險規避計劃；
- 與持份者建立並保持良好關係，確保重要性評估恰當；
- 引導ESG執行團隊設立工作機制及審批程序；
- 評價ESG執行團隊的表現；
- 制訂及於本集團實施CSR戰略及舉措；及
- 促進本集團遵守相關ESG規則。

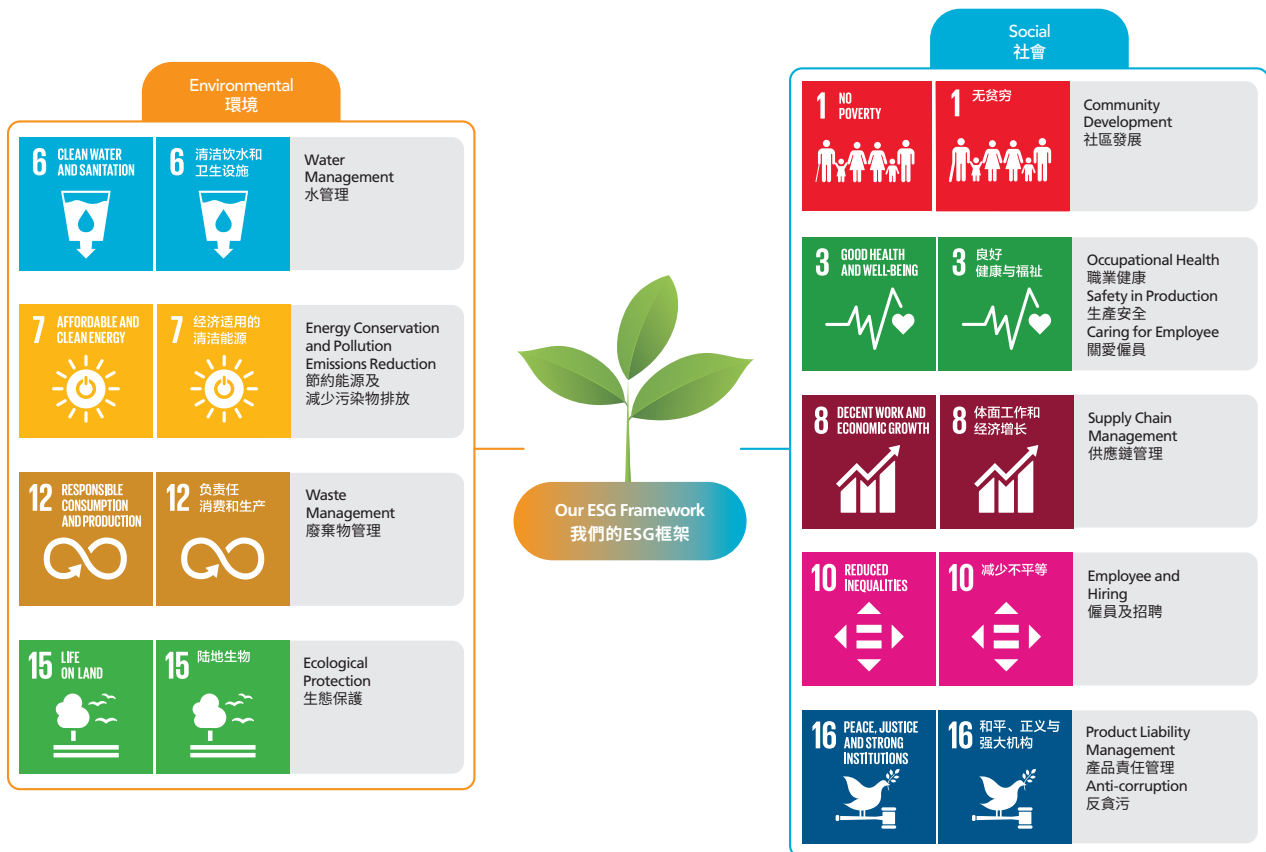
ESG執行團隊由本集團各子公司的高級經理以及財務、一般管理、生產以及安全及環保等部門的主管組成，負責執行ESG工作小組作出的指示，以及安排持份者溝通及ESG報告事宜，確保我們的日常運作考慮ESG事宜。此外，本集團亦已指派一名專職僱員負責管理日常ESG議題及協助建立ESG聯繫網絡。

The above ESG reporting structure allows us to understand our stakeholders' concerns better and obtain timely feedback. The engagement of the Board and senior management illustrates the importance we place on ESG matters. The Board will continue to monitor, review and update ESG goals, targets and disclosure indicators from time to time, taking into account the feedback that it receives from our engagement with our stakeholders, organisational and external developments so as to continuously evaluate and validate the effectiveness of our ESG management system.

Guided by our sustainability framework, we referenced the 17 SDGs under the UN Sustainability Agenda and adopted nine SDGs which are relevant to our operations and ESG issues after a comprehensive evaluation process:

以上ESG報告架構讓我們了解持份者關注的事宜並適時取得反饋。董事會及高級管理層的參與體現我們對ESG事宜的重視。董事會將繼續考慮持份者參與所提供的反饋以及組織內外的發展，不時監察、檢討及更新ESG宗旨、目標及披露指標，從而持續評估並確定ESG管理制度的成效。

據我們的可持續發展框架指引，我們已參考聯合國可持續發展議程的17項可持續發展目標，並於全面評估後採納九項與我們的業務及ESG議題相關者：



A summary of our key ESG performance for the Reporting Period is as follows:

我們於報告期內的關鍵ESG績效概要如下：

SDG 可持續 發展目標	Key performance indicator 關鍵績效指標	ESG performance ESG績效	
		FY2023 2023財政年度	FY2022 2022財政年度
 1 NO POVERTY 1 无贫穷	Amount invested in community development 投資於社區發展的金額	<b>Approximately RMB90,400</b> 約人民幣 <b>90,400元</b>	Approximately RMB517,068 約人民幣 517,068元
	Number of hours invested in community development 投資於社會發展的時數	<b>350 hours</b> <b>350小時</b>	380 hours 380小時
 3 GOOD HEALTH AND WELL-BEING 3 良好健康与福祉	Number of diagnosed occupational diseases 確診職業病宗數	—	—
	Number of fatalities in operations 因工身故宗數	—	—
	Number of man-days lost due to work injuries 因工傷喪失工作天數	<b>269</b>	125
 6 CLEAN WATER AND SANITATION 6 清洁饮水和卫生设施	Freshwater consumption per production value of RMB10,000 每人民幣萬元生產值的淡水耗量	<b>1.25 tonnes</b> <b>1.25噸</b>	1.36 tonnes 1.36噸

SDG 可持續 發展目標	Key performance indicator 關鍵績效指標	ESG performance ESG績效	
		FY2023 2023財政年度	FY2022 2022財政年度
 7 AFFORDABLE AND CLEAN ENERGY 经济适用的清洁能源	Energy consumption per production value of RMB10,000 每人民幣萬元產值的能耗	<b>0.97 kgce</b> <b>0.97千克標準煤</b>	0.89 kgce 0.89千克標準煤
	Air pollutants from road transportation: 道路運輸空氣污染物： <ul style="list-style-type: none"> <li>• sulphur oxides • 硫氧化物</li> <li>• nitrogen oxides • 氮氧化物</li> <li>• particulate matters • 顆粒物</li> </ul>	<b>0.99 kg</b> <b>0.99千克</b>	0.84 kg 0.84千克
 8 DECENT WORK AND ECONOMIC GROWTH 体面工作和经济增长	GHG emissions per production value of RMB10,000 每人民幣萬元產值的溫室氣體排放量	<b>0.0021 tCO<sub>2</sub>e</b> <b>0.0021噸</b> <b>二氧化碳當量</b>	0.0019 tCO <sub>2</sub> e 0.0019噸 二氧化碳當量
	Percentage of suppliers evaluated 經評估供應商百分比	<b>100%</b>	100%
 10 REDUCED INEQUALITIES 减少不平等	Employee turnover rate 僱員流失率	<b>7.26%</b>	10.23%
	Average training hours per relevant employee 相關僱員人均培訓時數	<b>24.86</b>	36.47



SDG 可持續 發展目標	Key performance indicator 關鍵績效指標	ESG performance ESG績效	
		FY2023 2023財政年度	FY2022 2022財政年度
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 12 負責任消費和生產	Waste rocks recycled per production value of RMB10,000 每人民幣萬元產值的重用廢石量	<b>0.86 tonnes</b> <b>0.86噸</b>	1.12 tonnes 1.12噸
	Tailing slurries handled per production value of RMB10,000 每人民幣萬元產值的尾礦泥漿處理量	<b>3.82 tonnes</b> <b>3.82噸</b>	3.53 tonnes 3.53噸
	Percentage of hazardous waste handled by qualified disposal enterprises 合資格處理企業處理的有害廢棄物百分比	<b>100%</b>	100%
	Wastewater discharged per production value of RMB10,000 每人民幣萬元產值的廢水排放量	<b>0.17 tonnes</b> <b>0.17噸</b>	0.17 tonnes 0.17噸
 15 LIFE ON LAND 15 陸地生物	Reclamation area of waste mines 廢礦場復墾面積	<b>3,000 sqm</b> <b>3,000平方米</b>	4,000 sqm 4,000平方米
	Vegetation area restored at the mines 礦場復歸植被面積	<b>12,000 sqm</b> <b>12,000平方米</b>	15,000 sqm 15,000平方米
	Investment in greening mining area 投資於綠色採礦面積	<b>Approximately RMB2,005,000</b> <b>約人民幣 2,005,000元</b>	Approximately RMB2,110,000 約人民幣 2,110,000元
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 16 和平、正义与强大机构	Number of health and safety matters reported arising from the use of products 因使用產品而接獲的健康與安全事項報告宗數	—	—
	Number of major breaches of conduct by employees and legal cases relating to corrupt practices 僱員觸犯重大違規行為及貪污訴訟案件宗數	—	—

## GROUP PROFILE

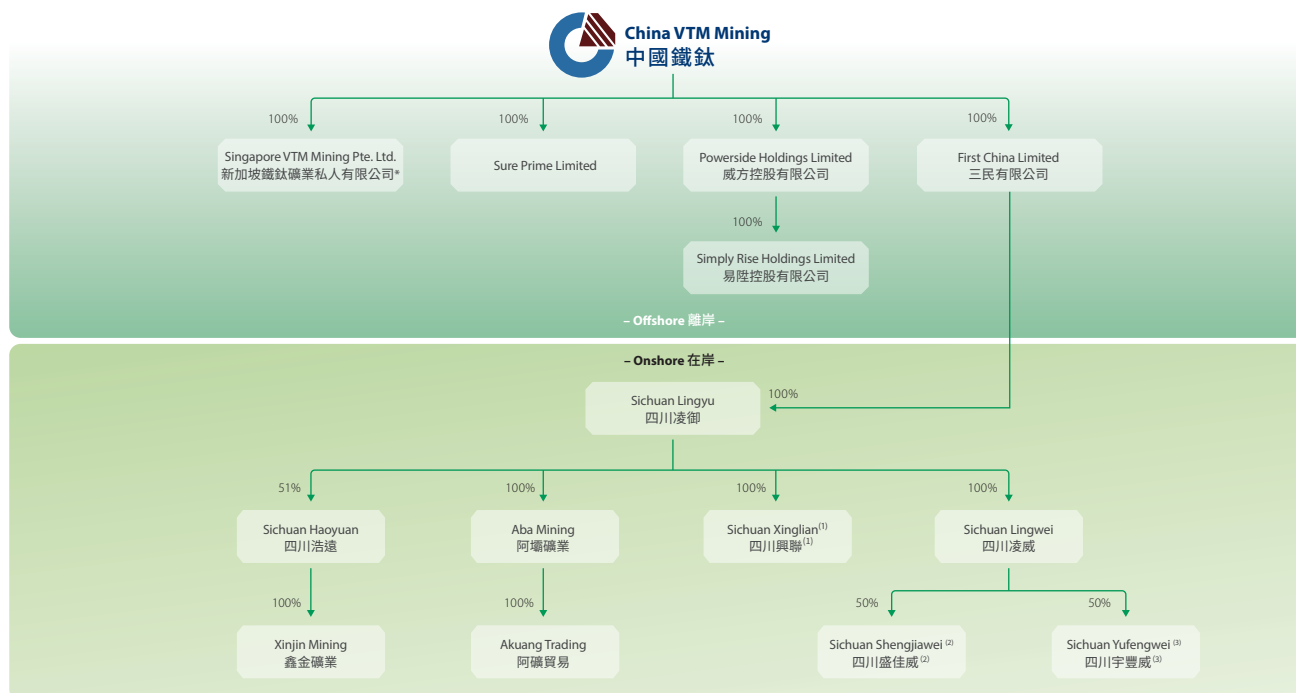
The Company has been listed on the main board of the Hong Kong Stock Exchange since 8 October 2009. The Group is principally engaged in mining and ore processing, sale of self-produced products, trading of steels, mining facilities management and management of strategic investments. As at 31 December 2023, the Group owned one ordinary iron ore mine (namely the Maoling-Yanglongshan Mine), one gypsum mine (namely the Shigou Gypsum Mine) and one processing plant (namely the Maoling Processing Plant). All mines and processing plant are located in Sichuan Province, PRC.

As at 31 December 2023, the Group structure is as follows:

## 集團簡介

本公司自2009年10月8日起於香港聯交所主板上市。本集團的主要業務為採礦及礦石洗選、銷售自產產品、買賣鋼鐵、礦業設施管理及策略性投資管理。於2023年12月31日，本集團擁有一個普通鐵礦（即毛嶺—羊龍山鐵礦）、一個石膏礦（即石溝石膏礦）及一座洗選廠（即毛嶺洗選廠）。全部礦場及洗選廠均位於中國四川省。

於2023年12月31日，本集團的架構如下：



Note:

- (1) Deregistered on 11 January 2023
- (2) Joint venture, incorporated on 15 December 2023
- (3) Joint venture, incorporated on 19 December 2023

附註：

- (1) 已於2023年1月11日註銷
- (2) 合營企業，於2023年12月15日註冊成立
- (3) 合營企業，於2023年12月19日註冊成立

## THE GROUP'S BUSINESS

An overview of the Group's business is as follows:

## 本集團的業務

本集團的業務概覽如下：



<b>Suppliers</b> 供應商	<b>Operations</b> 營運	<b>Customers</b> 客戶
<p>The Group procures from: 本集團採購自：</p> <ul style="list-style-type: none"> <li>Suppliers of services such as mining contractors, processing contractors and transportation contractors; and</li> <li>服務供應商，例如採礦分包商、洗選分包商及運輸分包商；及</li> <li>Suppliers of raw materials.</li> <li>原材料供應商。</li> </ul>	<p>The Group is principally engaged in the following activities: 本集團主要從事以下活動：</p> <ul style="list-style-type: none"> <li>Mining and ore processing;</li> <li>採礦及礦石洗選；</li> <li>Sale of self-produced products;</li> <li>銷售自產產品；</li> <li>Trading of steels;</li> <li>鋼鐵貿易；</li> <li>Facility management services; and</li> <li>設施管理服務；及</li> <li>Management of strategic investments</li> <li>戰略投資管理</li> </ul>	<p>The Group sells to: 本集團銷售予：</p> <ul style="list-style-type: none"> <li>Customers who use the Group's products and services directly in their manufacturing operations; and</li> <li>直接於其生產業務使用本集團產品及服務的客戶；及</li> <li>Distributors who purchase the Group's products and resell them to end users.</li> <li>購買本集團產品並將產品轉售予終端用家的分銷商。</li> </ul>

## CORPORATE GOVERNANCE

The Group is committed to upholding corporate governance standards by implementing transparent procedures to safeguard and maximise shareholders' interests. To achieve this, the Board has established an enterprise risk management mechanism in accordance with the Committee of Sponsoring Organisations of the Treadway Commission's framework. The management is responsible for designing and implementing the Group's risk management and internal control systems under the Board's supervision. To ensure effective risk management and internal controls, the Group has adopted a three lines model of defense for risk management as follows:

Line of defense 防線	Responsibility 責任
First line 第一條	The business units (e.g., sales department and production department) are responsible for identifying and assessing business risks and developing risk mitigation measures. 業務單位 (例如銷售部門及生產部門) 負責識別及評估業務風險，並制定減低風險的措施。
Second line 第二條	The functional departments (e.g., compliance department and finance department) are responsible for assisting the business units in improving the risk management and monitoring the effectiveness of risk management. 職能部門 (例如合規部門及財務部門) 負責協助業務單位改善風險管理並監察風險管理的成效。
Third line 第三條	The internal audit function assists the Board and the audit committee to review the effectiveness of the Group's risk management and internal control systems. 內部核數功能協助董事會及審核委員會檢討本集團風險管理及內部監控系統的成效。

Management meetings are convened when necessary and chaired by senior management, with attendance from managers of subsidiaries and department heads. These meetings discuss and determine the Group's decisions on operations, investment projects, financial matters, and updates on risk management and internal controls. For more information on the Group's corporate governance, please refer to the Corporate Governance Report in the 2023 Annual Report.

## STAKEHOLDER ENGAGEMENT

The Group places great importance on engaging its stakeholders as a key aspect of its sustainability development. To achieve this, the Group has established both online and offline communication channels to effectively communicate its sustainable development strategy and performance to stakeholders. This mechanism enables stakeholders to provide timely feedback, thereby facilitating the resolution of concerns and incorporation of suggestions.

## 企業管治

本集團致力維持企業管治標準，通過透明度高的程序以保障及提升股東的權益。為此，董事會已按照The Committee of Sponsoring Organisations of the Treadway Commission的框架制定企業風險管理機制。在董事會的監督下，管理層負責設計及實行本集團的風險管理及內部監控系統。為確保風險管理及內部監控行之有效，本集團已就風險管理採納以下三條防線：

如有需要，管理層會召開由高級管理層主持的會議，與會者包括子公司的經理及總部的部門主管。該等會議討論及決定本集團的營運決策、投資項目、財務事宜和有關風險管理及內部監控的最新資訊。更多關於本集團企業管治的資訊，請參閱2023年年報內的企業管治報告。

## 持份者參與

本集團極為重視持份者的參與，視其為可持續發展的重要層面。為此，本集團已設立線上線下溝通渠道，從而有效率地向持份者闡述其可持續發展策略及績效。此機制讓持份者可及時提供反饋，便利本集團處理彼等的關注及採納彼等的建議。

In identifying its stakeholders, the Group considers individuals or organisations that have interactions with the Group and are influenced by, can influence, or have a vested interest in the Group. Stakeholders include not only internal parties such as employees, but also external parties such as shareholders, customers, suppliers, government agencies, communities, and banks. The Group communicates with stakeholders through various channels on a range of issues.

