

The Leading
Independent
Coalbed Methane
Producer in China

2017

可持續發展報告

Sustainable Development Report

亞美能源控股有限公司
AAG Energy Holdings Limited

(Incorporated in the Cayman Islands with limited liability)
(於開曼群島註冊成立的有限公司)

Stock Code 股份代號: 2686

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Company at a Glance 公司簡介

AAG Energy, the Leading Independent CBM Producer in China 亞美能源，中國煤層氣行業的領先者

Our Vision 願景

To be the leading independent E&P platform in Asia.

勵志成為亞洲領先的上游能源企業

Mission 使命

We are committed to providing a superior rate of return on our shareholders' investments in a socially responsible and environmentally sustainable way.

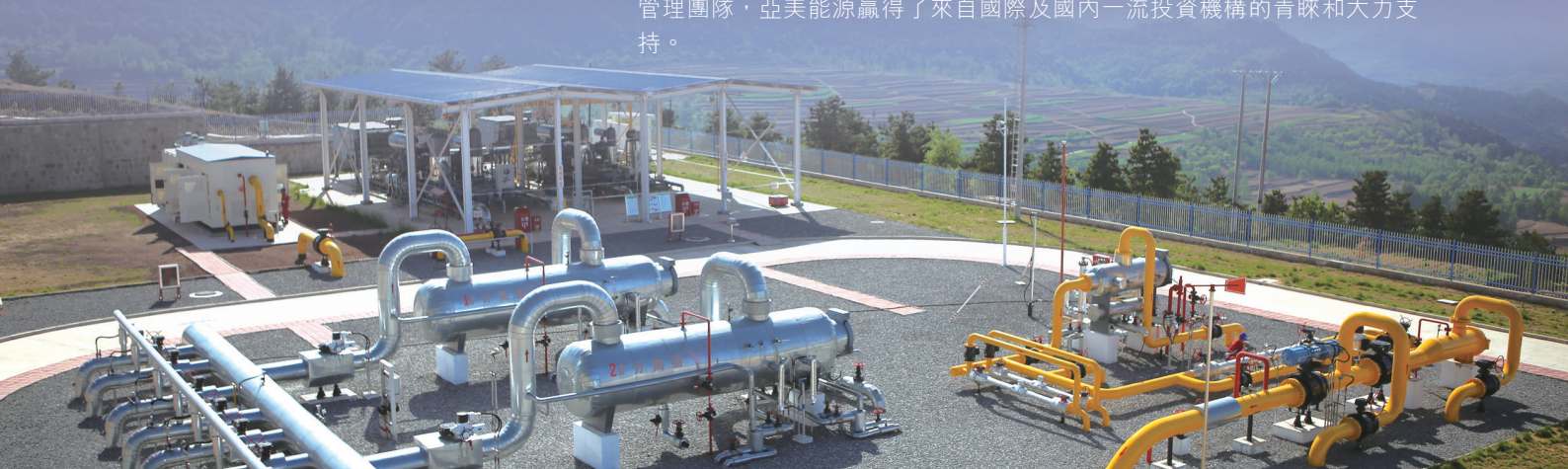
我們承諾以對社會和環境負責任的方式為我們的股東帶來最大的回報

About AAG Energy Holdings Limited

AAG Energy Holdings Limited is an international energy company and a leader in China's coalbed methane ("CBM") exploration and development sector. It focuses on developing and optimizing the value of unconventional gas resources to supply clean energy to the Chinese economy. AAG Energy's key operating assets, Panzhuang and Mabi concessions, are located in the southwestern part of Shanxi province in the Qinshui Basin, which boasts the largest proved CBM geological reserves of any basin in China. AAG Energy's Panzhuang concession in partnership with China United Coalbed Methane Corporation Ltd., is the most commercially advanced Sino-foreign CBM asset in China and the first Sino-foreign CBM cooperative project to have entered full-scale commercial development and production. The Project has a designed annual production capacity of 500 million cubic meters. AAG Energy's Mabi CBM Project Phase I in partnership with PetroChina received the preliminary Overall Development Plan ("ODP") approval from NDRC in November 2013. The designed commercial scale capacity of Mabi Phase I is 1 billion cubic meters per year. With proven ability to commercialize CBM and a highly-respected management team, the Group has attracted support from leading international and Chinese investors.

關於亞美能源控股有限公司

亞美能源控股有限公司是一家在中國煤層氣勘探開發領域處於領先地位的國際能源公司，專注於非常規天然氣資源的開發及價值優化，為中國經濟供應清潔能源。亞美能源的主要運營資產潘莊及馬必區塊位於山西南部的沁水盆地，其煤層氣探明地質儲量居中國各盆地之首。亞美能源與中聯煤層氣公司合作的潘莊區塊為中國商業化程度最高的中外合作煤層氣資產，是中國首個進入全面商業開發和生產的中外合作煤層氣區塊，年設計產能為5億立方米。亞美能源與中石油合作的馬必煤層氣項目總體開發方案一期已於2013年11月獲得國家能源局的前期批復，一期商業開發年設計產能為10億立方米。憑藉其在煤層氣商業化進程中成功的經驗以及其優秀的管理團隊，亞美能源贏得了來自國際及國內一流投資機構的青睞和大力支持。



About This Report

關於本報告

The board of directors of AAG Energy Holdings Limited guarantees that this report does not contain any false data, misleading statements, or major omissions, and takes full responsibility for its authenticity, accuracy, and completeness.

本公司董事會及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對其內容的真實性、準確性和完整性承擔全部責任。

AAG Energy Holdings Limited
June 2018

一 亞美能源控股有限公司
2018年6月

• Time Period

This report covers data from 1 January 2017 to 31 December 2017. Some content exceeds this scope. In the 2016 AAG Energy Holdings Limited Annual Report, we disclosed our environmental, social, and governance information for the first time. This report is our first standalone report, and reports of a similar nature will be released on a regular basis in the future.

• Scope of the Report

This report includes AAG Energy Holdings Limited and our two subsidiaries, Sino- American Energy Inc. and Asian American Gas, Inc.

• Data Specifications

Data were mainly sourced from official documents, statistical and financial reports of the Company, as well as the environmental, social, and governance information collected from the Company's statistics, summaries, and audits. This report is available in Chinese and English. If there is any conflict or inconsistency between the two versions, the Chinese version shall prevail. Unless otherwise stated, the currency used is the Chinese Yuan (CNY).

• References

This report was prepared based on the Environmental, Social, and Governance Reporting Guide of HKEx. We also referred the Sustainability Reporting Guidelines (G4) issued by the Global Reporting Initiative (GRI).

• Reporting Specifications

Throughout this report, AAG Energy Holding Limited may be referred to as "AAG", "the Company", and "We".

• Access to the Report

This report and information about our sustainable development activities can be accessed in the 'Sustainable Development' section of the AAG official website (<http://www.aagenergy.com/zh-CN/>).

• 時間範圍

本報告內容時間界限為2017年1月1日至12月31日，部分內容超出上述範圍。於2016年度報告中，亞美能源控股有限公司首次披露環境、社會及管治信息。本報告為亞美能源控股有限公司發佈的第一本獨立報告，未來將按年度定期發佈。

• 報告範圍

本報告覆蓋亞美能源控股有限公司及兩家附屬公司美中能源有限公司和亞美大陸煤層氣有限公司。

• 數據來源

全部信息數據來自公司的正式文件、統計報告與財務報告，以及經由公司統計、匯總與審核的環境、社會及管治信息。報告發佈中、英文版本，如有內容不一致，請以中文版為準。如無特殊說明，貨幣單位均為人民幣元。

• 編製依據

本報告參照香港聯合交易所《環境、社會及管治報告指引》進行編寫，並適度參考全球報告倡議組織GRI可持續發展報告指南G4版本。

• 指代說明

為便於表述和方便閱讀，亞美能源控股有限公司在報告中的表述分別使用「亞美能源」、「公司」、「我們」。

• 報告獲取

您可以在亞美能源控股有限公司門戶網站主頁的「可持續發展」欄目瀏覽本報告及公司有關可持續發展活動的動態信息(網址：<http://www.aagenergy.com/zh-CN/>)。

Statement from the Chairman

主席致辭

2017 was a remarkable year for AAG. It was mainly based on the Company's robust business performance, including outstanding operations, competitive technical capabilities, strict cost control, and the management and workers possessing executive ability. Fulfilling corporate commitment to safety, environment and sustainable development on all fronts, Panzhuang and Mabi concessions saw a double-digit growth in their production and sales and cost dropping significantly. All this further consolidated our leading position in China's CBM industry. None of these achievements could have been made without the concerted efforts of our employees, partners and other stakeholders.