本集團從與其互動、受其影響、對其有影響力或於其有既得利益的人士或組織中識別其持份者。持份者不僅包括僱員等內部持份者，亦包括外部持份者，例如股東、客戶、供應商、政府機構、社區及銀行。本集團透過不同渠道與持份者討論各種議題。

Communication with stakeholders 與持份者的溝通			
Types of stakeholders 持份者類別	Needs and expectations 需求及預期	Responses 回應	Communication channels 溝通渠道
Shareholders 股東	<ul style="list-style-type: none"> <li>Continuous and stable investment returns</li> <li>持續及穩定的投資回報</li> <li>Enterprise discloses information timely and accurately</li> <li>企業適時準確地披露資訊</li> <li>Enterprise operates in compliance with relevant laws and regulations</li> <li>企業以符合相關法律及法規的方式營運</li> </ul>	<ul style="list-style-type: none"> <li>Improve business portfolio diversity and operating cash flow</li> <li>提高業務多元性及加強營運現金流</li> <li>Establish a sound system for disclosure of regular and ad-hoc information</li> <li>設立完善系統披露定期及特別資訊</li> <li>Maintain adequate and effective internal control and risk management systems</li> <li>設置充分有效的內部監控及風險管理系統</li> </ul>	<ul style="list-style-type: none"> <li>Annual and interim reports</li> <li>年報及中期報告</li> <li>General meeting(s)</li> <li>股東大會</li> <li>Corporate announcements</li> <li>公司公告</li> <li>Press releases</li> <li>新聞稿</li> </ul>
Customers 客戶	<ul style="list-style-type: none"> <li>Sustainable, reliable and safe supply of products</li> <li>可靠及安全地持續供應產品</li> <li>Enterprise responds timely to queries and requests</li> <li>企業適時回應查詢及要求</li> <li>Improvement in product and service quality</li> <li>提升產品及服務質素</li> </ul>	<ul style="list-style-type: none"> <li>Maintain a comprehensive safety supervision and response system</li> <li>設置全面的安全監督及回應制度</li> <li>Maintain an effective communication channel to identify customers' needs</li> <li>設置有效的溝通渠道以識別客戶需要</li> </ul>	<ul style="list-style-type: none"> <li>Continuous communication through physical visits, emails, virtual meetings and other official channels</li> <li>以親身拜訪、電郵、虛擬會議及其他正式渠道持續溝通</li> <li>Entering into long-term cooperation agreements</li> <li>訂立長期合作協議</li> </ul>

Communication with stakeholders  
與持份者的溝通

Types of stakeholders 持份者類別	Needs and expectations 需求及預期	Responses 回應	Communication channels 溝通渠道
Employees 僱員	<ul style="list-style-type: none"> <li>Adequate health and safety protection</li> <li>足夠的健康及安全保障</li> <li>Decent working environment</li> <li>理想的工作環境</li> <li>Opportunities for career development</li> <li>事業發展機會</li> </ul>	<ul style="list-style-type: none"> <li>Establish work safety and health policies in line with relevant laws and regulations</li> <li>制定符合相關法律及法規的工作安全及健康政策</li> <li>Enrich employees' daily lives</li> <li>使僱員日常生活更充實</li> <li>Provide a variety of employee benefits</li> <li>提供各種僱員福利</li> <li>Improve internal system for managing staff promotion and career</li> <li>改善內部員工晉升及事業管理制度</li> </ul>	<ul style="list-style-type: none"> <li>Internal memorandums</li> <li>內部備忘</li> <li>Team building exercises</li> <li>團隊建設活動</li> <li>Staff counselling</li> <li>員工輔導</li> </ul>
Suppliers 供應商	<ul style="list-style-type: none"> <li>Fair, just and open procurement process</li> <li>公平、公正、公開的採購過程</li> <li>Enterprise fulfils its contractual obligations timely</li> <li>企業適時履行合約責任</li> </ul>	<ul style="list-style-type: none"> <li>Ensure transparency in the procurement process with internal and external supervision</li> <li>確保採購過程具透明度，接受內部及外部監督</li> <li>Manage and control cash flow reasonably</li> <li>合理地管理及監控現金流</li> </ul>	<ul style="list-style-type: none"> <li>Continuous communication through in-person visits, email correspondence, virtual conferences and other communication channels</li> <li>以親身拜訪、電郵通訊、虛擬會議及其他溝通渠道持續溝通</li> <li>A dedicated hotline for reporting corporate corruption</li> <li>公司貪污舉報專線</li> </ul>

**Communication with stakeholders**  
與持份者的溝通

Types of stakeholders 持份者類別	Needs and expectations 需求及預期	Responses 回應	Communication channels 溝通渠道
Government agencies 政府機構	<ul style="list-style-type: none"> <li>Enterprise promotes local and peripheral industry development</li> <li>企業推動地方及週邊地區的工業發展</li> <li>Enterprise operates in compliance with relevant laws and regulations</li> <li>企業以符合相關法律及法規的方式營運</li> </ul>	<ul style="list-style-type: none"> <li>Provide job opportunities and contribute tax at the operating locations</li> <li>於營運所在地提供工作機會及繳納稅項</li> <li>Act on supervisory instructions from the government and improve compliance process</li> <li>跟從政府的監督指示行事，改進合規程序</li> <li>Ensure compliance with relevant laws and regulations regarding environment, safety and integrity</li> <li>確保符合有關環境、安全及誠信的相關法律及法規</li> </ul>	<ul style="list-style-type: none"> <li>Active engagement in government meetings and maintaining consistent, formal interactions with government authorities</li> <li>積極參與政府會議，與政府部門保持持續且正式的互動</li> </ul>
Communities 社區	<ul style="list-style-type: none"> <li>Contribution to community development</li> <li>為社區發展作出貢獻</li> <li>Enterprise engages in community activities and maintain good communication</li> <li>企業參與社區活動，保持良好溝通</li> </ul>	<ul style="list-style-type: none"> <li>Improve local infrastructure</li> <li>改善當地基礎建設</li> <li>Maintain good communication with local residents</li> <li>與當地居民保持良好溝通</li> </ul>	<ul style="list-style-type: none"> <li>Community services</li> <li>社區服務</li> </ul>
Banks 銀行	<ul style="list-style-type: none"> <li>High credit rating and ability to pay debts</li> <li>高信貸評級，有能力清償債務</li> <li>Enterprise engages in stable and sustainable business development</li> <li>企業參與穩定可持續的業務發展</li> </ul>	<ul style="list-style-type: none"> <li>Pay debts on time to maintain creditworthiness</li> <li>準時清償債務，以維持良好信譽</li> <li>Maintain regular and transparent reporting and communication to build trust</li> <li>保持定期及具透明度的匯報及溝通，以建立信任</li> </ul>	<ul style="list-style-type: none"> <li>Continuous communication through in-person visits, email correspondence, virtual conferences and other communication channels</li> <li>以親身拜訪、電郵通訊、虛擬會議及其他溝通渠道持續溝通</li> </ul>

## ESG REPORTING PRINCIPLES

### Materiality

The process of assessing materiality starts by identifying relevant ESG issues which are then prioritised based on their significance. This prioritisation helps in validating and finalising the material ESG issues to be disclosed in the report. The following diagram illustrates the process:



## ESG匯報原則

### 重要性

我們評估重要性時，會先識別相關ESG議題，再按重要程度排列優先次序。排列優次有助驗證及落實將於報告內披露的重要ESG議題。下圖說明有關程序：



- **Identification**

The Group follows the *ESG Reporting Guide* to identify and assess material ESG issues that are significant to the Group and its stakeholders. This is a crucial aspect of the Group's ESG practice, and the process involves the following steps:

- **識別**

本集團按照ESG報告指引識別及評估對本集團及持份者屬重要的重要ESG議題。此乃本集團ESG常規的重要方面，有關程序涉及以下步驟：

Screening process of ESG issues ESG議題篩選過程	
<b>Source of ESG issues</b> ESG議題來源	<ul style="list-style-type: none"> <li>• Recommendations from the Group's management • 本集團管理層的建議</li> <li>• Internal and external experts' analysis and suggestions • 內部及外部專家的分析及提議</li> <li>• Multimedia information analysis • 多媒體資料分析</li> <li>• Peer benchmarking • 同業基準化分析</li> <li>• ESG related standards and guidelines • ESG相關準則及指引</li> </ul>
<b>Screening criteria</b> 篩選標準	<ul style="list-style-type: none"> <li>• Contributions to sustainable development • 對可持續發展的貢獻</li> <li>• Stakeholders' general concerns • 持份者的一般關注</li> <li>• ESG related guidelines for materiality • ESG相關重要性指引</li> <li>• Alignment with the Group's strategic development needs • 切合本集團策略性發展需要</li> </ul>

Throughout the Reporting Period, the Group utilised questionnaires to gather feedback from stakeholders regarding the Group's ESG issues.

本集團於報告期內以問卷方式收集持份者有關本集團ESG議題的反饋。

• **Prioritisation**

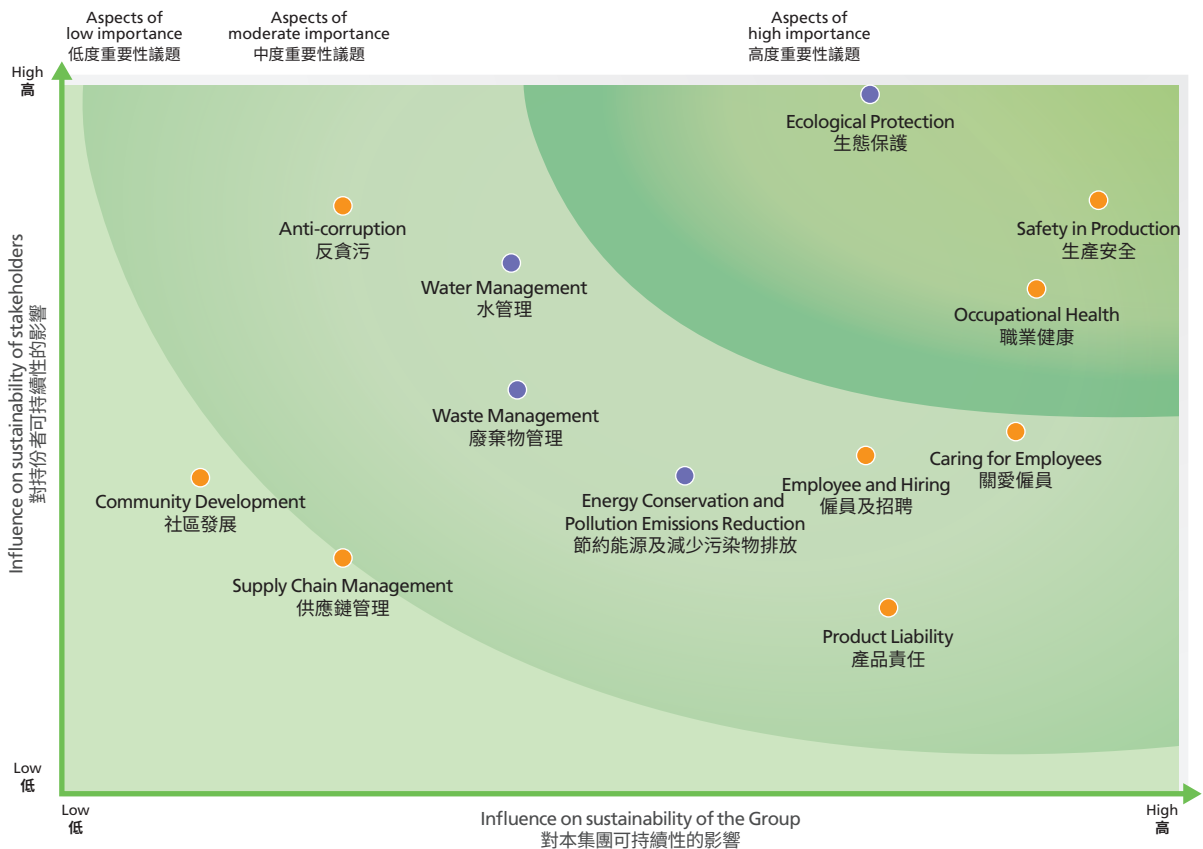
Based on the results of the Stakeholder Survey, twelve ESG issues were identified as material to the Group's business based on the Reporting Scope. These twelve issues include water management, ecological protection, waste management, energy conservation and pollution emissions reduction, caring for employee, safety in production, occupational health, employee and hiring, product liability, anti-corruption, supply chain management, and community development.

To determine the materiality of these ESG issues, internal and external stakeholders were asked to rate their significance in the Stakeholder Survey. A materiality matrix was then developed, taking into account the received ratings, the Group's business nature and performance, industry developments, and recommendations from the Group's management. Please refer to the FY2023 materiality matrix below for further information.

• **排列優次**

按照持份者調查的結果，12個ESG議題根據報告範圍被識別為對本集團的業務屬重要。該12個議題包括水管理、生態保護、廢棄物管理、節約能源及減少污染物排放、關愛僱員、生產安全、職業健康、僱員及招聘、產品責任、反貪污、供應鏈管理及社區發展。

為釐定該等ESG議題的重要性，本公司邀請內外部持份者於持份者調查中為議題的重要性評分。其後編製出重要性矩陣，當中考慮接獲的評分、本集團業務性質及表現、行業發展以及本集團管理層的建議。進一步詳情請參閱下文的2023財政年度重要性矩陣。



Legend 註解      ● Environmental 環境      ● Social 社會

- **Validation**

The senior management, the ESG Working Group, and the ESG Executive Team review and validate the prioritised list of ESG issues to ensure that the information collected on the issues is complete and accurate under the Board's supervision. This ESG Report adheres to the disclosure requirements of the *ESG Reporting Guide* by presenting a comprehensive overview of the ESG issues that are of the greatest concern to the Group's stakeholders.

As part of the efforts to improve future reporting, the results of the materiality assessment will be used to guide the Group's ESG strategy and practice going forward, thereby driving the continuous progress of sustainable development.

## Quantitative

The quantitative key disclosure indicators of this ESG Report for all "Subject Area A. Environmental" categories and some "Subject Area B. Social" categories are collected and summarised by the ESG Executive Team during the Reporting Period for disclosure in this ESG Report. For further details on quantitative data, statistical scope and methods adopted, please refer to the relevant sections of this ESG Report.

## Consistency

The approach to collect and report the disclosure indicators corresponding to the *ESG Reporting Guide* and the related statistical methods adopted remains unchanged since the previous reports. For further details, please refer to the relevant sections of this ESG Report.

## ENVIRONMENTAL

The Group is committed to supporting the government's efforts towards the national ecological civilisation construction and promoting green sustainable development. To ensure compliance with relevant laws and regulations, such as the *Environmental Protection Law of the People's Republic of China*, the Group implemented internal policies such as the *Professional Management Measures for Safety and Environmental Protection\** and the *Rules for Evaluating Safety and Environmental Protection\**. These policies aim to improve water resource usage, reduce waste emissions, and conserve resources and energy. Additionally, the Group is actively involved in mining reclamation projects, ecological environment protection and restoration, and green development practices.

- **驗證**

在董事會監督下，高級管理層、ESG工作小組及ESG執行團隊審閱並驗證已排列優次的ESG議題清單，以確保就該等議題收集的資料完整而準確。本ESG報告恪守ESG報告指引的披露規定，呈列對本集團持份者最為關注的ESG議題的全面概覽。

為努力改善日後的報告，重要性評估的結果將用作日後本集團ESG策略及常規的指引，從而推動可持續發展的進程。

## 量化

本ESG報告所有「主要範疇A.環境」類別及部分「主要範疇B.社區」類別的量化關鍵披露指標於報告期內由ESG執行團隊收集匯總，以於本ESG報告中披露。有關量化數據、統計範圍與所採納的方法的進一步詳情，請參閱本ESG報告相關章節。

## 一致性

收集及報告ESG報告指引相應披露指標的方法及相關統計方法與過往報告相同。有關進一步詳情請參閱本ESG報告相關章節。

## 環境

本集團致力支持政府對國家生態文明建設的努力，提倡綠色可持續發展，確保遵守《中華人民共和國環境保護法》等相關法律法規。本集團已實行《安全環保專業管理辦法》及《安全環保評估細則》等內部政策。該等政策有助改善水資源的使用情況，減少廢棄物排放，並節約資源及能源。此外，本集團積極參與礦區土地復墾項目，保護及恢復生態環境，落實綠色發展常規。

## Ecological Protection

The construction of the Group's facilities has resulted in the removal of natural vegetation. In addition, the storage of tailing, waste rocks and other yards has also occupied part of the ecological field in which the mines and processing plant are located. In response, the Group has undertaken vegetation and reclamation projects covering its operational locations to alleviate environmental impacts. These actions align with the Group's obligation to comply with the *Water and Soil Conservation Law of the People's Republic of China* and *Regulations on the Implementation of the Water and Soil Conservation Law of the People's Republic of China*.

As part of its ecological protection efforts, Aba Mining follows the *Mine Geological Environment Protection and Land Reclamation Plan*\*. This involves researching the geological environment and land resources of mines to determine areas for environmental treatment and land reclamation, aiming to minimise environmental pollution of water and soil.

In addition, the Group has been progressively restoring surface vegetation conditions and enhancing ecological and environmental conditions in its mining areas.

During the Reporting Period, the Group reclaimed an area of 3,000 sqm (FY2022: 4,000 sqm) of waste mines and restored 12,000 sqm (FY2022: 15,000 sqm) of vegetation through tree planting and grass paving efforts. An investment of approximately RMB2,005,000 (FY2022: RMB2,110,000) was made to rejuvenate the mining area. The reduction in the area reclaimed, vegetation restored, and investment in rejuvenating mining area compared with FY2022 was mainly due to the Company's proactive actions in response to certain government's green initiatives launched in FY2022. These efforts effectively reduced the need for extensive restoration in FY2023, as several areas no longer required additional work.

## 生態保護

興建本集團的設施會移除天然植被，同時礦場和洗選廠所在地的尾礦、廢石庫等堆場亦會佔用部分生態資源。就此，本集團已於其營運所在的覆蓋地種植植被及進行復原項目，盡量減低對環境的影響。此等行動符合本集團遵守《中華人民共和國水土保持法》及《中華人民共和國水土保持法實施條例》的義務。

為了努力保護生態，阿壩礦業遵循《礦山地質環境保護與土地復墾方案》。此舉涉及研究礦場的地質環境及土地資源，以釐定環境治理及土地復墾的範圍，旨在盡量降低水土環境污染。

此外，本集團一直逐步恢復開採範圍內的地表植被狀況，並改善生態及環境狀況。

於報告期內，我們已復墾廢礦場面積3,000平方米（2022財政年度：4,000平方米），並通過種植樹木及鋪設草地，復原12,000平方米（2022財政年度：15,000平方米）新植被。本集團投資約人民幣2,005,000元（2022財政年度：人民幣2,110,000元）於開採地區的復墾工作。與2022財政年度比較，復墾範圍、植被復原範圍及開採地區復墾投資減少主要是由於本公司於2022財政年度採取積極行動回應政府推出的多項綠色舉措所致。該等努力使多個範圍無需進行額外工作，有效地減少於2023財政年度擴大復原的需要。

Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>Either maintain or increase the vegetation area of mines, reclamation area of waste mines, and investment in greening the mining area, consistent with our efforts to mitigate the environmental impact of our mining activities</li> <li>維持或增加礦場植被面積及廢礦場復墾範圍，並投資礦場綠化工作，與我們減輕開採活動所造成環境影響的努力一致</li> </ul>	<ul style="list-style-type: none"> <li>Reduction in the reclamation area of waste mines, vegetation area restored at the mines, and the investment in rejuvenating the mining area, was mainly due to the Company's proactive actions in response to certain government's green initiatives launched in FY2022. These efforts effectively reduced the need for extensive restoration in FY2023, as several areas no longer required additional work.</li> <li>廢礦場復墾範圍、礦區復原的植被面積及復墾開採地區的投資減少，主要是由於本公司於2022財政年度採取積極行動回應政府推出的多項綠色舉措所致。該等努力使多個範圍無需進行額外工作，有效地減少於2023財政年度擴大復原的需要。</li> </ul>	<ul style="list-style-type: none"> <li>Either maintain or increase the vegetation area of mines, reclamation area of waste mines, and investment in greening the mining area, consistent with our efforts to mitigate the environmental impact of our mining activities</li> <li>維持或增加礦場植被面積及廢礦場復墾範圍，並投資礦場綠化工作，與我們減輕開採活動所造成環境影響的努力一致</li> </ul>

## Energy Conservation and Pollution Emissions Reduction

### Resource Utilisation

To actively address global climate change, reduce GHG emissions, and comply with relevant laws and regulations, such as the *Energy Conservation Law of the People's Republic of China*, the Group has implemented the *Management of Power, Energy and Measurement Practice*\*. This practice is aimed at optimising energy consumption through the replacement of high energy-consuming equipment, utilisation of clean energy, and minimising energy waste.

The Group's electricity consumption mainly comes from its machinery and equipment. In order to achieve energy savings and emissions reduction, the Group has adjusted its energy source mix and purchased clean energy from hydropower stations. Although some of the Group's vehicles, machinery, and equipment still consume polluting fossil fuels like gasoline and diesel, the Group has been exploring alternatives to reduce its reliance on these fuels by improving its production technology and sourcing clean energy. The following is the key statistics on energy consumption during the Reporting Period:

## 節約能源及減少污染物排放

### 資源使用

為積極應對全球氣候變化，減少溫室氣體排放，以及遵守《中華人民共和國節約能源法》等相關法律法規，本集團已實行《動力、能源、計量管理辦法》。該辦法旨在通過取締高能耗設備、使用潔淨能源及減少能耗，從而優化能耗。

本集團所耗電力大部分用於機器及設備運作。為達到節能減排目標，本集團已調整能源架構，從水力發電站購入清潔能源。儘管本集團部分車輛、機械及設備依然使用汽油及柴油等污染環境的化石燃料，惟本集團一直探索替代方案，提升其生產技術並購買清潔能源，減少倚賴污染環境的化石燃料。報告期內的關鍵能耗數據如下：

## Energy consumption 能耗

		FY2023 2023財政年度	FY2022 2022財政年度
Gasoline (kL) 汽油 (千升)		<b>10.18<sup>(1)</sup></b>	13.61
Diesel (kL) 柴油 (千升)		<b>52.38<sup>(2)</sup></b>	39.87
Electricity (MWh) 電力 (兆瓦時)	Clean energy purchased 所購入清潔能源	<b>9,899.10<sup>(3)</sup></b>	6,236.88
Energy consumption per production value of RMB10,000 (kgce) <sup>(2)(3)</sup> 每人民幣萬元產值的能耗 (千克標準煤) <sup>(2)(3)</sup>		<b>0.97<sup>(2)</sup></b>	0.89

Notes:

- (1) The decrease in gasoline consumption is due to a decrease in the distance travelled by motor vehicles for business trips. The higher consumption in FY2022 was mainly due to the travelling to local authorities for integrating mining rights of the Maoling-Yanglongshan Mine. As the process of integrating mining rights ended in FY2023, the decrease in demand for business trips leads to a decrease in gasoline consumption.
- (2) The increase in diesel consumption and energy consumption per production value of RMB10,000 is mainly attributable to the increase in usage of loaders to transport more stacked waste rocks and tailing slurries during the Reporting Period compared with FY2022.
- (3) The increase in clean energy purchased is mainly due to the increased production time as compared to FY2022 and the introduction of a new production line since the third quarter of FY2023.
- (4) The energy consumption is calculated according to the conversion factors as guided in the General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020).
- (5) As clean energy is considered environmentally friendly, the use of purchased clean energy is excluded from the calculation of energy consumption per production value of RMB10,000 (kgce).

附註：

- (1) 汽油耗量減少是源於汽車的差旅航程減少。2022財政年度耗量較高主要是由於為整合毛嶺—羊龍山鐵礦的採礦權走訪地方政府部門的差旅所致。由於整合採礦權的手續已於2023財政年度結束，故差旅需求減少，汽油耗量亦隨之下跌。
- (2) 每人民幣萬元產值柴油耗量及能耗增加主要歸因相比2022財政年度，於報告期內增加利用裝載機運輸更多積存的廢石及尾礦泥漿所致。
- (3) 所購入清潔能源增加主要是由於生產時間較2022財政年度增加，以及自2023財政年度第三季度起引進一條新生產線所致。
- (4) 能耗乃按《綜合能耗計算通則GB/T 2589-2020》的指引轉換因子計算。
- (5) 由於清潔能源被視為環保，故每人民幣萬元產值的能耗(千克標準煤)的計算不包括所購入清潔能源耗量。

The Group regularly monitors its energy consumption and takes corrective action when anomalous consumption patterns are detected. To enhance the energy management system and promote optimal energy conservation practices, the Group incentivises all employees to propose energy-saving measures through a reward system.

本集團定期監控能耗並於發現不正常能耗情況時採取糾正行動。為提升能源管理系統及提倡最佳節能慣例，本集團透過獎勵制度激勵全體僱員提供節能措施建議。

### Emission Management

To adhere to the goals of energy saving, emissions reduction, environmental protection, improving efficiency and building a sustainable enterprise, the Group conducts regular monitoring of emissions in accordance with relevant provisions of laws and regulations such as the *Environmental Protection Law of the People's Republic of China*. No environmental pollution incident was reported during the Reporting Period (FY2022: none).

- **Air Pollution**

The Group's mining vehicles are the primary source of air pollutants generated by its operations. To address this, the Group strictly adheres to the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*. The following table provides an overview of air pollutants generated by the Group's passenger cars, mining vehicles, machinery, and equipment.

#### Air pollutants<sup>(1)</sup> (kg) 空氣污染物<sup>(1)</sup> (千克)

Air Pollutant	空氣污染物	FY2023 2023財政年度	FY2022 2022財政年度
Sulphur oxides	硫氧化物	0.99 <sup>(2)</sup>	0.84
Nitrogen oxides	氮氧化物	2,023.71 <sup>(2)</sup>	1,557.62
Particulate matters	顆粒物	241.10 <sup>(2)</sup>	185.37

Notes:

- (1) The air pollutants generated by the combustion of gasoline and diesel are converted according to the *How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* published by Hong Kong Stock Exchange.
- (2) The increase in air pollutants is mainly due to the increase in diesel consumption as a result of increase in usage of loaders to transport more stacked tailing slurries during the Reporting Period compared with FY2022.

### 排放物管理

依循節能、減排、環保、增效及建立可持續企業的目標，本集團按照《中華人民共和國環境保護法》等法律法規的相關規定定期監察排放物。報告期內並無發生環境污染事故(2022財政年度：無)。

- **空氣污染**

本集團的採礦車輛為營運過程中產生的空氣污染物的主要來源。本集團嚴格遵守《中華人民共和國大氣污染防治法》。下表提供本集團乘用車、採礦車輛以及機器及設備產生的空氣污染物概覽。

附註：

- (1) 因燃燒汽油及柴油而產生空氣污染物的轉化標準乃參考香港聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》。
- (2) 空氣污染物增加主要是由於相比2022財政年度，於報告期內增加利用裝載機運輸更多積存的尾礦泥漿，使柴油耗量增加所致。

• **GHG Emissions**

The primary sources of GHG emissions in the Group's operations are direct emissions from passenger cars, mining vehicles and machinery and equipment. The Group does not operate any boilers or other coal-fired or gas-fired equipment that emit direct emissions. The Group abides by the *Energy Conservation Law of the People's Republic of China* and the *13th Five-Year Work Plan for Greenhouse Gas Emission Control*.

To continuously reduce emissions, the Group promotes business travel reduction, encourages telephone conferences, and strives for a paperless office. In addition, the Group purchases clean energy to replace traditional energy resources. Aba Mining realised a 100% (FY2022: 100%) clean energy utilisation rate during the Reporting Period by purchasing electricity generated from a local hydropower plant. In aggregate, approximately 9,899.10 MWh (FY2022: 6,236.88 MWh) of clean energy was purchased, leading to a prevention of 8,156.86 tonnes (FY2022: 5,164.14 tonnes) of carbon dioxide equivalent being released into the atmosphere.

• **溫室氣體排放**

本集團營運過程中的主要溫室氣體排放源為乘用車、採礦車輛以及機器及設備的直接排放。本集團並無運用產生直接排放的鍋爐或其他燃煤或燃氣設備。本集團遵守《中華人民共和國節約能源法》及《「十三五」控制溫室氣體排放工作方案》。

本集團提倡縮減差旅，鼓勵使用電話會議，致力落實無紙化辦公室，藉以持續減排。此外，本集團購買清潔能源以取代傳統能源。於報告期內，阿壩礦業已藉向地方水力發電站購電，實現全部（2022財政年度：全部）使用清潔能源。本集團合共購買約9,899.10兆瓦時（2022財政年度：6,236.88兆瓦時）清潔能源，因而防止8,156.86噸（2022財政年度：5,164.14噸）二氧化碳當量釋放入大氣。

**GHG Emissions<sup>(1)</sup> (tCO<sub>2</sub>e)**  
**溫室氣體排放量<sup>(1)</sup> (噸二氧化碳當量)**

		<b>FY2023</b> <b>2023財政年度</b>	FY2022 2022財政年度
Direct GHG emissions (Scope 1) 直接溫室氣體排放 (範圍1)	Gasoline and diesel 汽油及柴油	<b>164.33<sup>(2)</sup></b>	140.59
GHG emissions per production value of RMB10,000 每人民幣萬元產值的溫室氣體排放量		<b>0.0021<sup>(2)</sup></b>	0.0019

Notes:

- (1) The GHG emissions are calculated based on the *How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs* published by Hong Kong Stock Exchange.
- (2) The GHG emissions per production value of RMB10,000 increased between FY2023 and FY2022 is mainly due to the increase in diesel consumption attributable to loaders arising from increased stacked tailing slurries.

附註：

- (1) 該溫室氣體排放量乃按香港聯交所發佈的《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》計算。
- (2) 2023財政年度相對於2022財政年度的每人民幣萬元產值溫室氣體排放量上升，主要是由於源自裝載機的柴油耗量因積存的尾礦泥漿增加而上升所致。



Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>Maintain or reduce energy consumption per production value of RMB10,000</li> <li>維持或減少每人民幣萬元產值的能耗</li> <li>Maintain or reduce the amount of air pollutants emitted from vehicles</li> <li>維持或減少車輛排放的空氣污染物</li> <li>Maintain or reduce amount of the GHG emissions per production value of RMB10,000</li> <li>維持或減少每人民幣萬元產值的溫室氣體排放量</li> </ul>	<ul style="list-style-type: none"> <li>There were increases in energy consumption per production value of RMB10,000, as well as in air pollutants and the GHG emissions per production value of RMB10,000, which is mainly due to the increase in diesel consumption attributable to loaders for transportation of more stacked tailing slurries.</li> <li>每人民幣萬元產值的能耗、每人民幣萬元產值的空氣污染物及溫室氣體排放量上升，主要是由於運輸更多積存的尾礦泥漿令裝載機柴油耗量增加所致</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or reduce energy consumption per production value of RMB10,000</li> <li>維持或減少每人民幣萬元產值的能耗</li> <li>Maintain or reduce the amount of air pollutants emitted from vehicles</li> <li>維持或減少車輛排放的空氣污染物</li> <li>Maintain or reduce amount of the GHG emissions per production value of RMB10,000</li> <li>維持或減少每人民幣萬元產值的溫室氣體排放量</li> </ul>

## Water Management

The Group places significant importance on water resource management, given the substantial amount of water required for ore processing. In line with local government regulations and the *Water Law of the People's Republic of China*, the Group is compliant with water drawing permits and has invested significant effort to improve water efficiency.

Due to the mountainous location of the Group's mines and processing plant, the majority of its water requirement is drawn from mountain streams and associated water<sup>(1)</sup>, instead of relying on the public water supply systems or local rivers and lakes.

To decrease its water usage, the Group has implemented stringent management measures, such as conducting regular inspections to detect water loss caused by leakages. Furthermore, reservoirs have been constructed to collect water discharged from the tailings pond, which can then be redirected to the processing plant for reuse.

## 水管理

本集團需要大量用水進行礦石洗選，因而極其重視水資源管理。本集團遵行中國地方政府法規及《中華人民共和國水法》，符合取水許可，大力投資改善用水效益。

本集團的礦場及洗選廠均位於山區，大部分用水來自山中溪流及伴生水<sup>(1)</sup>，並無從公共供水系統或當地河流及湖泊取水。

為減少用水，本集團實行嚴格管理措施，例如定期查驗以發現因滲漏而導致的水流失。此外，本集團建有沉澱池儲存尾礦池排出的廢水，其後可再將其回流至洗選廠重用。

**Freshwater Consumption (tonnes)**  
淡水耗量 (噸)

		FY2023 2023財政年度	FY2022 2022財政年度
Stream	溪流	<b>72,647</b>	73,536
Associated water <sup>(1)</sup>	伴生水 <sup>(1)</sup>	<b>25,417</b>	25,000
<b>Total</b>	<b>總計</b>	<b>98,064</b>	98,536
Freshwater consumption per production value of RMB10,000	每人民幣萬元產值的淡水耗量	<b>1.25</b>	1.36

Note:

(1) Refers to underground water extracted or impacted during the mining process within mining concession area.

附註：

(1) 指開採過程中在採礦許可範圍內抽取或影響的地下水。

The majority of the wastewater generated during production and operations is reused in the processing plant, with only a small fraction being discharged into the streams after meeting the regulatory requirements. Please refer to the section headed "Waste Management" in this ESG Report for further details on the wastewater treatment.

生產及營運過程中產生的廢水大部分回收至洗選廠再利用，小部分達到監管規定標準後直接排放至溪流。有關廢水處理的進一步詳情請參閱本ESG報告內的「廢棄物管理」一節。

Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>Maintain or reduce freshwater consumption per production value of RMB10,000</li> <li>維持或減少每人民幣萬元產值的淡水耗量</li> </ul>	<ul style="list-style-type: none"> <li>Freshwater consumption per production value of RMB10,000 decreased slightly to 1.25 tonnes.</li> <li>每人民幣萬元產值的淡水耗量輕微減少至1.25噸</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or reduce freshwater consumption per production value of RMB10,000</li> <li>維持或減少每人民幣萬元產值的淡水耗量</li> </ul>

## Waste Management

The Group is committed to effective waste management to minimise the adverse effects of waste generated by its operations on the environment. The Group conducts its waste disposal in accordance with the relevant provisions of applicable laws and regulations such as the *Environmental Protection Law of the People's Republic of China*.

- **Solid Waste**

The Group generates solid waste in the form of waste rocks and tailings, including tailing slurries, during its operations. The Group developed the *Aba Mining Solid Waste Management Policy*\* to manage waste generated from the Group's operations. As part of its environmental responsibility commitment, the Group implemented the following procedures for managing such waste:

- waste rocks generated from mining operations are primarily recycled for the production of tailing slurries and the backfilling of mined-out areas which helps in the restoration and stabilisation of the land that has been affected by mining activities; and
- tailing facilities have been established to re-treat tailing slurries which can then be supplied to cement producers to achieve sustainable waste management.