Nowadays, the trend of low carbon in global energy consumption is increasingly obvious. Natural gas will play an important role in converting high carbon to low carbon in global energy consumption with its development significantly faster than coal and oil. Since the implementation of the 13th five-year plan, the development of China's natural gas industry has stepped into a "new era". The Chinese government implemented the "coal-to-gas" policy in 2017. The policy directly promoted the growth of natural gas in terms of both demand and price, which was particularly noticeable in winter. The policy led to a 16% increase in total demand of natural gas compared to 2016. In 2018, the National Energy Administration will take further measures to encourage natural gas production and market reforms. These measures will support AAG to continue growing as China's leading CBM producer, reaching new heights in production and sales. We also have confidence in sustaining cost control and profitability increase, providing clean energy to communities, while bringing more returns to shareholders and other stakeholders.

2017年對於亞美能源來說是極為出色的一年，這主要基於公司強勁的業務基本面，包括出色的運營表現，富有競爭力的技術能力，嚴格的成本控制，以及具備執行力的管理層和員工。在全面履行安全、環境和可持續發展的承諾下，潘莊區塊和馬必區塊生產和銷售呈現兩位數增長，而且成本顯著下降，這一切更加鞏固了我們在中國煤層氣行業的領先地位。所有這一切成就的取得，是和我們廣大員工和合作夥伴及相關利益方共同努力分不開的。

當前，全球能源消費的低碳化趨勢日益明顯，天然氣將成為全球能源由高碳向低碳轉變的重要橋樑，發展速度將明顯高於煤炭和石油。「十三五」規劃實施以來，中國天然氣發展進入「新時代」，2017年中國政府實施的「煤改氣」政策直接促進了天然氣在需求和價格兩個方面的增長，這在冬天尤為顯著，從而使全年天然氣的總需求量較2016年上漲了16%。2018年國家能源局將採取進一步的措施，以鼓勵天然氣生產和市場改革。這些措施將支持亞美能源做為中國領先的煤層氣生產商繼續成長，在產量和銷量上達到新高。我們也有信心繼續控制成本和提高利潤率，在為社區提供清潔能源的同時給股東及其他相關方帶來更多的回報。

Statement from the Chairman 主席致辭

The CPC 19th Congress introduced the objectives and requirements of “speeding up reform of the system for developing an ecological civilisation, and building a beautiful China”. It strongly promotes green development by spurring the development of energy-saving and environmental protection industries as well as clean production and clean energy industries. As a source of clean energy, the market development of CBM is in line with this national policy orientation. As a leading international energy company in the field of China CBM exploration and development, we have been making contributions to the sustainability of our country and society in the course of clean energy exploration and CBM business operation. In the meantime, we prioritise our own corporate sustainability in both business and management. On the one hand, we produce clean energy; on the other hand, we ensure employees’ health and safety and give back to society.

Safety is always our top priority. Protecting and improving the health and safety of personnel and the environment is one of the core values of AAG. We believe that occupational diseases, accidents at work, and environmental hazards are all preventable. We are doing our utmost to create a workplace without any accidents. In 2017, we achieved significant performance in health, safety and environment (HSE) and achieved a safety performance of zero accidents — no recordable accidents or lost time incidents happened during the year. In this regard, we have received many rewards and honors for safety and environment protection from the local government, which are the greatest recognition of the joint efforts of our employees and stakeholders.

We always regard employees as the core asset of the Company. They play a pivotal role in our achievements in the CBM industry. Committed to urging all employees to live up to their potential, we provide them dynamic and effective training programs and career development planning, so that they can see their professional improvement, draw satisfaction from work, and contribute to the Company to the greatest extent possible. We will continue our endeavor to create a sound and people-oriented corporate culture and a safe and healthy work environment for our employees, while practicing our core values throughout our operations.

「十九大」提出「加快生態文明體制改革，建設美麗中國」的目標與要求，大力提倡推進綠色發展，壯大節能環保產業、清潔生產產業、清潔能源產業。煤層氣作為清潔能源，其市場發展契合國家政策導向。作為一家在中國煤層氣勘探開發領域處於領先地位的國際能源公司，在清潔能源開採、煤層氣業務運營的過程中，我們為國家、社會的可持續發展積極貢獻自身力量。同時，從業務及管理上，我們亦注重企業自身的可持續發展，在開發清潔能源的同時保護員工的健康與安全、並回饋社會。

安全永遠是我們的首要任務，保護人員的健康和安全及保護和改善環境是亞美能源的核心價值觀之一，我們相信職業病、工傷事故、環境事故都是可以預防的。我們盡心盡力地創建一個無任何事故的工作環境，2017年，亞美能源在健康、安全和環境（「HSE」）方面表現卓越，並取得全年零事故的安全績效 — 可記錄事故率和損失工時事故率均為零；同時我們還在安全和環境方面多次受到當地政府的嘉獎，這也是對我們廣大員工和相關利益方共同努力的最大認可。

我們一向把員工視為公司的最核心資產，員工也是我們在煤層氣行業取得成功的關鍵要素之一。我們致力於促使所有員工發揮其最大潛能，為員工提供積極有效的培訓和職業發展規劃方案，使員工從工作中獲得職業素質的提升及工作的滿足感，並最大程度地為公司做出貢獻。我們將繼續致力於營造良好的、以人為本的公司文化氛圍，為員工創建安全和健康的工作環境，將公司核心價值觀貫穿於我們運營活動的始終。

Statement from the Chairman 主席致辭

2017 was also a year that witnessed AAG's refocusing on community responsibility and our promotion of local economies. We actively paid taxes to support local economic development. Under the same conditions, we preferentially selected local employees and suppliers and gave them training to support their development. We put a high value on giving back to the community by actively participating in public service and volunteer work. In 2017, AAG donated approximately RMB 543,500 to public service for communities.

In 2018 we still face challenges. Based on our outstanding achievements in all aspects in 2017 and our current solid financial strength, we have confidence in the realization of our goals and vision for the future. We are fully aware that our mission is to bring rewards to shareholders in a manner responsible for society and environment, and to actively take on corresponding social responsibilities. In the future, AAG will base itself more on national strategies, pay attention to environmental benefits, national economy and people's livelihood, and join hands with partners to face up to the challenges posed to society, energy, and the environment. We will continue to provide new clean energies to residents and industrial users by the development of CBM. We will continue to integrate the concept of sustainable development into our operations and make our contribution to the construction of ecological civilization and sustainable development of the communities where we operate.

Hence, on behalf of the Board of Directors and shareholders, I would like to express my heartfelt gratitude to our employees and other stakeholders for their joint efforts in achieving our goals of sustainable development in 2017!



Stephen Xiangdong Zou
Chairman

2017年也是體現亞美能源社區責任與推動地方經濟發展的一年。公司在生產運營中積極主動納稅，支持地方經濟發展；在同等條件下，優先選用當地承包商和供應商，培養並扶持其發展；高度重視回饋社區，積極投身公益事業、組織志願者活動。2017年度，亞美能源共計為社區公益投入資金543,500元。

2018年仍然將是充滿挑戰的一年，基於2017年我們在各方面所取得的優異成績以及我們目前雄厚的資金實力，我們對未來目標和願景的實現充滿信心。我們充分認識到我們的使命是以對社會和環境負責的態度為股東帶來回報，並積極承擔起相應的社會和環境責任。未來，亞美能源將進一步立足國家戰略，關注環境效益，心繫國計民生，攜手合作夥伴，一起共同面對整個社會、能源和環境所面臨的挑戰，通過煤層氣的開發，向居民和工業用戶提供新型的清潔能源，繼續將可持續發展的理念灌輸到我們運營業務的始終，為所在社區的生態文明建設和可持續發展做出我們應有的貢獻。

在此，我代表董事會和股東，向我們的員工和其他利益相關方在過去的一年裏為實現我們可持續發展目標所做出的共同努力表示衷心的感謝！

鄒向東博士
主席

About Us

關於我們

1. About Us

1.1 AAG Brief

AAG Energy Holdings Limited is primarily engaged in coalbed methane (CBM) exploration and development, and is a leader in China's CBM industry. As an international energy company that regards sustainability, social responsibility, and environmental protection as its top priorities, we place great focus on developing and optimising the value of unconventional natural gas resources to supply clean energy to China.