## 廢棄物管理

本集團堅持有效管理廢棄物，致力減輕業務所產生廢棄物對環境的不良影響，按照《中華人民共和國環境保護法》等適用法律法規的相關規定處置廢物。

- **固體廢棄物**

本集團於營運過程中產生的固廢為廢石及尾礦，包括尾礦泥漿。本集團已制訂《阿壩礦業工業固廢管理制度》，以管理本集團營運過程中產生的廢棄物。按照對環境責任的承擔，本集團已推行以下程序管理有關廢棄物：

- 採礦業務產生的廢石主要重用作尾礦泥漿生產及重新填充經開採的範圍，協助受開採活動影響土地的復原及穩定性；及
- 設立尾礦設施，再處理尾礦泥漿，繼而可供應予水泥生產商以實現可持續廢棄物管理。

## Solid Waste (tonnes)

### 固體廢棄物 (噸)

		FY2023 2023財政年度	FY2022 2022財政年度
<b>Waste Rocks</b>	<b>廢石</b>		
Recycle	循環利用	<b>67,330<sup>(1)</sup></b>	81,100
Waste rocks recycled per production value of RMB10,000	每人民幣萬元產值的廢石循環利用量	<b>0.86</b>	1.12
<b>Tailing Slurries</b>	<b>尾礦泥漿</b>		
Sale	銷售	<b>199,748</b>	194,919
Stack	積存	<b>100,000<sup>(2)</sup></b>	61,610
Tailing slurries handled per production value of RMB10,000	每人民幣萬元產值的尾礦泥漿處理量	<b>3.82</b>	3.53

Note:

- (1) The decrease in waste rocks recycled is mainly due to reduced local government's requirements to minimise waste rocks storage and overall storage area during the Reporting Period. Due to production issues encountered by a third-party customer, and the demand for mine waste rock used for production decreased. The amount of waste rock recycled was also restricted as the mine had no storage facility and governmental requirements. To ensure smooth production, the production process was adjusted by mixing waste rocks with raw ore for use in the production line. The implementation of this arrangement led to a decline in waste rock production and recycled in FY2023.
- (2) In FY2023, a new magnetic separation machine was installed to reduce the iron content in tailings. With the new production process, we are able to recycle tailings end by producing tailing slurries, thus increasing amount of tailing slurries produced during the Reporting Period. Unused tailing slurries are stacked due to lower market demand for tailing slurries during the Reporting Period.

附註：

- (1) 循環利用的廢石減少主要是由於於報告期內地方政府削減要求盡量減少廢石貯存及整體貯存面積的規定。由於一名第三方客戶面對生產問題，其生產對廢礦石的需求減少。循環利用的廢石數量亦受到礦場並無貯存設施及政府規定限制。為確保生產順暢，生產流程已調整為混合廢石與原礦石以供生產線使用。實施有關安排導致2023財政年度生產及循環利用的廢石減少。
- (2) 於2023財政年度，我們已安裝新型磁分離機，以減少尾礦的鐵含量。新生產流程使我們藉生產尾礦泥漿循環再用尾礦，故於報告期內生產的尾礦泥漿數量上升。於報告期內，未使用的尾礦泥漿因市場需求下跌而先作貯存。

- **Hazardous Waste**

The hazardous waste of the Group mainly comprises used lubricating oils and waste liquid generated from the tail water online monitoring system. The Group developed the *Hazardous Waste Management Policy*\* and *Online Monitoring System Waste Liquid Management Policy*\* in accordance with relevant national standards, including the *Standards for Pollution Control on Hazardous Waste Storage* (GB 18597-2001) and the *Management Measures for the Transfer of Hazardous Waste*. During the Reporting Period, the Group generated 0.06 tonnes (FY2022: 0.17 tonnes) of used lubricating oils and 0.26 tonnes (FY2022: 0.14 tonnes) of waste liquid. The decrease in used lubricating oils is mainly due to the enhanced maintenance of the tail water online monitoring system, thus reducing the frequency to replace lubricating oil. The increase in waste liquid is mainly due to increased production time which increased the number of tail water monitoring performed and consequentially led to an increase in the amount of chemicals used in the monitoring of tail water quality. 100% (FY2022: 100%) of the hazardous waste produced was handled by qualified disposal enterprises engaged by the Group.

- **有害廢棄物**

本集團的有害廢棄物主要為舊潤滑油和尾水線上監測系統的廢液。本集團已按照相關國家標準，包括《危險廢物貯存污染控制標準》(GB18597-2001)及《危險廢物轉移聯單管理辦法》，制定《危險廢物管理制度》及《線上監測系統廢液管理制度》。於報告期內，本集團產生0.06噸（2022財政年度：0.17噸）舊潤滑油和0.26噸（2022財政年度：0.14噸）廢液。舊潤滑油減少主要是由於加強維護尾水線上監測系統，故減少置換潤滑油的次數。廢液增加主要是由於生產時間增加，使進行尾水監測的數目上升，亦令用於監測尾水品質的化學物數量增加。本集團已委聘合資格處理企業處理全部（2022財政年度：全部）所產生的有害廢棄物。

• **Wastewater**

Wastewater generated from the mines include beneficiation wastewater, tailings wastewater, concentrate filtration wastewater, tunnel gushing water, equipment cooling water and domestic sewage. The main pollutants in the wastewater are chemical oxygen demand and ammonia nitrogen. The Group complies with the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* and actively cooperates with the local environmental supervision department in the PRC on monitoring and minimising such pollutants. The Group continuously monitors wastewater drainage compliance and publishes quarterly results on bulletin boards located in the mining area. There were no incidents of excessive discharge or water pollution during the Reporting Period (FY2022: none).

• **廢水**

礦場的主要廢水為選礦廢水、尾礦廢水、精礦過濾廢水、礦洞湧水、設備冷卻水及家居污水。廢水的主要污染物為化學需氧量及氨氮。本集團遵守《中華人民共和國水污染防治法》，與中國地方環境監察部門通力合作監察並減少有關污染物。本集團持續監察廢水排放情況，每季於開採區域的佈告版公告結果。於報告期內，並無發生過度排放或水污染事故（2022財政年度：無）。

**Wastewater and water pollutants (tonnes)**  
廢水及水污染物 (噸)

		<b>FY2023</b> <b>2023財政年度</b>	FY2022 2022財政年度
Wastewater	廢水	<b>13,464<sup>(1)</sup></b>	12,000
Wastewater discharged per production value of RMB10,000	每人民幣萬元產值的廢水排放量	<b>0.17</b>	0.17
Chemical oxygen demand	化學需氧量	<b>1.25<sup>(1)</sup></b>	0.84
Ammonia nitrogen	氨氮	<b>0.05<sup>(1)</sup></b>	0.03

Note:

(1) The increase in wastewater, chemical oxygen demand and ammonia nitrogen is mainly due to an increase in iron ore processed.

附註：

(1) 廢水、化學需氧量及氨氮增加主要是由於洗選的鐵礦石增加所致。

<b>Target for FY2023</b> <b>2023年財政年度目標</b>	<b>Performance in FY2023</b> <b>2023年財政年度績效</b>	<b>Target for FY2024</b> <b>2024年財政年度目標</b>
<ul style="list-style-type: none"> <li>• Optimise solid waste generated from operations</li> <li>• 妥善處理營運所產生的固體廢棄物</li> <li>• Ensure 100% of hazardous waste is handled by qualified disposal enterprises</li> <li>• 確保合資格處理企業處理全部有害廢棄物</li> <li>• Ensure zero incident of excessive discharge and water pollution</li> <li>• 確保無發生過度排放及水污染事故</li> </ul>	<ul style="list-style-type: none"> <li>• Waste rocks recycled per production value of RMB10,000 decreased to 0.86 tonnes, which is mainly due to reduced local government's requirements to minimise waste rocks storage and overall storage area during the Reporting Period. Due to production issues encountered by a third-party customer, and the demand for mine waste rock used for production decreased. The amount of waste rock recycled was also restricted as the mine had no storage facility and governmental requirements. To ensure smooth production, the production process was adjusted by mixing waste rocks with raw ore for use in the production line. The implementation of this arrangement led to a decline in waste rock production and recycled in FY2023.</li> <li>• 每人民幣萬元產值的循環利用廢石減少至0.86噸，主要是由於於報告期內地方政府削減要求盡量減少廢石貯存及整體貯存面積的規定。由於一名第三方客戶面對生產問題，其生產對廢礦石的需求減少。循環利用的廢石數量亦受到礦場並無貯存設施及政府規定限制。為確保生產順暢，生產流程已調整為混合廢石與原礦石以供生產線使用。實施有關安排導致2023財政年度的生產及循環利用的廢石減少。</li> <li>• Tailing slurries handled per production value of RMB10,000 increased to 3.82 tonnes, which is mainly due to a new production process to recycle tailings end by producing tailing slurries</li> <li>• 每人民幣萬元產值的尾礦泥漿處理量增加至3.82噸，主要源於新生產流程使我們藉生產尾礦泥漿循環再用尾礦</li> <li>• 100% of hazardous waste was handled by qualified disposal enterprises</li> <li>• 由本集團委聘的合資格處理企業已處理全部有害廢棄物</li> <li>• No incidents of excessive discharge and water pollution were recorded</li> <li>• 無發生過度排放事故，亦無錄得水污染事故</li> </ul>	<ul style="list-style-type: none"> <li>• Optimise solid waste generated from operations</li> <li>• 妥善處理營運所產生的固體廢棄物</li> <li>• Ensure 100% of hazardous waste is handled by qualified disposal enterprises</li> <li>• 確保合資格處理企業處理全部有害廢棄物</li> <li>• Ensure zero incident of excessive discharge and water pollution</li> <li>• 確保無發生過度排放及水污染事故</li> </ul>

## EMPLOYMENT AND LABOUR PRACTICES

The Group recognises that the quality of its employees is a key factor in its competitiveness, along with market position and technology capabilities. As a people-oriented organisation, the Group manages its human resources with a sustainable strategy to achieve growth for both its employees and the Group.

### Safety in Production

The Group prioritises safety management and employee protection as a mining and processing company. The Occupational Health ESG issue in this ESG Report outlines the policies and practices that the Group strictly adheres to in order to maintain a safe working environment for its employees. The Group has a safety committee in place to review workplace safety policies and practices.

Under the *Emergency Rescue Plan\**, the Group effectively conducted 64 (FY2022: 42) safety inspections and addressed 263 (FY2022: 81) potential risks during the Reporting Period. The Group provided safety and environmental protection training sessions to its employees to prevent accidents and ensure safety during production. On average, employees attended 38 (FY2022: 32) safety training hours per employee. The Group will continuously work towards improving its safety training for employees.

The Group had no fatalities (FY2022: none) and 269 man-days lost (FY2022: 125) due to work injuries during the Reporting Period. The man-days lost were mainly caused by an Aba Mining employee's arm injury which resulted from human error while operating a machine. The Group has investigated the work injury incident, enhanced safety-related training programmes, and provided necessary assistance to the injured employee. The Group is committed to assist injured employees and their families to the best of its ability. The Group invested approximately RMB4.04 million (FY2022: RMB2.13 million) in safe production measures, mainly for improving and maintaining safety protection equipment and roadways during the Reporting Period. The increase in investment in safe production measures is mainly due to the increase in number of potential risks identified during safety inspections. The Group will continuously work towards improving its safety management.

## 僱傭及勞工常規

本集團認為，除市場地位及技術能力外，僱員質素亦為其競爭力的要素。秉承以人為本的原則，本集團以可持續發展的策略管理人力資源，務求推動僱員與本集團的成長。

### 生產安全

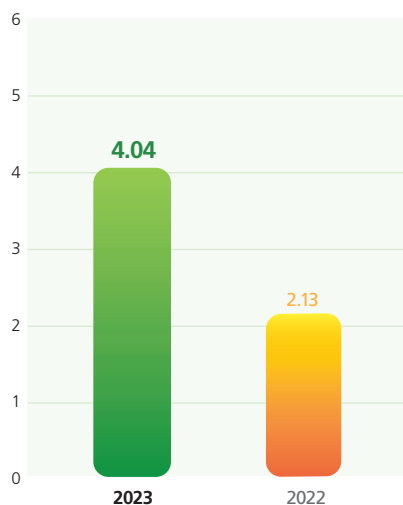
作為一間採礦選礦公司，本集團高度重視安全管理，保障僱員。本ESG報告內職業健康ESG議題載述的相關政策及常規，本集團已嚴格遵守，從而讓僱員享有安全的工作環境。本集團設有安全委員會以檢討工作場所安全政策及常規。

於報告期內，根據《應急救援預案》，本集團已有效進行64次（2022財政年度：42次）安全檢測，糾正263項（2022財政年度：81項）潛在風險。本集團為其僱員提供安全及環境保護培訓課程，防止意外並確保生產安全。平均而言，僱員人均安全培訓時數為38小時（2022財政年度：32小時）。本集團將繼續致力改善僱員安全培訓。

於報告期內，本集團的營運錄得零宗（2022財政年度：零宗）死亡個案，因工傷損失工作日數為269個工作日（2022財政年度：125個工作日）。損失工作日數主要因為一名阿壩礦業僱員在操作機器時因人為錯誤而令手臂受傷。本集團已調查該起工傷意外，增加安全相關培訓計劃，並向受傷僱員提供必要援助。本集團承諾盡能力援助受傷僱員及其家屬。本集團於報告期內投資約人民幣4.04百萬元（2022財政年度：人民幣2.13百萬元）於安全生產措施，主要包括改善及維護安全保護設備及道路。生產安全措施投資額增加主要由於安全調查中發現的潛在風險數目增加。本集團將繼續致力加強安全管理。



Investment in safe production measures (RMB million)  
生產安全措施投資 (人民幣百萬元)



Target for FY2023 2023年財政年度目標	Performance in FY2023 2023年財政年度績效	Target for FY2024 2024年財政年度目標
<ul style="list-style-type: none"> <li>• Ensure zero fatalities in operations</li> <li>• 確保並無營運死亡個案</li> <li>• Maintain or improve man-days lost due to work injuries</li> <li>• 維持或改善因工傷損失工作日</li> </ul>	<ul style="list-style-type: none"> <li>• No fatalities in operations</li> <li>• 並無營運死亡個案</li> <li>• Man-days lost increased, which is mainly due to an employee who suffered an arm injury by human error while operating a machine</li> <li>• 損失工作日數增加，主要原因為一名僱員在操作機器時因人為錯誤而令手臂受傷</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure zero fatalities in operations</li> <li>• 確保並無營運死亡個案</li> <li>• Maintain or improve man-days lost due to work injuries</li> <li>• 維持或改善因工傷損失工作日</li> </ul>

## Occupational Health

Given the nature of the industry, the Group's employees may be exposed to occupational diseases caused by excessive noise and dust absorption during production. In order to maintain a safe working environment, the Group strictly follows the rules in the *Production Safety Law of the People's Republic of China*. In addition, the Group enhances safety management by complying with the requirements stated in the *Occupational Health and Safety Management Systems – Requirements with Guidance for Use (GB/T 45001-2020)* and developing the *Manual for Safety Supervision*\*.

The Group has put in place several safety management related policies and practices, including *Aba Mining Safe Production Management Measures*\*, *Aba Mining Environmental Protection Management Measures*\*, *Aba Mining Maoling Iron Mine Safety Standardisation Safety Production Responsibility System*\* and *Aba Mining Maoling Iron Mine Safety Standardisation Labour Protection Articles Management System*\*. The Group will continue to update and enhance the said safety management policies and practices. It will also ensure compliance with the *Anti – “three violations” Policy*\*, which serves to prevent or minimise the occurrence of illegal operations, illegal command, violation of labour discipline during production and operations.

During the Reporting Period, the Group carried out occupational disease inspections for 296 employees (FY2022: 85 employees) and no occupational diseases were diagnosed (FY2022: none).

## 職業健康

鑑於行業性質，本集團的僱員可能因生產過程中的嚴重噪聲及吸入粉塵而面對職業病風險。為維持安全的工作環境，本集團嚴格遵守《中華人民共和國安全生產法》的規則。此外，本集團遵守《職業健康安全管理體系要求及使用指南》(GB/T 45001-2020)所載規定，制訂《安全監察制度》，提升安全管理。

本集團已建立多項安全管理政策及常規，包括《阿壩礦業安全生產管理辦法》、《阿壩礦業環境保護管理辦法》、《阿壩礦業毛嶺鐵礦安全標準化安全生產責任制度》及《阿壩礦業毛嶺鐵礦安全標準化勞動防護用品管理制度》。本集團將繼續更新並提升上述安全管理政策及常規。本集團亦將確保遵守《反「三違」管理制度》，以預防或遏止於生產及營過程中的不法經營、不法指令及違反勞動紀律情況。

於報告期內，本集團合共為296名（2022財政年度：85名）僱員進行職業病檢查，並無（2022財政年度：無）確診任何職業病。

Target for FY2023 2023年財政年度目標	Performance in FY2023 2023年財政年度績效	Target for FY2024 2024年財政年度目標
<ul style="list-style-type: none"> <li>Ensure zero diagnosed occupational disease</li> <li>確保並無職業病確診</li> </ul>	<ul style="list-style-type: none"> <li>No diagnosed occupational diseases</li> <li>並無職業病確診</li> </ul>	<ul style="list-style-type: none"> <li>Ensure zero diagnosed occupational disease</li> <li>確保並無職業病確診</li> </ul>

## Caring for Employees

The Group is in compliance with the *Labour Law of the People's Republic of China and Regulations for Employees' Paid Annual Leaves*. To create a positive environment that treats all employees fairly, the Group established the *Administrative Measures on Compensation and Benefit*\* which provides employees with competitive remuneration and benefits that match their performance under the Group's internal remuneration structure. To protect employees' rights to leave entitlement, the Group issued the *Administrative Measures on Employee Leave*\*. The Group provides a remuneration package to employees that includes social insurance, pension insurance, and maternity leave, as required by law. During the Reporting Period, the Group provided 100% (FY2022: 100%) of its employees with full social insurance coverage in the PRC.

The Group values the views of its employees and regular meetings are organised with employees' representatives to collect feedback and suggestions from employees.

The Group encourages its employees to achieve work-life balance by hosting various activities for its employees. During the Reporting Period, such activities held include art performances, team building workshops and celebrations during festivals, including Spring Festival celebration, International Women's Day activities, activities during the May Day holiday. The Group promotes staff wellness and healthy lifestyle through organising ongoing recreational and team building activities such as hiking and jogging sessions. In addition, the Group offers discounted rates on food and accommodation to enhance the welfare of employees at mining areas.