AAG's key operating assets mainly includes two CBM concessions: Panzhuang and Mabi. Both concessions are located in the southwestern part of the Qinshui Basin, in Shanxi, China, which boasts of the largest proven CBM geological reserves of any basin in China. AAG has partnered with China United Coalbed Methane Co., Ltd. (CUCBM) and China National Petroleum Corporation (CNPC) to develop the Panzhuang and Mabi concessions in Shanxi Province respectively.

The Panzhuang concession, developed by AAG in partnership with CUCBM, is the most commercialised Sino-foreign CBM asset in China. It is also the first Sino-foreign CBM project in China that realised overall commercialised development with a planned annual production capacity of 500 million cubic meters. The ODP Phase I of the Mabi CBM project in partnership with CNPC received preliminary approval from the National Energy Administration in November 2013 and has a projected commercial capacity of 1 billion cubic meters/year in its first phase.

Based on reports issued by Netherland Sewell & Associates Inc. (NSAI), an independent reserve certification company. AAG's net 1P and 2P natural gas reserves as at 2017 year end are 153.0 bcf and 617.6 bcf respectively, which represents a 43% increase over the net 1P of 107.2 bcf at 2016 year end, and an 12% decrease from the net 2P of 697.8 bcf at 2016 year end.

1. 關於我們

1.1 公司概况

亞美能源控股有限公司(以下簡稱「亞美能源」)主營煤層氣勘探與開發，在中國煤層氣行業中處於領先地位。作為一家將可持續發展、社會責任與環境保護作為重中之重的國際能源公司，我們專注於非常規天然氣資源的開發及價值優化，為中國經濟供應清潔能源。

亞美能源運營資產主要分為兩大煤層氣區塊：潘莊區塊及馬必區塊。兩處區塊均位於中國山西沁水盆地西南部，沁水盆地煤層氣探明地質儲量居中國各盆地之首。亞美能源通過與中聯煤層氣有限責任公司(以下簡稱「中聯煤」)和中國石油天然氣集團公司(以下簡稱「中石油」)合作，分別就中國山西省潘莊和馬必區塊訂立的兩份產品分成合同開展業務。

潘莊區塊為亞美能源與中聯煤合作開發，是中國商業化程度最高的中外合作煤層氣資產。潘莊區塊是中國首個進入全面商業開發和生產的中外合作煤層氣區塊，年設計產能為5億立方米。亞美能源與中石油合作的馬必煤層氣項目總體開發方案一期已於2013年11月獲得國家能源局的前期批覆，一期商業開發設計規模為10億立方米/年。

根據獨立儲量認證公司NSAI發佈的報告，截至2017年底亞美能源1P和2P天然氣儲量約分別為1,530億立方英尺和6,176億立方英尺，較2016年底的1P儲量1,072億立方英尺增長了43%，2P儲量6,978億立方英尺減少了12%。

About Us

關於我們

1.2 Key Sustainability Awards

- 2017 “Best in ESG Awards” (Small Market Capitalization Category), presented by BDO Limited
- 2017 “Excellent Enterprise in Environmental Protection Work Implementation”, presented by the People’s Government of Jincheng, Shanxi Province to Asian American Gas, Inc.
- 2017 “Advanced Collective in Production Safety”, presented by the Qinshui Coal and Coalbed Methane Industry Bureau of Jincheng, Shanxi Province to Asian American Gas, Inc.
- “Green Leadership Category, Asia Responsible Entrepreneurship Awards” for 2016, presented by Asian Business Association
- “Finance Asia Achievement Award — Best Project Finance 2015”, presented by Finance Asia
- “Best Oil and Gas Deal in Asia Pacific 2015”, presented by IJGlobal Awards
- “2015 Best Green Trade Enterprise in the Asia-Pacific Region”, presented by Asia Pacific Oil and Gas Commission
- “Nobel Laureate Series — Social Caring Awards for Green Excellence”, presented by the Institute of Social Enterprise

1.2 主要榮譽獎項

- 由香港立信德豪會計事務所 (BDO Limited) 授予 2017 年度環境、社會及管治 (ESG) 最佳表現大獎之優異獎 (小型股上市公司類別)
- 附屬公司亞美大陸煤層氣有限公司由山西晉城市人民政府授予「2017 年度落實環境保護工作優秀企業」
- 附屬公司亞美大陸煤層氣有限公司由山西晉城沁水縣煤炭煤層氣工業局授予「2017 年度安全生產先進單位」
- 由亞洲企業商會授予 2016 年度亞洲企業社會責任「綠色領導獎」
- 由《亞洲金融雜誌》授予 2015 年度亞洲金融成就獎
- 由 IJGlobal Awards 授予 2015 年亞太區最佳油氣項目融資獎
- 由亞太石油天然氣委員會授予 2015 年亞太地區最佳綠色交易企業獎
- 由社會企業研究所授予諾貝爾獎學人系列：社會關愛企業計劃之《綠色社會關愛企業獎》

Sustainable Operations

可持續運營

2. Sustainable Operations

As a leading international energy company in CBM exploration and development, AAG focuses on developing and optimising the value of unconventional gas resources to supply clean energy to China. We adhere to the concept and culture of promoting the synergetic development of the economy, society, and environment. As such, we conduct operations in a socially and environmentally responsible manner to pursue sustainable development.

2.1 Mission and Strategy

2.1.1 Our Mission

- We are committed to providing a superior rate of return for our shareholders' investments in a socially responsible and environmentally sustainable manner.
- We aim to contribute to China's economic growth by supplying commercial quantities of coalbed methane, a new source of clean and economically efficient energy, to local communities and industries.
- We aspire to maintain the highest safety standards across all our business functions.
- We are committed to developing an outstanding management team that endeavours to realise our Company's vision as well as enhance the well-being of our employees.
- We respect each one of our employees who we regard as key assets of the Company, and thus proactively provide training for their career development.

2. 可持續運營

作為一家在中國煤層氣勘探開發領域處於領先地位的國際能源公司，亞美能源專注於非常規天然氣資源的開發及價值優化，為地方經濟供應清潔能源。公司秉持促進經濟、社會、環境協同發展的理念與文化，以對社會和環境負責任的方式組織經營管理各項活動，追求與社會、環境的共同可持續發展。

2.1 使命與戰略

2.1.1 我們的使命

- 我們承諾以對社會和環境負責任的方式為我們的股東帶來最大的回報。
- 通過煤層氣的商業開發，向居民和工業用戶提供清潔經濟的新型能源，為中國的經濟發展做出貢獻。
- 將高標準的安全管理貫穿所有業務始終。
- 我們致力於為實現公司的遠景規劃建立和培養優秀的管理團隊，為員工提供良好的工作和生活環境。
- 我們尊重每一名僱員，視員工為公司的主要財富，並為他們的職業發展提供積極的培訓計劃。

Sustainable Operations

可持續運營

2.1.2 Our Growth Strategy

The Company has ample cash-on-hand and a focused growth strategy. We will maintain our competitiveness by implementing the following strategies:

- Acquire in-production and in-development assets of relevant scale and quality.
- Push to realize exploration potential and synergies through operating acquired assets.
- Build an international management team that boasts of connections, extensive oil and gas exploration and production experience, a proven track record, and multi-upstream expertise.

2.2 Integrity and Compliance

The Company has formulated *Anti-Fraud and Reporting Policy* as our highest standard for publicity, integrity, and responsibility in all affairs. We endeavour to build a corporate culture of integrity, and are committed to eliminating malpractice and fraud. The policy expounds the Company's principles in the prevention, reporting, and management of malpractice and fraud. It aims to promote the core values of the Company and guide the reporting of malpractice or corruption among employees, so as to regulate business activities.

The Company's senior management and internal audit department have the primary responsibility of preventing, supervising, and rectifying existing and potential malpractice. The Company has set up an Anti-Malpractice Commission, which comprises of the Chief Executive Officer, Chief Legal Officer, the head of the Internal Audit Department, and other senior management members selected by the Chief Executive Officer.

In 2017, the Company had no litigation cases relating to malpractice or fraud.

2.1.2 發展戰略

本公司擁有充足的資金儲備和專注的增長戰略，通過實施以下策略能保持亞美能源的競爭力：

- 收購體量適合的生產與開發階段資產。
- 通過運營收購的資產，進一步擴充儲量儲備並實現協同效應。
- 逐步建立一個人脈貫通，油氣勘探生產經驗豐富，有成功過往業績的國際化管理團隊。

2.2 堅守誠信合規

本公司制定《反舞弊與舉報制度》，作為所有事務中公開、誠信和責任的最高標準，並致力於營造誠信和反舞弊反欺詐的公司文化。制度闡述了本公司在舞弊和欺詐的預防、報告及管理方面的原則，旨在通過宣傳公司核心價值觀，引導員工及公眾在對涉嫌舞弊或腐敗行為方面的溝通方式，從而規範商業活動。

本公司高級管理層和內部審計部門在預防、監管與糾正舞弊行為及潛在舞弊行為方面有首要責任。本公司建立反舞弊委員會，由首席執行官、首席法務官、內部審計部門負責人，以及由首席執行官指定的其他高級管理層成員組成。

2017年，本公司未發生因舞弊或欺詐引起的訴訟事件。

Sustainable Operations

可持續運營

2.3 Sustainable Development Management

2.3.1 Sustainable Development Statement

We understand that the main objective of the Company is to maximise returns for shareholders whilst performing our social and environmental responsibilities. We work closely with Chinese organisations at all levels to jointly address social, energy, and environmental challenges, as well as to contribute to China's economic growth by supplying clean energy to residential and industrial end-users through the commercial development of CBM.

- We are committed to adopting fair labour practices in our workplaces and will abide by all relevant laws and industry standards.
- We are committed to providing a safe working environment to prevent work-related injuries, fatalities, or health impairment to our employees and contractors.
- We will maintain transparent and trustworthy relationships with all shareholders to facilitate mutual understanding on matters of common concerns.
- We will adhere to the philosophy of minimising the adverse impacts of our operations by being responsible to society, developing sustainably, and running our operations in a manner as environmentally friendly as possible.
- We are committed to enabling employees to reach their full potential, achieve job satisfaction, and maximise their contribution to the Company.

AAG's Corporate Social Responsibility (CSR) policy will be reviewed regularly to reflect our commitments, in line with the latest CSR concepts in China.

2.3 可持續發展管理

2.3.1 可持續發展理念

亞美能源認識到，公司的主要目標是為股東帶來最大的回報，同時還應擔負起相應的社會和環保責任。亞美能源將和中國所有相關組織一起共同面對整個社會、能源和環境所面對的挑戰，通過煤層氣的商業開發，向居民和工業用戶提供新型的清潔能源，為中國經濟的發展做出應有的貢獻。

- 我們承諾，我們在工作場所將採用公平的行為準則並遵守所有相關的法律和工業標準。
- 我們承諾避免員工和勞務人員出現任何工傷，致死事故以及健康損害。
- 我們將與所有股東保持透明和互相信任的關係並就雙方互相關心的問題進行溝通以增進相互瞭解。
- 我們將堅持對社會負責、可持續發展和環保的經營理念，開展生產活動，以減少生產所帶來的不利影響。
- 我們致力於促使所有員工發揮其最大潛能，從工作中獲得滿足感，最大程度的為公司做出貢獻。

我們將不斷修改本公司可持續發展的內容，以使其與中國不斷更新的企業社會責任理念相適應。

Sustainable Operations

可持續運營

2.3.2 Stakeholder Communications and Engagement

We attach great importance to communicating with our internal and external stakeholders. We regularly seek the opinions of employees, collect feedback from the management, as well as endeavour to understand the expectations of investors, shareholders, the media, regulators, and others. In response, we publish and disseminate our social responsibility concepts and practices through multiple channels, and take corresponding measures to meet the expectations and demands of our stakeholders.

2.3.2 利益相關方溝通與參與

我們十分重視與內部、外部利益相關方的溝通，定期瞭解員工意見，收集管理層人員反饋建議，瞭解投資人、股東、媒體機構、監管機構等外部利益相關方對我們的評價與期待。作為回應，我們亦通過多方渠道公佈、傳播我們的社會責任理念與實踐，並採取相應措施，滿足利益相關方合理期望與訴求。

Stakeholders 利益相關方	Expectations and Demands 期望與要求	Communication Channel 溝通方式
Government and Regulators	Implementing national policies, laws, and regulations	Reporting documents
	Promoting local economic development	Advice and suggestions
	Driving local employment	Special reports
	Accelerating industry development	Business cooperation
政府與監管機構	貫徹落實國家政策及法律法規	上報文件
	促進地方經濟發展	建言獻策
	帶動地方就業	專題彙報
	推動行業發展	洽談合作
Shareholders	Deliver return on investment	Company announcements
	Compliance in business operations	Special reports
	Production safety	Site visits
	收益回報	公司公告
股東	合規運營	專題彙報
	安全生產	實地考察

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Stakeholders 利益相關方	Expectations and Demands 期望與要求	Communication Channel 溝通方式
Customers and Partners	Fulfil contracts Conduct business operations with integrity Deliver high quality products and services	Business communication Customer feedback Communication and discussion
客戶及合作夥伴	依法履約 誠信經營 優質產品與服務	商務溝通 顧客反饋 交流研討
Environment	Emission compliance Energy conservation and emission reduction Ecological protection	Work reports Statement submission Investigation and inspection
環境	合規排放 節能減排 保護生態	工作彙報 報表報送 調研檢查
Employees	Maintenance of rights and interests Occupational health Compensation and benefits Career development	Employee symposium Collective negotiation Democratic communication platform
員工	權益維護 職業健康 薪酬福利 職業發展	員工座談會 集體協商 民主溝通平台
The Community and the Public	Improvement of community environment Public service and charity Open and transparent information	Official website Company announcements Interview and communication
社區及公眾	改善社區環境 參與公益事業 信息公開透明	公司官方網站 公司公告 採訪交流

Sustainable Operations

可持續運營

2.3.3 Identification of Material Issues

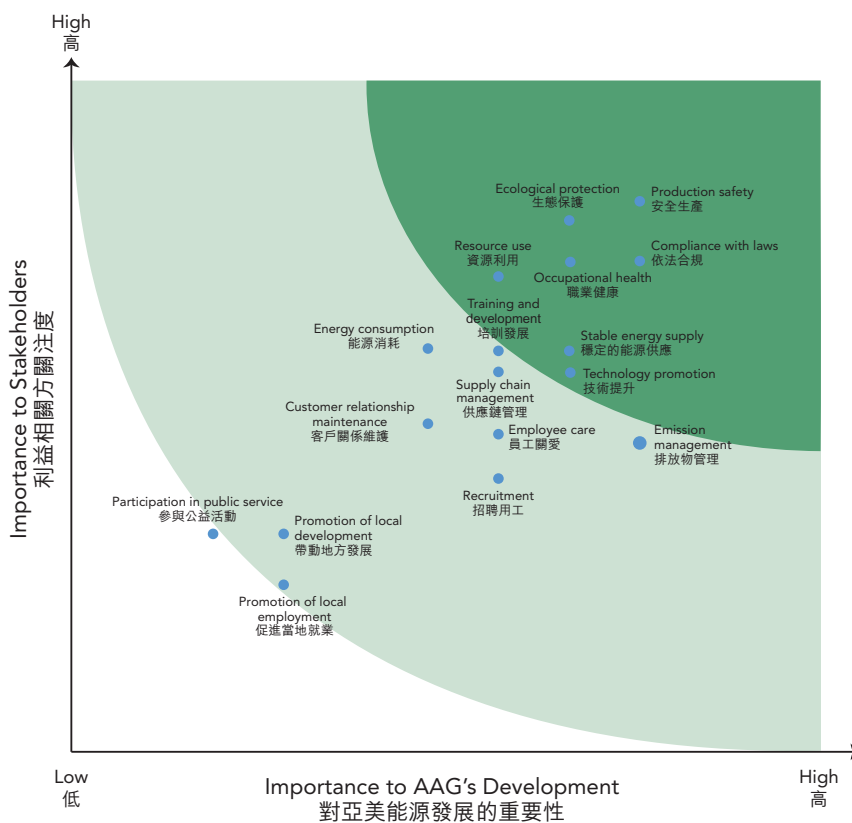
To understand the expectations and demands of our stakeholders, as well as enhance the pertinence and responsiveness of this report, with reference to the *Environmental, Social and Governance Reporting Guide* and the *Sustainability Reporting Guidelines (G4.0)*, the Company has identified material environmental, social, and governance issues. We took full account of the opinions of our internal and external stakeholders, and identified the sustainable development issues through questionnaires that most concerned by stakeholders, including both the internal (employees and managers), and the external (media, regulators, partners and suppliers). This helped us ensure that the information disclosed in this report fully covers the material issues that are important to corporate development and are of primary concern to our stakeholders. In 2017, a survey was conducted on AAG's material issues of sustainable. A total of 88 questionnaires were collected, out of which 79 were from employees, 4 were from senior managers, and 5 were from external stakeholders. Based on material analysis, this report will respond to the issues above, the stakeholders' needs, and the major principles of the Stock Exchange.