## 關愛僱員

本集團遵守《中華人民共和國勞動法》及《職工帶薪年休假條例》。為建立對所有僱員一視同仁的正面環境，本集團已制定《薪酬管理辦法》，為僱員提供切合其表現及本集團內部薪酬架構的具競爭力薪酬及福利。為保障僱員的休假權利，本集團已頒佈《員工休假管理辦法》。本集團依法向僱員提供包含社會保險、退休金保險及產假的薪酬待遇。於報告期內，本集團已經為在中國100%（2022財政年度：100%）僱員提供全面的社會保險保障。

本集團重視僱員意見，定期組織僱員代表大會，收集僱員反饋及建議。

本集團鼓勵僱員追求作息平衡，為僱員舉辦各種活動。報告期內的有關活動涵蓋藝術表演、團隊建設工作坊及節慶活動，包括春節慶典、國際婦女日活動以及五一勞動節活動等。本集團透過持續組織遠足及緩步跑等休閒及團隊建設活動，讓員工享受身心靈健康的生活方式。此外，為改善礦區僱員福利，本集團按優惠價提供餐飲及住宿。

Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>Ensure all employees receive adequate social insurance coverage in the PRC</li> <li>確保中國全體僱員得到足夠的社會保險保障</li> </ul>	<ul style="list-style-type: none"> <li>100% of employees are provided with adequate social insurance coverage in the PRC</li> <li>中國全體僱員已得到足夠的社會保險保障</li> </ul>	<ul style="list-style-type: none"> <li>Ensure all employees receive adequate social insurance coverage in the PRC</li> <li>確保中國全體僱員得到足夠的社會保險保障</li> </ul>

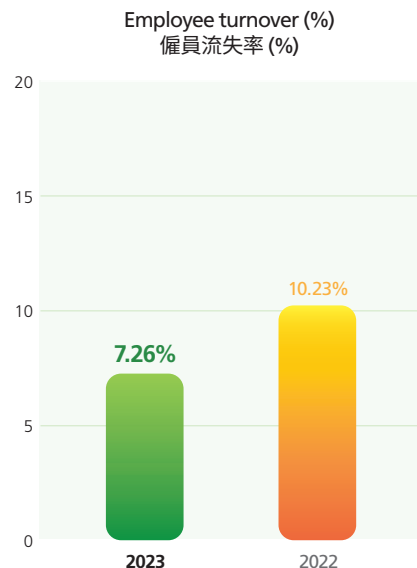
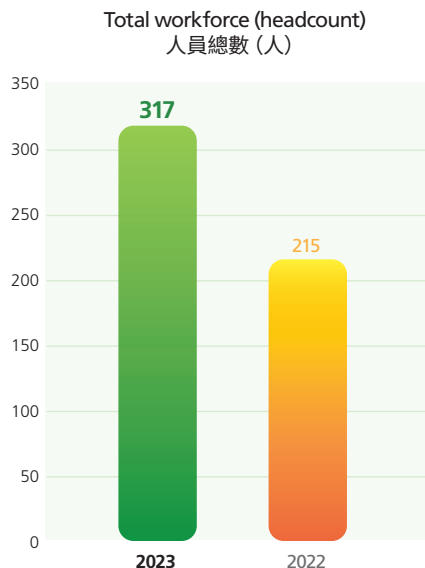
## Employee and Hiring

### Employee Recruitment

The Group operates in compliance with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China* and other national laws and regulations. The requirements include signing an employment contract with all employees and making timely and adequate social insurance contributions. To protect the rights and interests of employees, the Group has put in place the *Human Resources Management Measures*\* and the *Working Time Management Measures*\* to prevent discrimination on the basis of gender, race, religion, and age.

The Group strongly opposes any form of child labour or forced labour and will take immediate action to ensure that minor workers are returned to their lawful guardians. There were no (FY2022: no) reported violations related to underage labour and forced labour during the Reporting Period.

As at 31 December 2023, the Group has a total headcount of 317 (FY2022: 215) full-time employees with labour contracts. The increase in headcount is mainly due to the addition of employees of a business unit, Sichuan Lingwei, specifically the facility management segment, which expand its facility management services, comprising operational site routine services, mining engineering support services and consultancy services, to multiple mining camps. Approximately 99% (FY2022: approximately 99%) of its employees are based in the PRC and the employee turnover for the Reporting Period is 7.26% (FY2022: 10.23%).



## 僱員及招聘

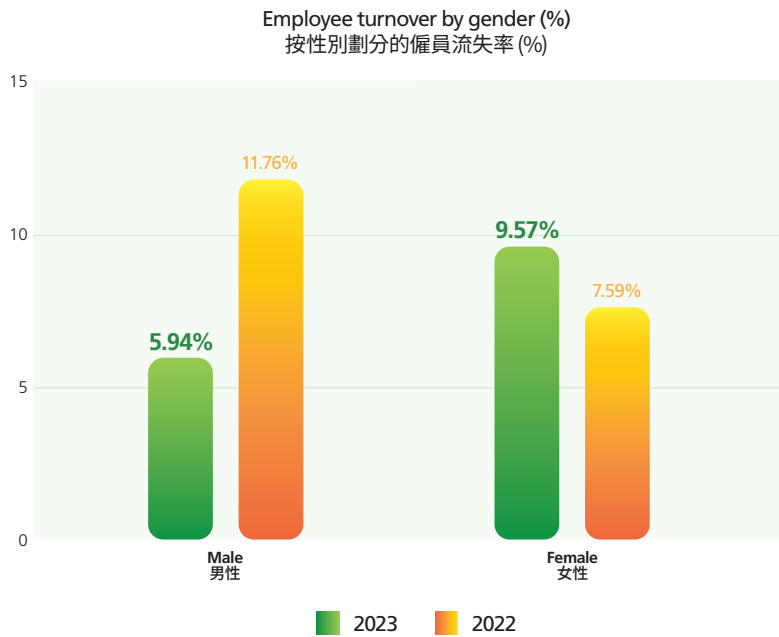
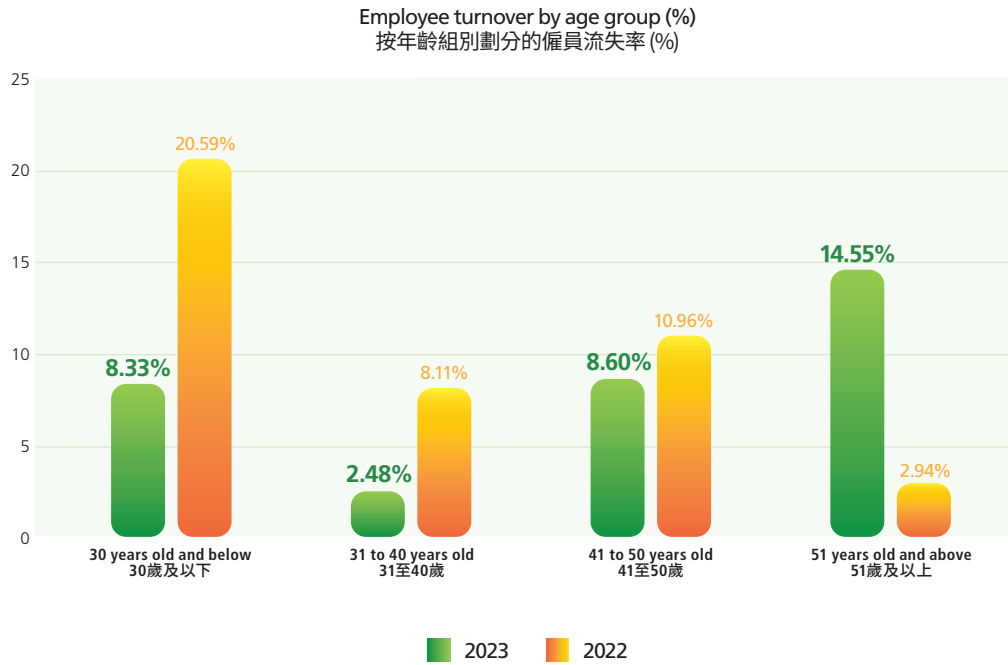
### 僱員招聘

本集團的營運全面遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及其他國家法律及法規，包括與所有僱員簽訂僱傭合約以及準時繳納足夠社會保險供款。為保障僱員的權利及權益，本集團已制定《人力資源管理辦法》及《勞動時間管理辦法》，防止性別、種族、宗教及年齡歧視。

本集團堅決反對以任何形式僱用童工或強制勞工，並將即時採取行動，確保將未成年工人交回合法監護人手中。於報告期內，本集團並無（2022財政年度：無）違反童工及強制勞工相關法律及法規。

於2023年12月31日，本集團共有317名（2022財政年度：215名）已經訂立勞動合同的全職僱員。人數增加主要是由於為業務單元四川凌威增聘人手所致，特別是設施管理分部擴充其向多個礦區提供的設施管理服務，包括營運現場日常服務、採礦工程協助服務及諮詢服務。約99%（2022財政年度：約99%）僱員以中國為基地，於報告期內的僱員流失率為7.26%（2022財政年度：10.23%）。

The distribution of turnover rate by age group and gender is as follows: 按年齡組別及性別劃分的流失率分佈如下：



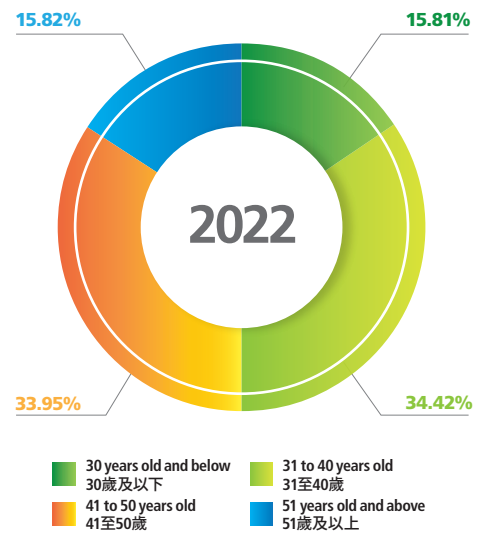
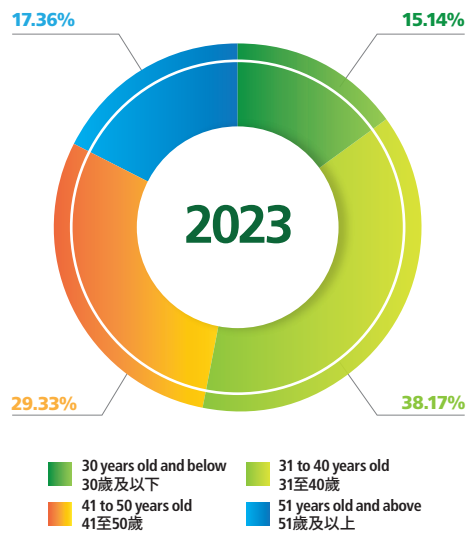
The Group will continuously improve its turnover rate by age group and gender.

本集團將繼續努力改善各年齡組別及性別的流失率。

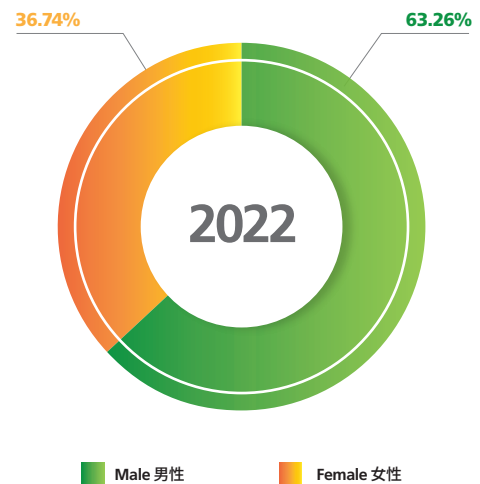
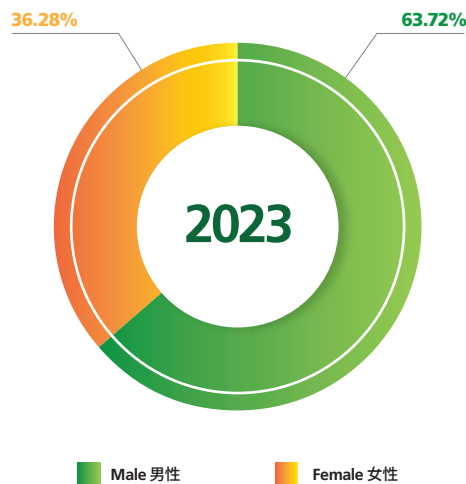
The Group recognises the value of mature workers for their experience, knowledge, and skills, and as of 31 December 2023, 46.70% (FY2022: 49.77%) of its employees are above 40 years old. In terms of gender diversity, 36.28% (FY2022: 36.74%) of its employees are female. Nonetheless, given the nature of its core business in mining and ore processing, the gender ratio tends to lean towards a higher percentage of male employees.

本集團重視成熟工人的價值，他們的經驗、知識及技巧十分重要。於2023年12月31日，46.70%（2022財政年度：49.77%）的僱員為40歲以上。性別多元性方面，36.28%（2022財政年度：36.74%）的僱員為女性。然而，基於核心業務性質主要為採礦及礦石洗選，性別比例傾向男性僱員佔比較高。

Total workforce by age group (%)  
按年齡組別劃分的人員總數百分比 (%)



Total workforce by gender (%)  
按性別劃分的人員總數百分比 (%)



### **Individual Development**

The Group fully recognises the importance of talent and is committed to talent development. To constantly develop employees' competency, the Group has (i) developed and implemented the *Human Resources Management Measures\**; (ii) set up a career advancement system; (iii) built a diversified workforce; and (iv) established a system to nurture, select and manage talents based on the responsibilities and requirements for a particular position. Relevant measures taken by the Group include:

- **Promotion Path**  
The Group ensures that employees at all levels have access to equal career opportunities and transparent paths for advancement, empowering them to achieve their professional aspirations. For example, Aba Mining developed the *Rewards and Punishments Measures for Employees of Aba Mining\** to motivate employees and *Aba Mining Administrative Measures on Talents Selection and Training\**, which defines a clear set of roles, responsibilities and accountabilities for all employees. The Group also maintains clear selection criteria and guidance for career progression to facilitate employees' development of specific skill sets.
- **Training**  
The Group attaches great importance to the improvement of employees' core competencies. In response to job needs and staff requirements, the Group adopted the *Administrative Measures for Training\** and developed a variety of training programmes. These programmes include internal and external training, such as practical field training and technical workshops, which enable employees to acquire necessary knowledge and skills.

The Group recognises that employees at different positions have different needs. Accordingly, the Group organises different training lessons to cater to the needs of employees via different training platforms such as in-person training, online training, self-studies, secondments and site visits.

### **個人發展**

本集團深知人才彌足珍貴，致力於提供人才發展計劃。為不斷提升僱員實力，本集團已(i)制訂及實施《人力資源管理辦法》；(ii)建立事業晉升制度；(iii)組建多元化的人員團隊；及(iv)設立按照特定崗位的責任及要求培育、篩選及管理人才的制度。本集團已採取的相關措施包括：

- **晉升路徑**  
本集團確保各級僱員均享有公平的事業機會和透明的晉升路徑，讓僱員能夠實踐事業目標。例如，阿壩礦業亦為激勵員工制定《阿壩礦業有限公司員工獎懲管理辦法》及《阿壩礦業後備人才選拔培養管理辦法》，為全體僱員界定一套清晰的角色、責任及問責體系。此外，本集團訂有甄選標準和事業發展指引，以便僱員發展個別專業技能。
- **培訓**  
本集團非常注重提升僱員的核心技能。為滿足職務及員工需要，本集團已採納《培訓管理辦法》，打造多元的培訓項目。有關項目包括在職實習培訓及技能工作坊等內外職業培訓，讓僱員可獲得必要的知識和技能。

本集團深明不同崗位僱員各有不同需要。因此，本集團利用面對面培訓、線上培訓、自學、借調及實地考察等不同培訓平台，組織符合不同僱員需要的培訓課程。

As different positions have varying needs, the Group offers a range of training options to cater to these needs. These include in-person training, online training, self-study, secondments, and site visits. For middle and senior management, effective communication is essential for information sharing and cooperation. To facilitate this, the Group regularly arranges various types of training such as in the areas of skill, safety, and corporate culture.

Safety and professional skill sets are crucial for workers working at the production line. The Group conducts regular training on safety, technique, technological process and corporate culture. To ensure the effectiveness of the training programme in the long-term, the Group implemented a recording system for training attended by each employee and reviews are conducted monthly.

For new employees, induction training is organised to familiarise them with the Group's corporate culture, history, latest operating status and development.

During the Reporting Period, the Group spent approximately RMB112,297 (FY2022: RMB116,518) on annual training.

由於不同崗位有不同的需要，故本集團提供一系列培訓選項以照顧各種需要。當中包括專人培訓、線上培訓、自我進修、借調及實地考察。至於中高級管理層，有效溝通對於資訊同步及協作極為重要。為促進中高級管理人員溝通，本集團定期安排不同類別的培訓，例如技能、安全及企業文化範疇的培訓。

安全及專業技能對在生產線工作的工人至關重要。本集團定期提供關於安全、技術、科技工序以及企業文化的培訓。為確保培訓計劃的長遠效能，本集團記錄每一名僱員參與的培訓，並每月檢討。

至於新入職僱員，本集團安排入職培訓，幫助履新僱員了解本集團的企業文化、歷史、最新營運情況及發展。

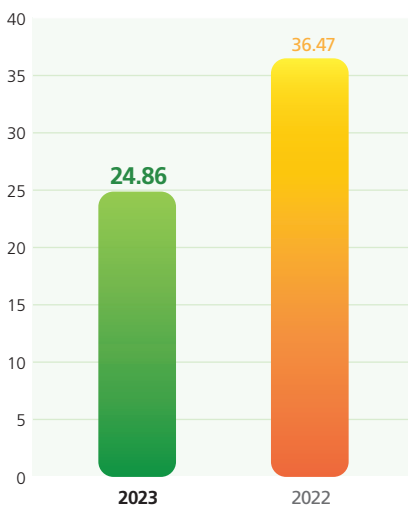
於報告期內，本集團投放於年度培訓的開支約為人民幣112,297元（2022財政年度：人民幣116,518元）。



During the Reporting Period, 100% (FY2022: 100%) of our employees received training. The distribution of the average training hours per relevant employee by position and gender are as follows:

於報告期內，我們全部（2022財政年度：全部）僱員均已接受培訓。按職位及性別劃分的每名相關僱員平均培訓時數分佈如下：

Average training hours per relevant employee (hours)  
每名相關僱員平均培訓時數 (小時)



Average training hours completed per relevant employee by position (hours)  
按職位劃分的每名相關僱員平均已完成培訓時數 (小時)



Average training hours completed per relevant employee by gender (hours)  
按性別劃分的每名相關僱員平均已完成培訓時數 (小時)



Notes:

- (1) Figure of general staff and female in FY2022 has been adjusted and restated.
- (2) The decrease in average training hours per relevant employee is mainly due to a temporary disruption of operations due to mudslides and flash floods in Aba Prefecture, Sichuan Province, and increase in headcounts within the facility management segment, predominantly in administrative and support roles that require fewer training hours.