2.3.3 重大性議題判定

為瞭解利益相關方的期望與訴求，提升報告的針對性與回應性，本公司依據《環境、社會及管治報告指引》及《可持續發展報告指南》(G4.0)的要求，識別環境、社會和管治議題，並進行重大性判定。我們充分考慮各內部、外部利益相關方的意見，通過問卷的形式，瞭解內部員工、內部管理人員；以及外部媒體、監管機構、合作夥伴、供應商等利益相關方最關注的可持續發展議題，以確保報告披露的資訊全面覆蓋公司發展和利益相關方關注的重點議題。亞美能源2017年可持續發展重大性議題調查問卷共回收問卷88份，其中員工79份，高級管理人員4份，外部利益相關方5份。本報告將根據重大性分析回應議題，回應利益相關方的需求、以及聯交所的重大性原則。

Sustainable Operations

可持續運營



Production Safety and Clean Operations

安全生產 清潔運營

3. Production Safety and Clean Operations

Ensuring production safety and green operations are our top priorities to achieve the sustainable development of AAG. The Company is putting the guiding principles from the 19th National Congress of the CPC into action by firmly establishing safety development ideas, building a production safety structure, focusing on energy saving and environmental protection, minimising any impact on the environment and ecology, as well as enhancing corporate responsibility for safe and green development.

3.1 HSE Management

AAG has always viewed the assurance of health, safety, and environment (HSE) as the foundation of the Company's steady development. We are committed to continuously improving our health, safety, and environment management systems, and actively fulfilling our objective of zero harm to employees and zero pollution to the environment. This demonstrates AAG's vision and position as a leader in the CBM industry. In 2017, the Company's HSE system was approved by the internationally renowned certification company DNV•GL (Det Norske Veritas and Germanischer Lloyd) and was awarded the ISO 14001:2015 Environmental Management System Certificate and the OHSAS18001:2007 Occupational Health and Safety Management System Certificate. AAG invested more than CNY 21 million in HSE for the whole year.

A clear HSE management framework is the foundation for the efficient implementation of the HSE management system. The Company has set up an HSE management committee, which is led by the project general manager, and functions to constantly review HSE guidelines and policies. The committee is fully responsible for rectifying potential safety hazards, organising HSE training, as well as conducting emergency drills. Independent HSE departments have also been established to supervise HSE management for projects. We encourage employees to proactively identify dangerous activities and unsafe conditions, to be fully prepared for emergencies, as well as to report accidents and emergencies in a timely manner. HSE performance has also been integrated into employee performance evaluations. In addition, the Company strictly control risks during project design, execution, construction, and operation, and constantly review all contractors' HSE compliance throughout the entire process.

3. 安全生產 清潔運營

亞美能源將保障安全生產、綠色清潔運營視為公司可持續發展的首要任務，貫徹十九大精神，牢固樹立安全發展理念，全力打造安全生產格局，加大節能環保力度，著力降低環境生態影響，強化企業安全環保與綠色發展的責任意識。

3.1 不斷健全的體系建設

亞美能源自始至終堅持將確保健康、安全和環境(HSE)作為公司穩步發展的根基，致力於不斷完善健康、安全與環境管理體系，公司追求人員零傷害、環境零污染的目標，充分展現亞美能源作為煤層氣行業領航者的格局風範。2017年，公司健康、安全和環境體系通過了國際知名認證公司DNV·GL(挪威和德國船級社)專業的審核，獲得ISO 14001:2015環境管理體系和OHSAS18001:2007職業健康安全體系認證證書。2017年，亞美能源全年HSE投入資金超過2,100萬元。

明確的HSE管理架構是高效執行HSE管理制度的實施之本。公司下屬項目均設有由項目總經理牽頭的HSE管理委員會，負責定期審議HSE方針、政策，並總體把控安全隱患整改、HSE培訓、應急演習等重要工作。各項目也設有獨立的HSE部門，針對項目活動過程中的HSE管理工作進行指導和監督。我們鼓勵員工識別不安全行為和不安全狀況，做好對應急事件的準備，及時上報事故、突發事件和險情，並將HSE績效列入所有員工的業績考核內容。同時，公司嚴格把控項目在設計、施工、建設和運營期間的風險，定期對承包商HSE績效進行考核。

Production Safety and Clean Operations

安全生產 清潔運營

3.2 Production Safety

The Company attaches great importance to production safety and strictly complies with safety laws and regulations, as well as industrial standards. We issued clear regulations and instructions to ensure safe operations, provided appropriate tools and protective equipment for employees, established a safety inspection and audit system, and constantly conducted comprehensive occupational safety inspections and emergency drills.

In 2017, AAG had no work-related fatalities and did not lose any man-hours due to work-related injuries. 261 employees attended occupational health check-ups, and no one had any occupational diseases. By 25 December 2017, the Company had accumulated 5 million man-hours over a period of 3 years and 111 days with no lost time injury.

3.2.1 Site Management

The Company upholds the management objective of zero physical injuries. By formulating the *Stop Work Policy* and *Fitness to Work Procedure*, we ensure that employees and contractors' personnel have the right to stop working when their health, safety or environment is at risk. The Company takes full account of the health of employees and the staff of contractors, offering a safe and comfortable working environment for them.

The Company strictly implements *Permit to Work (PTW)* and *Management of Change (MOC)* procedures to achieve dynamic management of operating processes and site conditions to control risks all throughout the work process. The Company carries out periodic internal and external audits at all levels via comprehensive inspections, on-site work, and documents to correctly identify potential hazards.

3.2 安全生產

公司十分重視安全生產，嚴格遵守安全法律法規和行業標準，制定清晰的安全操作規程，提供適當的作業工具和個人防護用品，設立安全審核和安全檢查制度，定期舉行全面的職業健康安全檢查及應急演練活動。

2017年，公司的工傷死亡人數為0，工傷損失工作小時數為0，職業病體檢人數為261人，職業病發病人數為0。截至2017年12月25日，公司成功實現累計500萬工作小時、3年零111天無損失工時事故的安全業績。

3.2.1 現場管理

公司以無人身傷害作為管理目標，通過制定《停止工作政策》及《工作適合性管理》制度，嚴格保障員工及承包商人員在健康、安全或者環境受到威脅時，及時停止工作的權益，充分考慮員工及承包商人員的健康保證，並為其營造安全舒適的工作環境。

公司嚴格執行作業許可及變更管理制度，對作業過程及現場情況實施動態管理，從源頭及流程上控制風險。同時定期開展各級審核工作，內部審核與外部審核雙管齊下，綜合檢查與專項檢查齊頭並進，現場工作及書面手續相結合，為排除隱患建立多重保障。

Production Safety and Clean Operations

安全生產 清潔運營

The Company has established a *Contractor Management Process* to strengthen our HSE management over contractors. The standardisation and implementation of HSE systems are used as key assessment indicators and have been incorporated into the Company's annual contractor evaluation process. This enables us to effectively improve our contractors' HSE performance.

Case: Automatic Safety Monitoring Model

In 2017, the Company utilised an automatic control system for the Panzhuang project manufactured by Changzhou Kairui to gain remote control of the pumping equipment. Through the Kairui software, the Company was able to modify instructions and monitor all production data in real time. Meanwhile, an ABB data transmission system was applied to collect information, such as equipment operating data and fire alarms in gas gathering stations. This allowed us to implement remote on-site assistance, monitor equipment function in different stations, and conduct fire safety investigations. Such measures provide all-round protection for safe on-site production.

公司設立《承包商管理關鍵流程》以強化對承包商的HSE管理，並將HSE體系規範程度、HSE制度執行情況作為考核指標納入承包商年中評價工作中，從而有效提高承包商的HSE表現。

案例：自動化安全監控模式

2017年，公司在潘莊項目使用常州凱瑞自動控制系統對現場採設備進行遠程控制；通過凱瑞客戶端軟件，及時調整指令並對各個生產數據進行實時監控；同時採用ABB數據傳輸系統採集各集氣站的設備運行參數及火氣報警等信息，實施遠程現場協助，站內設備運行監控和火災安全排查等工作，為確保現場生產安全提供了全方位的保障。

Production Safety and Clean Operations

安全生產 清潔運營

3.2.2 Emergency Management

The Company pays great attention to emergency management. To improve employees' ability to deal with emergencies, and decrease financial loss, environmental impact, as well as negative social influence to the greatest extent, the Company has formulated the *2017 Emergency Response Plan*. The HSE department of projects meticulously implemented the *Index and Checklist for Organisations Involved in Industrial Hazardous Waste* issued by the Jincheng Environmental Protection Bureau, improving hazardous waste management systems, organizing personnel to conduct training on hazardous waste collection, storage and transfer management. In addition, emergency drills on hazardous waste spill were carried out according to the standards outlined in the *2017 Emergency Response Plan*.

3.2.2 應急管理

亞美能源注重應急管理工作，為了提高人員突發事件的應急響應處理能力，最大限度地減少財產損失、環境污染和社會影響，制定了2017年應急響應計劃。項目HSE部門根據晉城市環保局下發的《工業危險廢物產生單位規範化管理指標及抽查表》進行逐條落實，完善危險廢棄物管理制度，組織人員開展危險廢棄物收集、儲存和轉運管理培訓及考核工作，進行危險廢棄物泄露應急演練。



Hazardous waste spill emergency response drill at temporary storage facility of Mabi Project
MB項目暫存庫危險廢棄物泄露應急演練

Production Safety and Clean Operations

安全生產 清潔運營

3.2.3 Management of High-Risk Operation

AAG attaches great importance to the safety management of high-risk operation, such as drilling, fracturing, surface construction, confined space entry, etc. To promote the fundamental knowledge of drilling, strengthen HSE management of drilling site, promote HSE management level of drilling contractors, build production safety standards at drilling sites, in the third quarter of 2017, the Company carried out drilling safety campaigns on the drilling sites of the Panzhuang project and the Mabi project.

The campaign was led by the HSE department and consisted of two stages: training and internal audit, and inspection. The training was centred on popularising basic knowledge of drilling and introducing drilling HSE management. Employees were encouraged to take online tests after the training. The HSE department prepared a drilling internal audit plan, and then the internal audit team conducted a drilling HSE inspection. By considering the results comprehensively, the Company rewarded employees who scored high in the online tests as well as drilling contractors with excellent performance. Through the drilling safety campaign, the Company's drilling HSE management has been improved dramatically.

3.2.3 高風險作業管控

亞美能源高度重視鑽井、壓裂、地面建設、受限空間等高風險作業的安全管控。為普及鑽井工程基礎知識，強化鑽井施工現場的職業健康、環境保護及安全管理程度，提高鑽井承包商的安全管理水平，做好鑽井現場安全生產標準化建設，2017年第三季度公司在潘莊項目和馬必項目所屬各鑽井施工現場開展鑽井安全評比活動。

活動包括培訓和審核、檢查兩個階段。培訓主要圍繞鑽井基礎知識普及和鑽井HSE管理知識介紹開展，並鼓勵員工在培訓完成後進行在線測評。審核階段由專門的內部審核小組編寫鑽井內部審核計劃，還成立了聯合檢查組，進行鑽井安全審核和鑽井專項HSE檢查。綜合各項結果，公司會對在線測試分數較高的員工，優秀的鑽井承包商進行獎勵。通過開展鑽井安全評比活動，公司鑽井HSE管理水平得到進一步提高。

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3.2.4 Safety Culture Development

In order to strengthen the safety awareness and improve the production safety skills of all employees, the Company actively carries out safety publicity and education initiatives. In 2017, the total HSE training for employees reached 14,572.25 hours, and per capita HSE training reached 22.66 hours.

By 4 September 2017, AAG had achieved the safety performance of 3 years without lost time injury. To celebrate this important milestone and stay focused on safety, the Company initiated the "Safety Day" activity on 5 September, to promote the Company's safety culture and express our commitment to achieve zero accidents. The Company's CEO, COO, general managers and partners of all projects were invited to participate in the Safety Day activities with the theme of "Zero Accidents". Through safety knowledge competition, traffic safety knowledge sharing, and a review of AAG's typical accidents, employees' safety knowledge was enriched, employees' safety awareness and safety skills were improved. The activities laid a solid foundation for employees' health and the Company's development.

3.2.4 安全文化建設

為強化全員安全意識，提高人員安全生產技能，公司積極開展安全宣傳教育工作。2017年，公司員工HSE培訓總小時數為14,572.25小時，人均HSE培訓小時數22.66小時。

2017年9月4日，亞美能源實現了3年無損失工時事故的安全業績。為了慶祝這個重要的里程碑並且保持對安全的關注，公司在9月5日首次開展「安全日」活動，以提升公司安全文化，表達致力於實現「零事故」的決心。「安全日」活動以「零事故」為主題，邀請了公司首席執行官、首席運營官及各個項目總經理、合作方共同參加。通過安全知識競賽、交通安全知識分享、亞美能源典型事故回顧等活動，豐富了員工安全知識，提高了員工的安全意識和安全技能，為員工健康、企業發展奠定了堅實的基礎。



A photo of AAG Safety Day
亞美能源安全日活動照片

Production Safety and Clean Operations

安全生產 清潔運營

3.3 Environmental Protection

The Company has always considered environmental protection to be equally important as business development. Since the convention of the 19th Congress of the CPC, ecological environment construction has become a core element of sustainable development in the nation. In the meantime, we understand that environmental sustainability is the basis of social and economic development. Therefore, we are committed to green-oriented development and strictly comply with national and local environmental laws and regulations related to CBM. We strive to minimise impacts on the environment during exploration, development, production, and operation, aimed to protect the ecological environment of surrounding communities.

3.3.1 Clean Energy

As a concomitant mineral resource with coal, CBM's heat value is almost equivalent to natural gas and can be utilised as an important supplementary energy to natural gas. Mainly composed of methane, CBM is also a cleaner, more environmentally friendly form of energy. Compared with coal, it contains a smaller proportion of impurities like sulphur and inorganic nitrogen, and produces far fewer pollutants such as sulphur dioxide, nitrogen oxide, and smoke, dusts after combustion; compared with conventional fuels, CBM has the lowest carbon-hydrogen ratio and lowest oxycarbide content in its combustion products. It helps reduce the discharge of greenhouse gas and will be emphatically developed by the government as a strategic resource.