附註：

- (1) 2022財政年度的一般員工及女性數字已經調整及重列。
- (2) 每名相關僱員平均培訓時數減少主要是由於四川省阿壩州發生山洪泥石流暫時干擾礦場營運，以及設施管理分部的人數增加，而增加的人數以較少培訓時數要求的行政管理及支援角色人員為主。

<b>Target for FY2023</b> <b>2023財政年度目標</b>	<b>Performance in FY2023</b> <b>2023財政年度績效</b>	<b>Target for FY2024</b> <b>2024財政年度目標</b>
<ul style="list-style-type: none"> <li>• Move towards a more balanced set of diversity ratios or maintain existing age and gender diversity ratios</li> <li>• 實現更為平衡的多元化比例或維持現有年齡及性別多元化比例</li> <li>• Maintain or increase the average training hours completed per employee</li> <li>• 維持或提高每名僱員平均已完成培訓時數</li> </ul>	<ul style="list-style-type: none"> <li>• No material changes in diversity ratios</li> <li>• 多元化比例並無重大變化</li> <li>• Average training hours per relevant employee decreased to 24.86 hours, which is mainly due to a temporary disruption of operations due to mudslides and flash floods in Aba Prefecture, Sichuan Province, and increase in headcounts within the facility management segment, predominantly in administrative and support roles that require fewer training hours</li> <li>• 每名相關僱員平均培訓時數減少至24.86小時，主要是由於四川省阿壩州發生山洪泥石流暫時干擾營運，以及設施管理分部的人數增加，而增加的人數以較少培訓時數要求的行政管理及支援角色人員為主</li> </ul>	<ul style="list-style-type: none"> <li>• Move towards a more balanced set of diversity ratios or maintain existing age and gender diversity ratios</li> <li>• 實現更為平衡的多元化比例或維持現有年齡及性別多元化比例</li> <li>• Maintain an average training hours of 21 hours per employee</li> <li>• 將每名僱員平均培訓時數維持於21小時</li> </ul>

## OPERATIONAL PRACTICE

The Group upholds the principle of "Integrity Comes First" and strictly prohibits any illegal activities such as corruption, bribery, and commercial fraud. In line with this, the Group strives to establish a supply chain that adheres to best market practices in procurement and supplier management. With a focus on achieving corporate sustainability, the Group is dedicated to producing and delivering quality products and services. To this end, the Group has implemented rigorous product quality inspection procedures and maintains effective communication channels with both suppliers and customers.

### Product Liability Management

The Group attaches importance to the quality of production and service and strictly implements product quality management measures in accordance with the relevant national laws and regulations and industry standards.

## 營運慣例

本集團恪守「誠信為先」的理念，嚴禁貪污、賄賂及商業詐騙等不法行。為此，本集團致力建立在採購及供應商管理方面緊守市場最佳常規的供應鏈。針對可持續企業發展，本集團致力生產並提供優質產品及服務。就此，本集團嚴格執行產品質量檢定程序及維持良好的供應商及客戶溝通機制。

### 產品責任管理

本集團十分注重產品及服務的質量，並按照相關國家法律法規及行業標準嚴格實行產品質量管理措施。

To strengthen quality control and stabilise and improve product quality, the Group strictly follows the *Factory Selection Assessment Methods\** which sets out the quality targets as below:

- grading of Fe in magnetite fine iron concentrate to exceed 64.5%;
- grading of Fe in magnetite high purity iron concentrate to exceed 71.5%; and
- no less than 50% of magnetite iron concentrate particles of-200 mesh.

To maintain and improve product quality, the Group established quality management procedures that outline the responsibilities of managers and employees. Each production unit is required to establish an annual "Enterprise Quality File"\*, which includes quality targets, frequency, and scope of quality inspections.

In addition, quality checks on a sampling basis are conducted by quality control personnel according to the GB/T 10322.1-2014 *Iron Ore – Sampling and Sample Preparation Methods* and any issues identified are promptly addressed by relevant departments.

The Group also developed the *Measures on Dispute Treatment of Product Quality\**, which outlines the level of price adjustments for sub-standard products due to reasons such as appearance and chemical composition.

As the Group operates in the upper stream of the related supply chain and does not supply products directly to end users, it has no product liability concerns such as advertising, labelling, customer privacy, and health or safety matters related to product consumption (FY2022: none).

為加強質量監控以及穩定和提升產品質量，本集團嚴格遵守《選廠考核辦法》，當中載列以下質量目標：

- 磁鐵礦精粉鐵品位高於64.5%；
- 磁鐵礦高純鐵精粉鐵品位高於71.5%；及
- -200目粒度磁鐵礦精粉顆粒不少於50%。

為穩定及改善產品質量，本集團已制訂質量管理程序，詳列專責經理及僱員的責任。各生產單位須建立年度「企業質量檔案」，載列質量審查目標、頻率及範圍。

此外，質量管理人員根據GB/T 10322.1-2014《鐵礦石取樣和製樣方法》進行取樣質量檢測，而識別出的問題須由相關部門從速處理。

本集團亦已制定《產品質量異議處理管理辦法》，當中明確基於外觀及化學成份等理由作出的標準以下產品價格調整水平。

由於本集團處於相關供應鏈的上游，並非向最終用戶直接供應產品，故並無出現廣告、標籤、客戶私隱及使用產品相關健康或安全事項等方面的產品責任問題（2022財政年度：無）。

Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>• Ensure no health and safety matters has arisen during consumption</li> <li>• 確保無耗用產品的健康及安全問題</li> </ul>	<ul style="list-style-type: none"> <li>• No health and safety matters reported arising from the use of products</li> <li>• 並無耗用產品的健康及安全問題報告</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure no health and safety matters has arisen during consumption</li> <li>• 確保無耗用產品的健康及安全問題</li> </ul>

## Anti-Corruption

The Group adopts a zero-tolerance approach against any form of bribery, extortion, fraud and money laundering, and prohibits the use of powers and positions in the Company, customers, suppliers and other third parties in pursuit of private interests. The Group strictly abides by the *Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong)* and *Ordinance on Disciplinary Sanctions in the Communist Party of China*.

Under the guidance of relevant laws, regulations and the *Toolkit on Directors' Ethics* issued by the Hong Kong Independent Commission Against Corruption (ICAC), the Group's compliance department has developed a series of policies and management measures, including the *Administrative Measures of Aba Mining on Staff Rewards and Punishments\** and the *Administrative Measures of China VTM Mining on Staff Rewards and Punishments\**, to prevent fraudulent or unethical behavior.

The Group implemented a series of measures to strengthen compliance management and is committed to maintain a corruption-free environment. Such measures include:

- establishing a code of ethics on dealing with conflict of interests;
- maintaining an *Employee Performance Handbook\** which covers principles against unfair competition and to increase the awareness of anti-corruption procedures and the self-discipline of employees. Upon signing the labour contract with the Group, each employee is required to make a declaration to abide by the rules set out in the *Employee Performance Handbook\** to guard against corruption; and
- organising anti-corruption training and educational activities.

## 反貪污

本集團對任何形式的賄賂、敲詐、欺詐及洗錢活動均採取零容忍政策，禁止使用職權於本公司、客戶、供應商及其他第三方謀取私利。本集團嚴格遵守香港法例第201章《防止賄賂條例》及《中國共產黨紀律處分條例》。

本集團合規部以相關法律法規及香港廉政公署（「ICAC」）的《董事誠信實務指南》為行事指引，並已制訂一系列政策及管理措施，例如《阿壩礦業公司員工獎懲管理辦法》和《中國鐵鈦獎懲管理辦法》，以防範欺詐或不道德行為。

本集團推行一系列措施加強合規管理，致力維持不涉貪的環境。有關措施包括：

- 建立處理利益衝突的操守守則；
- 制定《員工行為手冊》，載列反對不公平競爭的原則，以提高僱員的反貪程序及律己意識。各僱員與本集團簽署勞動合同時須聲明服從《員工行為手冊》所列的防止貪污規則；及
- 籌辦反貪污培訓以及教育活動。

Meanwhile, the Group assigned certain employees to be responsible for anti-corruption measures and set up a whistleblowing channel for all stakeholders, including employees, suppliers, and customers. The channel comprises a telephone hotline and email account. Under this reporting mechanism, the identity of the complainant is kept confidential and protected from reprisals.

In addition, Aba Mining issues clean and honest administration declarations to suppliers for their acknowledgment. The Group also conducted corporate governance and anti-corruption training for the Directors during the Reporting Period.

During the Reporting Period, there are no major breaches of conduct by the employees of the Group and no legal cases regarding corrupt practices (FY2022: none).

同時，本集團已指派專門執行反貪污措施的人員並制定機制，為全體持份者（包括僱員、供應商及客戶）設立舉報渠道，有關渠道包括電話熱線及電郵地址。有關舉報機制將舉報人的身份保密，防止報復行為。

此外，阿壩礦業已向供應商發出廉潔誠信管理建設卡，並要求簽署以表確認。於報告期內，本集團亦為其董事提供企業管治及反貪污培訓。

於報告期內，本集團並無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件（2022財政年度：無）。

Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>Ensure no major breach of conduct by the employees and no legal case regarding corrupt practices</li> <li>確保無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件</li> </ul>	<ul style="list-style-type: none"> <li>No major breach of conduct by the employees and no legal case regarding corrupt practices</li> <li>並無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件</li> </ul>	<ul style="list-style-type: none"> <li>Ensure no major breach of conduct by the employees and no legal case regarding corrupt practices</li> <li>確保無僱員嚴重違反操守，亦無涉及因貪污而引發的法律案件</li> </ul>

## Supply Chain Management

In order to achieve long-term sustainability, it is essential for a company to maintain a sustainable supply chain. The Group recognises the significance of a fair and transparent procurement system and places great importance on developing strong relationships with its suppliers.

The Group continually reviews and enhances its procurement and supplier management policies, with a focus on key areas such as procurement methods and supplier evaluation processes. To this end, Aba Mining has developed several measures, including the *Aba Mining Customer Relationship Management Measures\**, *Aba Mining Invitation and Bid Management Measures\** and *Aba Mining Co., Ltd. Procurement Management Measures\**.

## 供應鏈管理

為達至長遠的可持續發展，企業必須建立可持續的供應鏈。本集團深知公平而透明的採購制度有其重要性，並極為重視與其供應商建立穩固關係。

本集團持續檢討及增強其採購及供應商管理政策，聚焦於採購方法及供應商評價程序等重點範圍。為此，阿壩礦業實行了多項措施，包括《阿壩礦業客戶關係管理辦法》、《阿壩礦業招議標管理辦法》及《阿壩礦業有限公司採購管理辦法》。

As part of its policy requirements, the Group requires its suppliers to undergo a comprehensive assessment based on various criteria such as track record, credentials, productivity, product quality, service capabilities, and reputation. The assessment also takes into account environmental and social risks, in line with the Group's commitment to sustainability.

The Group invites representatives from various departments with relevant domain knowledge to evaluate suppliers' performance every year. The Group updates the list of qualified suppliers based on the evaluation results. During the Reporting Period, there were 90 (FY2022: 81) qualified suppliers and all suppliers (FY2022: 100%) were evaluated based on the assessment criteria. The qualified suppliers during the Reporting Period were all based in the PRC (FY2022: 100%).

作為政策規定，本集團要求供應商按照往績、資歷、生產力、產品質量、服務能力及信譽等標準進行全面評估。有關評估亦會考慮環境及社會風險，並符合本集團對可持續發展的承諾。

本集團每年邀請各部門的相關專家代表評價供應商的表現。本集團根據評價結果更新合資格供應商名單。於報告期內，合資格供應商總數為90名（2022財政年度：81名），全部（2022財政年度：全部）均已根據評核標準接受評價。於報告期內，合資格供應商全部（2022財政年度：全部）以中國為基地。

Target for FY2023 2023財政年度目標	Performance in FY2023 2023財政年度績效	Target for FY2024 2024財政年度目標
<ul style="list-style-type: none"> <li>Maintain or increase the percentage of suppliers evaluated</li> <li>維持或提高接受評價的供應商百分比</li> </ul>	<ul style="list-style-type: none"> <li>100% of suppliers are evaluated</li> <li>全部供應商均已接受評價</li> </ul>	<ul style="list-style-type: none"> <li>Maintain or increase the percentage of suppliers evaluated</li> <li>維持或提高接受評價的供應商百分比</li> </ul>

## COMMUNITY

### Community Development

The Group has made a commitment to positively impact poverty reduction within the communities in which it operates. Many of the Group's mines are located in areas of poverty within the PRC, where minority groups reside. The Group regularly engages with these local communities to better understand their needs and implements targeted measures to reduce poverty. These measures include creating job and business opportunities for local residents and encouraging employees to participate in volunteer activities.

## 社區

### 社區發展

本集團竭力支持業務所在社區的減貧工作。本集團大部分礦場位於中國貧困地區，當中有少數群體居住。本集團定期與該等社區接觸，從而更好地了解彼等的需要，採取針對性措施減貧。該等措施包括為當地居民創造就業機會及商機，以及鼓勵僱員參與志願活動。

During the Reporting Period, the Group outsourced several engineering projects<sup>#</sup> to the Xinqiao Village Committee, aimed at fostering relationships among surrounding villages and enterprises and developing the local community, as well as made cash donation to a resident of Xinqiao Village who is diagnosed with a chronic disease that requires significant surgery and treatment fees. By the end of FY2023, the Group invested approximately RMB90,400 (FY2022: RMB517,068) and 350 hours (FY2022: 380 hours) in community development.

於報告期內，本集團將若干工程項目<sup>#</sup>外發予新橋村村委會，促進與週邊村莊和企業的關係，推動當地社區發展，以及向一名確診慢性病而需要龐大手術及治療費用的新橋鎮居民捐贈現金。截至2023財政年度年底，本集團已投資約人民幣90,400元（2022財政年度：人民幣517,068元）及350小時（2022財政年度：380小時）於社區發展。

<b>Target for FY2023</b> 2023財政年度目標	<b>Performance in FY2023</b> 2023財政年度績效	<b>Target for FY2024</b> 2024財政年度目標
<ul style="list-style-type: none"> <li>Continue to invest in community development</li> <li>繼續投資於社區發展</li> </ul>	<ul style="list-style-type: none"> <li>The Group has proactively contributed resources and outsourced numerous engineering projects to the local community, reflecting our commitment to fostering economic growth and development within the local community</li> <li>本集團積極主動地貢獻資源並將若干工程項目外發予地方社區，反映我們致力推動地方社區的經濟增長及發展</li> </ul>	<ul style="list-style-type: none"> <li>Continue to invest in community development</li> <li>繼續投資於社區發展</li> </ul>

<sup>#</sup> Engineering projects include excavator, loader and truck rental, temporary labour, construction and maintenance of sporadic infrastructure projects.

<sup>#</sup> 工程項目包括挖掘機、搬土機及卡車租賃、臨時勞工、偶爾的基建項目建設及保養。



## SUPPORTING THE UN SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its core are the 17 SDGs, which form an urgent call for action by all countries – developed and developing – in a global partnership. The Group believes that everyone plays a vital role in advancing sustainable development. To align the Group’s business objectives with the SDGs, it has identified several SDGs that it can contribute to through its business practices, products, and services. The SDGs that the Group focuses on and the related ESG issues are as follows:

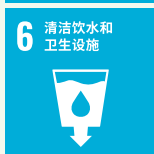
## 支持聯合國可持續發展目標

聯合國全體成員國於2015年採納的2030年可持續發展議程為人類和地球現在以至未來的和平及繁榮勾劃出共同的藍圖。其核心為17項可持續發展目標，急切呼籲各國（不論是已發展或發展中國家）採取行動，達成全球合作。本集團相信，每一個人在推進可持續發展方面均擔當重要角色。為使本集團的業務目標與可持續發展目標一致，本集團已識別出多項可持續發展目標，可透過本集團的業務經營方式、產品及服務作出貢獻。本集團重點關注的可持續發展目標及其相關ESG議題如下：

SDG 可持續發展目標		ESG issue & the Group’s efforts ESG議題及本集團的行動
 	<p>End poverty in all its forms everywhere 在全世界消除一切形式的貧困</p>	<p><b>Community Development</b> <b>社區發展</b></p> <p>We are dedicated to making a positive impact on poverty alleviation by creating job opportunities, encouraging our employees to volunteer, and making donations to the communities in areas which it operates in. 我們致力透過創造就業機會、鼓勵僱員參與志願工作以及為我們業務所在地區的社區捐獻，為扶貧作出貢獻。</p>
 	<p>Ensure healthy lives and promote well-being for all at all ages 確保健康的生活方式，促進各年齡段人群的福祉</p>	<p><b>Occupational Health and Safety in Production</b> <b>職業健康與生產安全</b></p> <p>We have implemented a safety management system and put in place various safety measures to prevent avoidable accidents and ensure the well-being and safety of our workers. 我們已落實安全管理系統，並實施各種安全措施，避免發生可避免的意外，確保我們工人的健康與安全。</p>
		<p><b>Caring for Employee</b> <b>關愛僱員</b></p> <p>We value employees’ opinions in improving management systems, measures, and benefits, while also prioritising work-life balance. 我們重視僱員有關改善管理系統、措施及福利的意見，同時亦以工作與生活的平衡為先。</p>

**SDG**  
可持續發展目標

**ESG issue & the Group's efforts**  
ESG議題及本集團的行動



Ensure availability and sustainable management of water and sanitation for all  
為所有人提供水和環境衛生並對其進行可持續管理

**Water Management**  
水管理

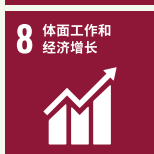
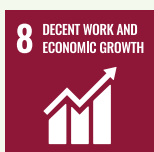
We continuously adopt measures and conduct inspections to reduce water consumption in our production and operations.  
我們一直採取措施及進行檢查，減少生產及營運用水。



Ensure access to affordable, reliable, sustainable, and modern energy for all  
確保人人獲得負擔得起的、可靠和可持續的現代能源

**Energy Conservation and Pollution Emissions Reduction**  
節約能源及減少污染物排放

We focus on optimisation of the energy management system and usage of clean energy to reduce energy consumption and emissions.  
我們專注於優化能源管理系統及使用清潔能源，以減少能耗及排放。



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all  
促進持久、包容和可持續經濟增長，促進充分的生產性就業和人人獲得體面工作

**Supply Chain Management**  
供應鏈管理

We continuously maintain a long-term relationship with suppliers and assess suppliers to ensure product quality and sustainable supply chain development.  
我們一直與供應商維持長期關係，並對供應商進行評估，從而確保產品質量及供應鏈的可持續發展。

**SDG**  
可持續發展目標

**ESG issue & the Group's efforts**  
ESG議題及本集團的行動



Reduce inequality within and among countries  
減少國家內部和國家之間的不平等

**Employee and Hiring**  
僱員及聘用

We build a working environment where employees can enjoy equal opportunities regardless of age, gender, race or religion.  
我們營造一個僱員能夠享有平等機會的工作環境，不受年齡、性別、種族或宗教因素影響。



Ensure sustainable consumption and production patterns  
採用可持續的消費和生產模式

**Waste Management**  
廢棄物管理

We emphasise recycling, reusing, and responsible disposal of waste to reduce the footprint on the environmental damage that arises from mining activities.  
我們着重回收、重用及負責任的廢棄物處置方式，以減少在開採活動造成的環境損害的足印。



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

**Ecological Protection**  
生態保護

We implement environment treatment and land reclamation projects and invest in rejuvenating the mining area to create a more stable and sustainable ecosystem.