3.3 環境保護

公司始終將業務發展與環境生態保護置於同等重要的地位，特別是十九大召開以來，國家將綠色發展、環境生態建設作為可持續發展核心工作；同時，我們也深知環境的可持續發展才是社會、經濟發展的基礎，因此我們堅持以綠色為導向，嚴格遵守國家及地方煤層氣相關環保法律法規，致力於降低勘探、開發、生產和運營過程中對環境產生的影響，保護周邊社區的生態環境。

3.3.1 清潔能源

煤層氣作為煤的伴生礦物資源，其熱值與天然氣相當，可以作為天然氣的重要補充能源；同時，煤層氣也是一種更加清潔的環保型能源，其主要成分是甲烷，與煤炭相比，硫和無機氮等雜質的含量極低，燃燒後產生的二氧化硫、氮氧化物、煙塵等污染物排放量遠低於燃煤產生的污染物；並且相比傳統燃料，煤層氣的碳、氫比值最低，燃燒產物中的碳氧化物含量最少，有助於減少溫室氣體排放，是國家重點開發的戰略資源。

Comparison of Pollutants Discharged from CBM and Coal Burning Equivalent Heat Value

熱值相當的煤層氣和燃煤污染物排放對比表

Fuel	Discharge/ cubic meters	Carbonic Oxide/kg	Nitric Oxide/g	Sulphur Dioxide/g	Dusts/g
燃料	排氣量/ cubic meters	一氧化碳/kg	氮氧化物/g	二氧化硫/g	煙塵/g
3,000 cubic meters CBM 3,000 cubic meters 煤層氣	8.05×10 ⁴	0.0189	10.20	1.89	0.86
3.99 t Standard Coal 3.99 t 標準煤	10.87×10 ⁴	7.60	50.74	53.64	83.82

Reference: Hu Kun, Chen Mingqiang, Guo Yongcun. (2009). A Brief Discussion on CBM Recycling and Environmental Protection, *Coal Engineering*, Issue 11.

參考文獻：胡坤，陳明強，郭永存：淺談煤層氣資源化與環境保護；*煤炭工程* 2009年11期

Production Safety and Clean Operations

安全生產 清潔運營

3.3.2 Clean Production

The Company is actively responding to the national *CBM Exploration and Development Action Plan*, making efforts to improve CBM exploration technologies and to innovate in clean production and operation. The Company strictly complies with pollutant discharge standards, aimed to continuously improve the discharge performance, to strengthen management, and to introduce new technologies in order to reduce pollution. In 2017, the Company's equivalent CO₂ emissions totalled 116,185.98 tons, significantly lower than in 2016.

Air Pollutant Emissions Management

The Company strictly adheres to national and local waste gas emission standards, strengthens waste gas pollution emission control, and optimises the mining process flow. The hydrogen sulphide was desulfurized by using atomization nozzle, super gravity machine, and desulfurization tower, to improve the quality of CBM from the source and lower waste gas output.

Water Pollutants Management

The Company strictly follows related national laws and regulations for the treatment and discharge of production wastewater and domestic sewage. At the same time, the Company reduces the discharge of sewage through purification and reutilization.

The Company advocates the reuse of domestic sewage, which is used for greening and road watering after undergoing successive treatment through the biochemical treatment system and reverse osmosis system. In 2017, the Company's domestic sewage production capacity was 20,725 cubic meters. 10,515 cubic meters of them was reutilized, with a reutilization rate over 50%.

3.3.2 清潔生產

公司積極響應國家制定的《煤層氣勘探開發行動計劃》，著力改進煤層氣的開採技術，創新應用以探索清潔的生產、運營方式。公司嚴格遵守污染物排放標準，以不斷提升排放表現為目標，加強管理力度，推出新的技術方法以降低排放污染。2017年，公司二氧化碳排放當量為116,185.98噸，較2016年顯著降低。

大氣污染物管理

公司嚴格遵照國家及地區廢氣排放標準，加強廢氣排放治理工作，優化開採工藝流程，通過使用霧化噴頭、超重力機和脫硫塔對硫化氫進行脫硫，力爭從源頭提升煤層氣品質，降低廢氣產生量。

水污染物管理

公司嚴格按照國家相關法律法規對生產廢水和生活污水進行專業的處理和達標排放，同時通過污水淨化、二次利用等方法，減少污水排放。

公司推行生活污水再利用，生活污水通過生化處理系統，經兩級過濾後，進入軟化器和保安過濾器，再經反滲透系統處理後，用於綠化及道路灑水。2017年，公司生活污水產生量20,725立方米，二次利用使用量達10,515立方米，二次利用率超過50%。

Production Safety and Clean Operations

安全生產 清潔運營

In 2017, the pumping water treatment volume of the Company was 134,453 cubic meters. Of this, the treatment volume of the Panzhuang project and the Mabi project was 66,463 cubic meters and 67,990 cubic meters respectively. The chemical oxygen demand discharge of industrial sewage went down by 3.4% from the prior year, to 5.04 tons.

Solid Waste Management

Based on the requirements set out in the *Solid Waste Pollution Prevention Law of the People's Republic of China*, the Company strictly regulates hazardous waste at well sites, gas gathering stations, and valve stations. We ensure centralised and safe disposal of hazardous waste, improving our management practices for hazardous waste in work sites.

In 2017, the Company propagated laws on hazardous waste and conducted relevant training programs on standardised management. We implemented standardised management systems of hazardous waste and linked this to our employees' performance evaluation. This system involves double checking and archiving all our hazardous waste records, and making the receipt and delivery records clearer and traceable with signatures. Hazardous wastes are meticulously classified. Mixing hazardous wastes with non-hazardous waste is strictly prohibited. Bins containing hazardous wastes must be processed to eliminate dangerous matters and avoid secondary pollution before being used in other places. Employees are required to fill up a form when transferring hazardous waste, which is then delivered to qualified contractors for unified disposal. Teams and individuals who did an outstanding job in hazardous waste prevention and control were rewarded by the Company.

Industrial waste and household garbage are stored separately and delivered to specific places for further disposal. In 2017, the Company produced a total of 10,861 cubic meters of drilling mud, 7,281 cubic meters of drilling cuttings, and 12.5 tons of waste engine oil. The amount of general industrial solid waste was 155,000 tons, and the amount of household garbage was 53.07 tons.

2017年，公司排採水處理量為134,453立方米，其中潘莊項目共處理排採水66,463立方米，馬必項目共處理排採水67,990立方米。生產廢水化學需氧量排放量5.04噸，比2016年排放量下降3.4%。

固體廢物管理

公司根據《中華人民共和國固體廢棄物污染環境防治法》的相關要求，嚴格規範井場、氣站及閘組站的危險廢棄物管理工作，確保危險廢棄物的集中安全處置，提高生產現場的危險廢棄物管理水平。

2017年，公司組織井場、站場操作工開展危險廢物法律宣傳及規範化管理培訓工作；落實危險廢棄物規範化管理責任制，並與績效考核掛鉤；對危險廢棄物標誌進行核查建檔，做到出入有記錄、簽名可循；危險廢棄物嚴格進行分類儲存，嚴禁將危險廢物混入非危險廢物貯存區域；盛裝過危險廢棄物的垃圾桶必須進行污染消除處理後才可轉作他用，以免造成二次污染；危險廢棄物轉移按規定填寫轉移聯單，並統一交由有資質的承包商進行回收處置；同時，公司會對危險廢棄物防治工作成績突出的班組及個人予以獎勵。

生產垃圾和生活垃圾會進行分類存放，轉移到指定地點進行處理。2017年，公司產生的各類危險廢棄物總量分別為：鑽井泥漿10,861立方米，鑽井岩屑7,281立方米，廢機油12.5噸；一般工業固體廢棄物產生總量為155,000噸；生活垃圾產生總量為53.07噸。

Production Safety and Clean Operations

安全生產 清潔運營

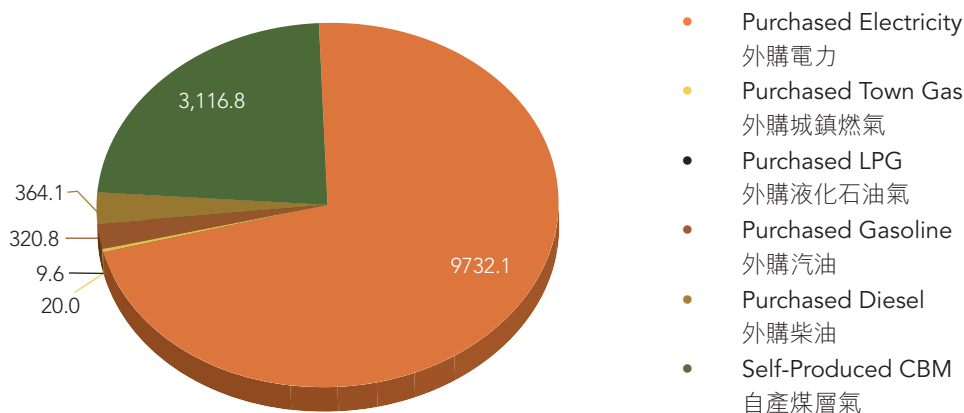
3.3.3 Resources Saving

The Company has adopted a variety of energy-saving measures, including resources reutilisation and energy-saving transformation, to conserve resources and help pave the way for our long-term sustainable development.