保護、恢復和促進可持續利用陸地生態系統，可持續管理森林，防治荒漠化，制止和扭轉土地退化，遏制生物多樣性的喪失

我們推行環境處理及土地復墾項目，並投資恢復礦區，從而創造更為穩定及可持續的生態系統。

## SDG

### 可持續發展目標



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels  
創建和平、包容的社會以促進可持續發展，讓所有人都能訴諸司法，在各級建立有效、負責和包容的機構

## ESG issue & the Group's efforts

### ESG議題及本集團的行動

#### Product Liability Management

##### 產品責任管理

We emphasise on improving and maintaining the quality of our products and implements product quality management measures to comply with relevant national laws, regulations and industry standards to maintain the continued success of our business and promotes effective and accountable institutions.

我們重視改善及維持產品質量，並實施產品質量管理措施以符合相關國家法律、法規以及行業標準，從而維持業務成功，同時提倡有效率、負責任的機構。

#### Anti-corruption

##### 反貪污

We adopt a zero-tolerance approach to corruption through various practices that ensure transparency and integrity of our business.

我們對貪污採取零容忍方針，採取不同慣例，確保我們業務的透明度及誠信。

## SUPPORTING THE TCFD

The Group is aware of the global impacts of climate change and recognise the importance of supporting the combating of climate change. The Group has started its TCFD journey and made selected climate-related disclosures recommended by the TCFD as follows:

### Governance

The Board oversees the management of ESG strategy and performance of the Group, including climate-related risks and opportunities, and integrate ESG strategy and risk management in its commercial objectives. The Board established an ESG Working Group, supported by an ESG Executive Team, to implement sustainability practices.

The ESG Working Group, which is led by the chief executive officer and supported by the executive director cum head of legal and compliance department, regularly updates the Board on ESG matters and is responsible for the development of ESG strategy, management and monitoring of the Group's ESG issues. The ESG Working Group collaborates with the ESG Executive Team, comprising senior managers and department heads, to ensure that ESG considerations are embedded in the Group's daily operations.

### Strategy

The Group is aware of the impacts that climate-related risks and opportunities may have on its operations. The climate-related risks and opportunities identified by the Group during the enterprise risk management exercise includes the following:

- **Increase severity of extreme weather** – Adverse changes in climate patterns such as extreme weather events (such as floods and droughts) may disrupt the Group's operations. Conversely, this risk presented an opportunity for the Group to review and assess its value chain to source for environmentally friendly products and energy source.

## 支持TCFD

本集團意識到氣候變化對全球的影響，並認識到支援應對氣候變化的重要性。本集團已經開始其TCFD之旅，並根據TCFD的建議作出以下選定的氣候相關披露：

### 管治

董事會監督本集團的ESG戰略和績效管理，包括與氣候相關的風險及機遇，並將ESG戰略和及風險管理納入其商業目標。董事會已成立一個ESG工作小組，在ESG執行團隊的支持下，實施可持續發展常規。

ESG工作小組由首席執行官帶領，並由執行董事連同法律合規部門主管支援，定期就ESG事宜向董事會提供最新資料，以及負責制定ESG策略、管理及監察本集團的ESG議題。ESG工作小組與ESG執行團隊合作，成員包括高級經理及部門主管，確保本集團的日常運作考慮ESG事宜。

### 戰略

本集團意識到氣候相關風險及機遇可能對其運營產生的影響。本集團在企業風險管理活動中識別的氣候相關風險及機遇包括以下各項：

- **極端天氣加劇**—極端天氣事件(例如水災及旱災)等不利氣候模式轉變可能會干擾本集團的運營。另一方面，此風險亦為本集團提供機會，藉此審視及評估其價值鏈，以採購環保產品及能源。

- **Mandates on and regulations of existing products and services** – The Group may be subjected to extensive and increasingly stringent safety and environmental protection laws and regulations in the PRC, such as: (i) imposition of fees for the discharge of waste substances, (ii) application of carbon pricing for GHG emissions; (ii) requirement for the establishment of reserves for reclamation and rehabilitation, and (iii) imposition of fines for serious environmental offences, closure of any facilities imposed by the PRC government, at its discretion, for failure to comply with orders to correct or stop operations that have caused environmental damage.

Failure to comply with relevant laws and regulations may lead to adverse impacts on the Group's reputation and financial performance. On the other hand, it also creates opportunities by raising climate awareness amongst its employees. With more defined job responsibilities and training, the Group will be in a better position to use environmental resources responsibly and meet the rising needs and expectations of regulators on the environment; and

- **Enhanced emissions-reporting obligations** – With rising concerns over the effects of climate change, key stakeholders such as the regulators and shareholders are requiring the disclosure of climate-related information. Failure to comply with enhanced emissions reporting obligations may lead to adverse impacts on the Group's reputation and financial performance. On the other hand, it creates opportunities by raising climate awareness amongst its employees. With more defined job responsibilities and training, the Group will be in a better position to use energy resources responsibly and meet the rising needs and expectations of regulators and its shareholders on the environment.

The Group is currently looking into conducting climate-related scenario analysis consistent with the TCFD's recommendations, wherever possible, using commonly agreed sector/subsector scenarios and time horizons, to anticipate and manage climate change impacts. It strives to minimise the climate risks associated with its business and will seize opportunities in an effective manner such as expanding collaboration and partnership with key stakeholders to innovate and develop low carbon goods and services for the market.

- **對現有產品及服務的要求及規範**—本集團可能須遵守中國廣泛且日益嚴格的安全及環境保護法律法規，例如(i)對排放廢棄物物質徵收費用，(ii)對溫室氣體排放實行碳定價，(ii)要求建立復墾和恢復儲備金，及(iii)就不遵守修正命令或暫停導致環境損害的營運，中國政府可酌情對嚴重的環境違法行為處以罰款，或關閉任何設施。

不遵守相關法律法規可能會對本集團的聲譽及財務業績造成不利影響。另一方面，此亦為提高僱員的氣候意識的契機。通過更加明確的職責及培訓，本集團將能更好地以負責任的方式使用環境資源，滿足監管機構對環境日益提高的需求及期望；及

- **排放報告義務收緊**—隨着對氣候變化影響的關注日深，監管機構及股東等主要持份者正要求披露與氣候相關的資料。不遵守經收緊的排放報告義務可能會對本集團的聲譽及財務業績造成不利影響。另一方面，此亦為提高僱員的氣候意識的契機。通過更加明確的職責及培訓，本集團將能更好地以負責任的方式使用環境資源，滿足監管機構及其股東對環境日益提高的需求及期望。

本集團現正研究按照與TCFD建議（在可能情況下）一致的方式，使用公認領域／分領域情景及時間維度進行與氣候相關情景分析，以預測及管理氣候變化的影響。本集團致力盡量減低與其業務相關的氣候風險，並將透過擴大與主要持份者的合作和夥伴關係等有效方式抓住機會，為市場創新及開發低碳貨品及服務。

## Risk Management

The Group acknowledges that maintaining a sound system of climate-related risk management is imperative to safeguarding the interests of the Group and foster trust with its stakeholders. To keep abreast of any changes in existing regulatory requirements and maintain good corporate governance, it proactively identifies any major climate-related risks relevant to its business, as well as reviewing key climate-related performance indicators regularly.

Climate-related risks and opportunities are integrated in the Group's ERM framework whereby potential climate-related risks are identified, assessed, monitored and managed. Under the framework, business units and functions are responsible for identifying and documenting their relevant climate-related risk exposures that might hinder their progress towards contributing to the Group's business objectives. Climate-related risks and opportunities are reviewed and updated during the enterprise risk management exercise and are subsequently presented to the Audit Committee along with the other key enterprise-wide risks. Climate-related risks are also monitored based on the trend of climate-related performance indicators.

## Metrics and Targets

The Group tracks, measures and reports on its environmental performance, including energy, GHG emissions, water and waste management and disclose related metrics in its ESG Reports. Monitoring and reporting these metrics help the Group in identifying areas with key climate-related risks and enabling it to be more targeted in its efforts.

To support the climate change agenda, the Group set climate-related targets such as those related to energy and GHG emissions.

## 風險管理

本集團深知對於保障本集團利益及建立其持份者的信任，維持健全的氣候相關風險管理系統必不可少。為緊貼現有監管要求的任何變動及維持良好的企業管治，本集團積極主動地識別與業務相關的任何重大氣候相關風險，並定期檢視關鍵氣候相關績效指標。

氣候相關風險及機遇於本集團的企業風險管理框架結合，藉此識別、評估、監察及管理潛在氣候相關風險。根據該框架，各業務單位及職能部門負責識別及記錄可能阻礙其實現本集團業務目標的有關氣候相關風險。氣候相關風險及機遇在企業風險管理活動中進行檢討及更新，隨後連同其他關鍵全企業風險提交審核委員會。氣候相關風險亦根據氣候相關績效指標的趨勢進行監察。

## 指標及目標

本集團追蹤、計量及報告其環境績效，包括能源、溫室氣體排放、水及廢棄物管理，並在其 ESG 報告中披露相關指標。監察及報告此等指標有助本集團識別存在主要氣候相關風險的範疇，使本集團能採取更加針對性的工作。

為支持氣候變化議程，本集團已制定氣候相關目標，例如與能源及溫室氣體排放相關的目標。

## GLOSSARY

## 詞彙

“2023 Annual Report” or “AR23” 「2023年年報」	指	the annual report of the Company for the financial year ended 31 December 2023 本公司截至2023年12月31日止財政年度的年報
“Aba Mining” 「阿壩礦業」	指	Aba Mining Co., Ltd.*, a limited liability company established in the PRC on 27 February 2004 and an indirect wholly-owned subsidiary of the Company 阿壩礦業有限公司，一間於2004年2月27日在中國成立的有限責任公司，為本公司的間接全資子公司
“Aba Prefecture” 「阿壩州」	指	Aba Tibetan and Qiang Autonomous Prefecture 阿壩藏族羌族自治州
“Board” 「董事會」	指	the board of Directors 董事會
“China”, “Mainland China” or “PRC” 「中國」或「中國內地」	指	the People’s Republic of China excluding, for the purpose of this report, Hong Kong, the Macau Special Administrative Region of the PRC and Taiwan 中華人民共和國，就本報告而言，不包括香港、中國澳門特別行政區及台灣
“Company”, “our”, or “we” 「本公司」或「我們」	指	China Vanadium Titano-Magnetite Mining Company Limited, a limited liability company incorporated in the Cayman Islands on 28 April 2008 中國釩鈦磁鐵礦業有限公司，一間於2008年4月28日在開曼群島註冊成立的有限公司
“CSR” 「CSR」	指	Corporate social responsibility 企業社會責任
“Director(s)” 「董事」	指	director(s) of the Company or any one of them 本公司任何一名或多名董事
“ESG” 「ESG」	指	Environmental, Social and Governance 環境、社會及管治
“ESG Report” 「ESG報告」	指	Environmental, Social and Governance report 環境、社會及管治報告
“ESG Reporting Guide” 「ESG報告指引」	指	Environmental, Social and Governance Reporting Guide (set out in Appendix C2 of the Listing Rules) 《上市規則》附錄C2所載的《環境、社會及管治報告指引》



“Fe” 「Fe」	指	chemical symbol of iron element 鐵元素的化學符號
“FY2022” 「2022財政年度」	指	financial year ended and/or as at 31 December 2022, as applicable 截至2022年12月31日止財政年度及／或於2022年12月31日（如適用）
“FY2023” 「2023財政年度」	指	financial year ended and/or as at 31 December 2023, as applicable 截至2023年12月31日止財政年度及／或於2023年12月31日（如適用）
“FY2024” 「2024財政年度」	指	financial year ended and/or as at 31 December 2024, as applicable 截至2024年12月31日止財政年度及／或於2024年12月31日（如適用）
“GHG emissions” 「溫室氣體排放」	指	a gas in an atmosphere absorbs and emits radiation within the thermal infrared range. This process is the fundamental cause of the greenhouse effect. The primary greenhouse gases in the earth’s atmosphere are water vapour, carbon dioxide, methane, nitrous oxide, and ozone 大氣層中吸收並散發紅外線輻射的氣體，此吸收及散發過程乃溫室效應的根本原因。地球大氣層中的主要溫室氣體為水蒸氣、二氧化碳、甲烷、氧化亞氮及臭氧
“GRI” 「GRI」	指	Global Reporting Initiative 全球報告倡議組織
“GRI Standards” 「GRI標準」	指	GRI Sustainability Reporting Standards GRI的《可持續發展報告準則》
“Group” 「本集團」	指	the Company and its subsidiaries 本公司及其子公司
“gypsum” 「石膏」	指	a soft hydrous sulfate mineral with the chemical formula $\text{CaSO}_4 \cdot 2\text{H}_2\text{O}$ 一種軟質含水硫酸鹽礦物，化學式為 $\text{CaSO}_4 \cdot 2\text{H}_2\text{O}$
“High-Fe Mining Operations” 「高鐵品位礦場業務」	指	refers to operations of sale of self-produced high-grade iron concentrates within the range of 65% TFe to 72% TFe 銷售TFe含量介乎65%至72%的自產高品位鐵精礦的業務
“Hong Kong” 「香港」	指	the Hong Kong Special Administrative Region of the PRC 中國香港特別行政區
“Hong Kong Stock Exchange” 「香港聯交所」	指	The Stock Exchange of Hong Kong Limited 香港聯合交易所有限公司

“iron”		a silvery-white, lustrous, malleable, ductile, magnetic or magnetisable, metallic element occurring abundantly in combined forms, notably in hematite, limonite, magnetite, and taconite, and used alloyed in a wide range of important structural materials
「鐵」	指	一種銀白色的、有光澤、有韌性、可延展、有磁性或可被磁化的金屬元素，以化合物形式大量存在，主要有赤鐵礦、褐鐵礦、磁鐵礦及角岩，在許多種重要結構材料中用於合金中
“iron concentrate(s)” 「鐵精礦」	指	concentrate(s) whose main mineral content (by value) is iron 主要礦物成份 (按價值) 為鐵的精礦
“iron ore(s)” 「鐵礦石」	指	compounds of iron and oxygen (iron oxides) mixed with impurities (gangue); it is a mineral which when heated in the presence of a reductant will yield metallic iron 混合雜質 (脈石) 的鐵與氧混合物 (氧化鐵)；是一種與還原劑一起加熱時會成為金屬鐵的礦物
“kg” 「千克」	指	kilogram(s) 千克
“kL” 「千升」	指	kiloliter(s) 千公升
“kgce” 「千克標準煤」	指	kilogram of coal equivalent 千克標準煤
“Listing Rules” 「上市規則」	指	the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange 香港聯交所《證券上市規則》
“Maoling Extended Exploration Area” 「毛嶺延伸勘探區域」	指	formerly an independent exploration region with an area of 2.83 sq.km. covered under the extended exploration permit of the Maoling Mine (covering 1.9 sq.km. of the mining area of the Maoling Mine), and has been consolidated with the Yanglongshan Mine since September 2012 to form the Maoling-Yanglongshan Mine 原為毛嶺鐵礦延伸勘探許可證所覆蓋面積為2.83平方公里 (覆蓋1.9平方公里的毛嶺鐵礦採礦面積) 的獨立勘探區域，自2012年9月起與羊龍山鐵礦合併成為毛嶺—羊龍山鐵礦
“Maoling Mine” 「毛嶺鐵礦」	指	an ordinary magnetite mine located in Wenchuan County, Sichuan, with a mining area of 1.9 sq.km., which was integrated with the Yanglongshan Mine under the mining licence issued by the Department of Natural Resources of Sichuan Province on 6 May 2023 for the combined Maoling-Yanglongshan Mine 一個位於四川汶川縣的普通磁鐵礦，採礦面積為1.9平方公里，根據由四川省自然資源廳於2023年5月6日就合併毛嶺—羊龍山鐵礦發出的採礦許可證與羊龍山鐵礦整合

<p>“Maoling Processing Plant”</p> <p>「毛嶺洗選廠」</p>	<p>指</p>	<p>the ore processing plant located near the Maoling-Yanglongshan Mine and operated by Aba Mining</p> <p>位於毛嶺—羊龍山鐵礦附近的礦石洗選廠，由阿壩礦業經營</p>
<p>“Maoling-Yanglongshan Mine”</p> <p>「毛嶺—羊龍山鐵礦」</p>	<p>指</p>	<p>the combination of the Maoling Extended Exploration Area and the Yanglongshan Mine (since September 2012), as operated by Aba Mining and integrated under the mining licence issued by the Department of Natural Resources of Sichuan Province on 6 May 2023 covering a total mining area of 2.7366 sq.km.</p> <p>毛嶺延伸勘查區域與羊龍山鐵礦合併而成（自2012年9月起），由阿壩礦業經營，並根據由四川省自然資源廳於2023年5月6日發出的採礦許可證整合，覆蓋總採礦面積為2.7366平方公里</p>
<p>“mining right(s)”</p> <p>「採礦權」</p>	<p>指</p>	<p>the right(s) to mine mineral resources and obtain mineral products in areas where mining activities are licensed</p> <p>於獲發執照進行開採活動範圍內開採礦產資源及取得礦產品的權利</p>
<p>“MWh”</p> <p>「兆瓦時」</p>	<p>指</p>	<p>megawatt hour(s), a metric unit of energy measurement</p> <p>兆瓦時，能源計量的公制單位</p>
<p>“ore processing”</p> <p>「礦石洗選」</p>	<p>指</p>	<p>the process which in general refers to the extraction of usable portions of ores by using physical and chemical extraction methods</p> <p>利用物理及化學方式提取礦石中 useful 部分的廣義工序</p>
<p>“Reporting Period”</p> <p>「報告期」</p>	<p>指</p>	<p>the year ended 31 December 2023</p> <p>截至2023年12月31日止年度</p>
<p>“Reporting Scope”</p> <p>「報告範圍」</p>	<p>指</p>	<p>the High-Fe Mining Operations and trading businesses of the Group</p> <p>本集團的高品位鐵礦場業務及貿易業務</p>
<p>“RMB”</p> <p>「人民幣」</p>	<p>指</p>	<p>the lawful currency of the PRC</p> <p>中國法定貨幣</p>
<p>“Scope 1”</p> <p>「範圍1」</p>	<p>指</p>	<p>Direct GHG emissions from sources that are owned or controlled by the Group</p> <p>來自本集團擁有或控制的來源的直接溫室氣體排放量</p>
<p>“Scope 2”</p> <p>「範圍2」</p>	<p>指</p>	<p>Indirect GHG emissions from consumption of purchased electricity by the Group</p> <p>來自本集團耗用所購買電力的間接溫室氣體排放量</p>
<p>“SDGs”</p> <p>「可持續發展目標」</p>	<p>指</p>	<p>Sustainable Development Goals (also known as the Global Goals)</p> <p>可持續發展目標（又稱為全球目標）</p>

“Share(s)”		ordinary share(s) in the share capital of the Company, with a nominal value of HKD0.1 each
「股份」	指	本公司股本中的普通股，每股面值0.1港元
“Shareholder(s)”		holder(s) of the Share(s)
「股東」	指	股份持有人
“Shigou Gypsum Mine”		Shigou gypsum mine located at Hanyuan County, Ya’an City, Sichuan Province, with a mining area of 0.1228 sq.km.
「石溝石膏礦」	指	位於四川省雅安市漢源縣的石溝石膏礦，採礦面積為0.1228平方公里
“Sichuan Lingwei”		Sichuan Lingwei Property Service Co., Ltd.*, a limited liability company established in the PRC on 7 July 2021 and an indirect wholly-owned subsidiary of the Company
「四川凌威」	指	四川省凌威物業服務有限公司，一間於2021年7月7日在中國成立的有限責任公司，為本公司的間接全資子公司
“sq.km.”		square kilometres, a metric unit of area measurement
「平方公里」	指	平方公里，面積計量的公制單位
“sqm”		square metres, a metric unit of area measurement
「平方米」	指	平方米，面積計量的公制單位
“Stakeholder Survey”		questionnaires used to understand stakeholders’ concerns and receive suggestions on the Group’s ESG issues
「持份者調查」	指	用於就本集團的ESG議題了解持份者關注事項並收集意見的問卷
“Subject Area”		the ESG Reporting Guide of the Listing Rule divides ESG issues into two subjects, namely A. Environmental and B. Social
「主要範疇」	指	上市規則ESG報告指引將ESG議題劃分為兩個主題：A.環境及B.社會
“TCFD”		The Task Force on Climate-related Financial Disclosures is created by the Financial Stability Board. In 2017, TCFD released its recommendations on climate-related financial disclosures
「TCFD」	指	金融穩定委員會創立的氣候相關財務揭露工作小組。於2017年，TCFD發表其氣候相關財務揭露建議
“tCO <sub>2</sub> e”		tonnes of carbon dioxide equivalent, a metric unit of carbon dioxide equivalent measurement
「噸二氧化碳當量」	指	噸二氧化碳當量，二氧化碳當量計量的公制單位

“TFe” 「TFe」	指	the symbol for denoting total iron 表示全鐵的符號
“UN Sustainability Agenda” 「聯合國可持續發展議程」	指	the 2030 Agenda for Sustainable Development which is adopted by all United Nations Member States in 2015 聯合國全體成員國於2015年採納的2030年可持續發展議程
“Wenchuan County” 「汶川縣」	指	Wenchuan County, Aba Prefecture, Sichuan Province 四川省阿壩州汶川縣
“Yanglongshan Mine” 「羊龍山鐵礦」	指	an ordinary magnetite mine located in Wenchuan County, Sichuan Province, formerly an independent exploration region with an area of 8.79 sq.km. covered under the exploration permit of the Yanglongshan Mine, and has been consolidated with the Maoling Extended Exploration Area since September 2012 to form the Maoling-Yanglongshan Mine 一個位於四川省汶川縣的普通磁鐵礦，原為由羊龍山鐵礦勘查許可證所覆蓋面積為8.79平方公里的獨立勘查區域，自2012年9月起與毛嶺延伸勘查區域合併為毛嶺—羊龍山鐵礦

\* For identification purpose only

\* 僅供識別

## INDEX

### 索引

Disclosure and Key Performance Indicators 披露及關鍵績效指標		Page 頁次
Environmental 環境		
A1: Emissions A1：排放物		
General Disclosure 一般披露		22-23, 26, 28-29
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	22
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	23
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	28-29
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	27
A1.5	Description of emission target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	24
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	26, 28-30

Disclosure and Key Performance Indicators 披露及關鍵績效指標		Page 頁次
<b>A2: Use of Resources</b> A2：資源使用		
<b>General Disclosure</b> 一般披露		20, 24
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	21
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	25
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	20-21, 24
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	24-25
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	No related issue 無相關事項
<b>A3: The Environment and Natural Resources</b> A3：環境及天然資源		
<b>General Disclosure</b> 一般披露		18-20, 22-24, 26, 28-29
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	18-30
<b>A4: Climate Change</b> A4：氣候變化		
<b>General Disclosure</b> 一般披露		18-20, 22-24, 26, 28-29
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	18-30

Disclosure and Key Performance Indicators 披露及關鍵績效指標		Page 頁次
<b>Social</b> 社會		
<b>Employment and Labour Practices</b> 僱傭及勞工常規		
<b>B1: Employment</b> B1：僱傭		
<b>General Disclosure</b> 一般披露		31, 34-35
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	35, 37
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	35-36
<b>B2: Health and Safety</b> B2：健康與安全		
<b>General Disclosure</b> 一般披露		31, 33
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	31 <sup>##</sup>
B2.2	Lost days due to work injury. 因工傷損失工作日數。	31
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	31, 33

<sup>##</sup> The Group recorded zero fatalities from FY2021 to FY2023 with reference to page 31 of this ESG Report and page 31 of the FY2021 ESG Report.

<sup>##</sup> 本集團於2021財政年度至2023財政年度錄得零身故個案，請參閱本ESG報告第31頁及2021財政年度ESG報告第31頁。



Disclosure and Key Performance Indicators 披露及關鍵績效指標		Page 頁次
<b>B3: Development and Training</b> <b>B3：發展及培訓</b>		
<b>General Disclosure</b> 一般披露		38
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。	40
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。	40-41
<b>B4: Labour Standards</b> <b>B4：勞工準則</b>		
<b>General Disclosure</b> 一般披露		35
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。	35
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。	35

Disclosure and Key Performance Indicators 披露及關鍵績效指標		Page 頁次
<b>Operating Practices</b> 營運慣例		
<b>B5: Supply Chain Management</b> B5：供應鏈管理		
<b>General Disclosure</b> 一般披露		45-46
B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	46
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, 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方法。	45-46
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。	45-46
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。	45-46
<b>B6: Product Responsibility</b> B6：產品責任		
<b>General Disclosure</b> 一般披露		42-43
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。	No related issue 無相關事項
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。	No related issue 無相關事項
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。	No related issue 無相關事項
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。	42-43
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。	No related issue 無相關事項

Disclosure and Key Performance Indicators 披露及關鍵績效指標		Page 頁次
<b>B7: Anti-corruption</b> <b>B7：反貪污</b>		
<b>General Disclosure</b> 一般披露		44-45
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. 於匯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。	45
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	44-45
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。	45
<b>Community</b> <b>社區</b>		
<b>B8: Community Investment</b> <b>B8：社區投資</b>		
<b>General Disclosure</b> 一般披露		46-47
B8.1	Focus areas of contribution (e.g. education, 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)。	47
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源 (如金錢或時間)。	47

## GRI CONTENT INDEX

### GRI內容索引表

<b>Statement of use 使用說明</b>	China Vanadium Titano-Magnetite Mining Company Limited has reported the information cited in the GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards. 中國鈦鈦磁鐵礦業有限公司在2023年1月1日至2023年12月31日期間符合GRI標準編製GRI內容索引表引述的資料。
<b>GRI 1 used 使用的GRI 1</b>	GRI 1: Foundation 2021 GRI 1：基礎2021

GRI standard GRI標準	Disclosure 披露項	Location 位置
GRI 2: General Disclosures 2021 GRI 2：一般披露 2021	2-1 Organisational details 2-1 組織詳細情況	2, 9-10, AR23 2023年年報：2
	2-2 Entities included in the organisation's sustainability reporting 2-2 納入組織可持續發展報告的實體	2
	2-3 Reporting period, frequency and contact point 2-3 報告期、報告頻率和聯系人	2-3 An ESG report is published annually 每年發表一份ESG報告
	2-4 Restatements of information 2-4 信息重述	41
	2-5 External assurance 2-5 外部鑒證	2
	2-6 Activities, value chain and other business relationships 2-6 活動、價值鏈和其他業務關係	9-10
	2-7 Employees 2-7 員工	35, 37
	2-9 Governance structure and composition 2-9 管治架構和組成	3-4, AR23 2023年年報：70
	2-10 Nomination and selection of the highest governance body 2-10 最高管治機構的提名和遴選	AR23 2023年年報：83-88
	2-11 Chair of the highest governance body 2-11 最高管治機構的主席	4, AR23 2023年年報：2
	2-12 Role of the highest governance body in overseeing the management of impacts 2-12 在管理影響方面，最高管治機構的監督作用	3-4
	2-13 Delegation of responsibility for managing impacts 2-13 為管理影響的責任授權	3-4
	2-14 Role of the highest governance body in sustainability reporting 2-14 最高管治機構在可持續發展報告中的作用	3-4

GRI standard GRI標準	Disclosure 披露項	Location 位置
GRI 2: General Disclosures 2021 GRI 2：一般披露 2021	2-15 Conflicts of interest 2-15 利益衝突	AR23 2023年年報：73
	2-16 Communication of critical concerns 2-16 重要關切問題的溝通	45, AR23 2023年年報：97
	2-17 Collective knowledge of the highest governance body 2-17 最高管治機構的共同知識	AR23 2023年年報：75-76
	2-18 Evaluation of the performance of the highest governance body 2-18 對最高管治機構的績效評估	AR23 2023年年報：88
	2-19 Remuneration policies 2-19 薪酬政策	AR23 2023年年報：42, 80-81
	2-20 Process to determine remuneration 2-20 確定薪酬的程序	AR23 2023年年報：42, 80-81
	2-21 Annual total compensation ratio 2-21 年度總薪酬比率	Information is not provided due to confidentiality constraints. 因保密限制而未有提供資料
	2-22 Statement on sustainable development strategy 2-22 關於可持續發展戰略的聲明	3-5
	2-23 Policy commitments 2-23 政策承諾	44-45, 48-54
	2-24 Embedding policy commitments 2-24 融合政策承諾	44-45, 48-54
	2-25 Processes to remediate negative impacts 2-25 補救負面影響的程序	45, AR23 2023年年報：97
	2-26 Mechanisms for seeking advice and raising concerns 2-26 尋求建議和提出關切的機制	45, AR23 2023年年報：97
	2-27 Compliance with laws and regulations 2-27 遵守法律法規	35, 45
	2-28 Membership associations 2-28 協會的成員資格	None 無
	2-29 Approach to stakeholder engagement 2-29 利益相關方參與的方法	11-14
	2-30 Collective bargaining agreements 2-30 集團談判協議	None 無

GRI standard GRI標準	Disclosure 披露項	Location 位置
GRI 3: Material Topics 2021	3-1 Process to determine material topics	15-18
GRI 3: 實質性議題 2021	3-1 確定實質性議題的過程	
	3-2 List of material topics	17
	3-2 實質性議題清單	
	3-3 Management of material topics	18-26, 28-35, 38-39,
	3-3 實質性議題的管理	42-47
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	44-45
GRI 205: 反腐敗 2016	205-2 反腐敗政策和程序的傳達及培訓	
	205-3 Confirmed incidents of corruption and actions taken	45
	205-3 經確認的腐敗事件和採取的行動	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	21
GRI 302: 能源2016	302-1 組織內部的能源消耗量	
	302-3 Energy intensity	21
	302-3 能源強度	
GRI 303: Water and Effluents 2018	303-5 Water consumption	25
GRI 303: 水資源和污水2018	303-5 耗水	
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	19
GRI 304: 生物多樣性2016	304-3 受保護或經修復的棲息地	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	23
GRI 305: 排放2016	305-1 直接(範圍1)溫室氣體排放	
	305-4 GHG emissions intensity	23
	305-4 溫室氣體排放強度	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	22
	305-7 氮氧化物(NOx)、硫氧化物(SOx)和其他重大氣體排放	

GRI standard GRI標準	Disclosure 披露項	Location 位置
GRI 306: Waste 2020 GRI 306 : 廢棄物 2020	306-1 Waste generation and significant waste-related impacts 306-1 廢棄物的產生及廢棄物相關重大影響 306-2 Management of significant waste-related impacts 306-2 廢棄物相關重大影響的管理 306-4 Waste diverted from disposal 306-4 從處置中轉移的廢棄物	26, 28 26, 28 27
GRI 308: Supplier Environmental Assessment 2016 GRI 308 : 供應商環 境評估2016	308-1 New suppliers that were screened using environmental criteria 308-1 使用環境評價維度篩選的新供應商	46
GRI 401: Employment 2016 GRI 401 : 僱傭2016	401-1 New employee hires and employee turnover 401-1 新進員工僱傭率和員工流動率 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees 401-2 提供給全職員工 (不包含臨時或兼職員工) 的福利	35-36 34
GRI 403: Occupational Health and Safety 2018 GRI 403 : 職業健康 與安全2018	403-1 Occupational health and safety management system 403-1 職業健康安全管理体系 403-2 Hazard identification, risk assessment, and incident investigation 403-2 危害識別、風險評估和事故調查 403-5 Worker training on occupational health and safety 403-5 工作者職業健康安全培訓 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-7 預防和減緩與業務關係直接相關的職業健康安全影響 403-9 Work-related injuries 403-9 工傷 403-10 Work-related ill health 403-10 工作相關的健康問題	31, 33 31, 33 31 31, 33 31
GRI 404: Training and Education 2016 GRI 404 : 培訓與教 育2016	404-1 Average hours of training per year per employee 404-1 每名員工每年接受培訓的平均小時數 404-2 Programs for upgrading employee skills and transition assistance programs 404-2 員工技能提升方案和過渡援助方案	40-41 39
GRI 405: Diversity and Equal Opportunity 2016 GRI 405 : 多元化與 平等機會2016	405-1 Diversity of governance bodies and employees 405-1 管治機構與員工的多元化	37
GRI 413: Local Communities 2016 GRI 413 : 當地社區 2016	413-1 Operations with local community engagement, impact assessments, and development programs 413-1 有當地社區參與、影響評估和發展計劃的運營點	46-47

## FEEDBACK FORM

### 讀者反饋表

Dear reader:

親愛的讀者：

Thank you for reading the ESG Report of China VTM Mining for FY2023. We sincerely welcome your feedback regarding this ESG Report and our sustainability performance. Please fill out this feedback form and email to ir@chinavtmmining.com.

感謝閣下閱讀中國鐵鈦2023財政年度ESG報告。我們現誠邀閣下發表對本ESG報告及我們可持續表現的意見，敬請填妥本反饋表並發送電郵至ir@chinavtmmining.com。

1. Which of the following stakeholder group do you belong to?

閣下屬於以下哪個持份者組別？

- Shareholder 股東     Employee 僱員     Supplier 供應商     Customer 客戶     Government 政府  
 Community 社區     Academic institution 學術機構     Other 其他 \_\_\_\_\_ (please specify) (請註明)

2. Did you read a paper version or an electronic version?

閣下是閱讀印刷版抑或電子版？

- Paper version 印刷版     Electronic version 電子版

3. Do you prefer a paper version or an electronic version?

閣下傾向閱讀印刷版抑或電子版？

- Paper version 印刷版     Electronic version 電子版

4. What is your overall evaluation of the report?

閣下對報告的整體評價為何？

- Readability (i.e., intelligible expression, beautiful design, attractive content, and easy-to-find required information)  
可讀程度 (即文筆通順、設計美感、內容吸引力以及資料易於掌握)  
 3 (good) (良好)     2 (general) (一般)     1 (poor) (差劣)
- Reliability (The information in this report is true and reliable)  
可靠程度 (本報告資料是否信實可靠)  
 3 (good) (良好)     2 (general) (一般)     1 (poor) (差劣)
- Completeness (The report reflects positive and negative information, and meet your needs in information)  
完整程度 (報告反映正反資料，並提供閣下所需資料)  
 3 (good) (良好)     2 (general) (一般)     1 (poor) (差劣)

In addition to the content that has been disclosed, what kind of information do you wish to read?

除已披露的內容外，閣下希望閱覽哪類資料？

---

---

---

26 April 2024  
2024年4月26日





CHINA VANADIUM  
TITANO-MAGNETITE MINING  
COMPANY LIMITED  
中國鈮鈦磁鐵礦業有限公司

[www.chinavtmmining.com](http://www.chinavtmmining.com)