3.3.3 資源節約

公司採取多種節能政策，通過資源重複利用、節能改造等方式，實現資源節約，為公司長久的可持續發展提供充分條件。

Energy Consumption to Standard Coal in 2017 (ton)
2017年各類能源消耗標煤折算量(噸)



Energy Consumption of AAG
能源使用情況

		2017	Standard Coal Conversion Amount (ton)
		2017年	標煤折算量 (噸)
Purchased Electricity (MW•h)	外購電力 (兆瓦時)	79,187	9,732.1
Purchased Town Gas (m ³)	外購城鎮燃氣 (立方米)	14,966	20.0
Purchased LPG (m ³)	外購液化石油氣 (立方米)	2,372.35	9.6
Purchased Gasoline (L)	外購汽油 (升)	302,829	320.8
Purchased Diesel (L)	外購柴油 (升)	301,080	364.1
Self-Produced CBM (m ³)	自產煤層氣 (立方米)	3,387,796.18	3,116.8

MW•h = megawatt hour
m³ = cubic meters
L = liters

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Energy Saving and Consumption Reduction

The Company attaches great importance to energy saving and consumption reduction and integrated the concept of energy saving into the entire process of production and operations. In 2017, the Company implemented a series of technological innovations, including transforming our frequency conversion compressor, "Pigging" technology, reusing lubricating oil after removing the coal powder, and so on. We also encouraged employees to save electricity as well as reduce travel and the use of vehicles in their daily life. A total of 18.3 MW•h of electricity was saved for the whole year.

The No.1 gas gathering station of the Mabi project and its surrounding wells had relied on power generated by gas-fired generators, which led to vast gas consumption. On 20 June 2017, a 10 kV national grid power supply system was established and put into use. This solved the power supply problem of all facilities around the No.1 gas gathering station, and has saved 653,153 cubic meters of gas consumption since its operation.

Energy Saving

公司重視節能降耗，將能源節約工作貫穿到公司生產運營全過程。2017年，公司通過實施壓縮機變頻改造項目、「通球」技術應用項目，潤滑油脫煤粉重複使用項目等一系列技術改造措施，以及鼓勵員工在日常生活中節約用電，減少差旅及車輛使用次數，全年共節約電量18.3兆瓦時。

馬必項目1號集氣站及周邊井場一直以來採用燃氣發電機供電，需要消耗大量燃氣，2017年6月20日，1號站10kV國網供電系統正式建成並投入使用，解決了1號站周圍所有設施的供電問題，自投產以來節約了燃氣使用量約653,153立方米。



The Power Grid Was Successfully Established and Put into Operation
電網正式建成並投入使用

Production Safety and Clean Operations

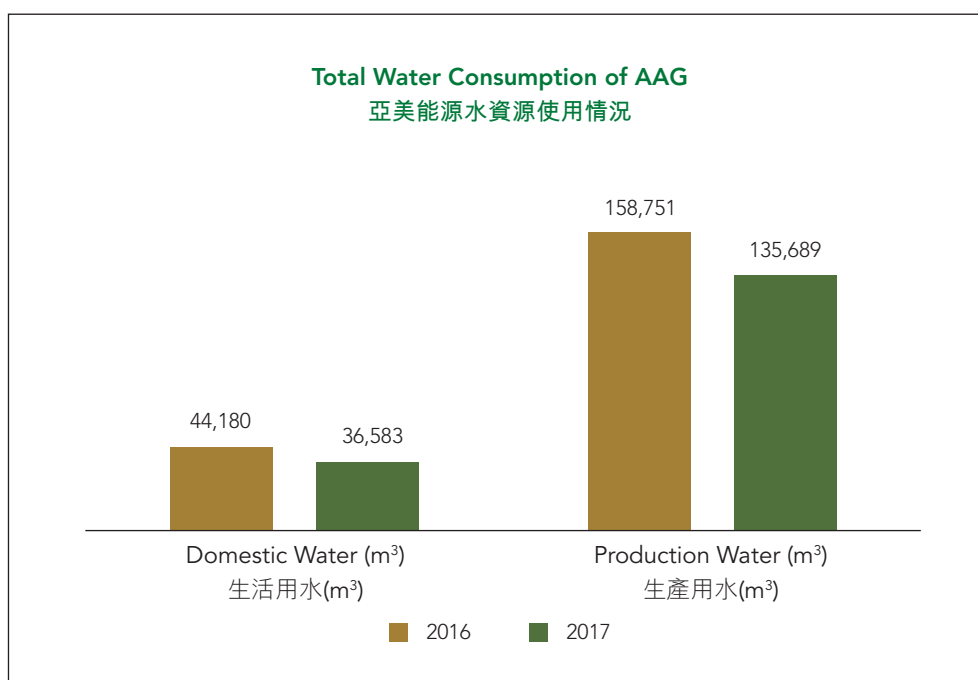
安全生產 清潔運營

Water Saving Management

The Company strengthens entire water conservation management process for water supply and consumption in residential and industrial areas. Taking measures such as technology innovation, process flow optimization, sewage reutilization, water saving education and so on, the Company constantly promotes water efficiency and therefore makes an overall improvement in water resources management.

節水管理

公司強化對生活和生產區域水源、取水、用水的全過程節水管理，通過技術改造和工藝流程優化、推進污水二次利用、開展節水宣傳等措施，不斷提高水資源利用效率，全面加強水資源管理。



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Case: Pumping Water Reutilization of the Mabi Project

The Company reutilises pumping water in the Mabi project. Some of the pumping water is transported to hydraulic fracturing well sites by water tankers. After filtration and purification, it can be used as fracturing fluid.

案例：馬必項目實施排採水重複利用

公司在馬必項目對排採水進行重複利用，將部分井場的排採水通過水罐車運輸到水力壓裂現場，經過過濾器過濾，水質淨化後作為壓裂液使用。



Transporting pumping water to fracturing well sites by water tanks
利用水罐車將排採水運輸到壓裂井場

3.3.4 Ecological Protection

The Company actively manages the surrounding environment of our projects according to the *Investigation Report on Environmental Protection Verification and the Management Plan for Ecological Environmental Protection and Recovery of Mines*. Through land-saving, engineering repair, land remediation, and vegetation recovery, we protect the ecological health around our projects and reduce the impact of our operations on our surroundings. In 2017, the reclaimed land area of the Panzhuang concession was 26,640 square meters with a rate of 53%. There was no land reclamation involved in the Mabi concession as it is still in the exploration stage.

3.3.4 生態保護

公司根據《環保驗收調查報告》《礦山生態環境保護與恢復治理方案》等規定積極開展項目周圍環境生態治理工作，通過節約用地、進行工程修復與土地修復工作、恢復植被等形式，保護項目周邊的生態健康，降低因生產運營和自身活動對周邊生態環境造成的影響。2017年，潘莊區塊土地復墾面積為26,640平方米，土地復墾率為53%。因馬必區塊目前處於勘探階段，暫無土地復墾。

Win-Win Cooperation and Giving Back to Society

合作共贏 回饋社會

4. Win-Win Cooperation and Giving Back to Society

We cooperate with China United Coalbed Methane Co., Ltd. and China National Petroleum Corporation to conduct upstream development and production. At present, Panzhuang is already a mature production concession. In 2017, its total output reached 571.6 MMCM. The Mabi concession also achieved success in terms of production growth and development optimisation, and well prepared to ensure a stable supply of clean energy. In 2017, AAG regarded development of the national economy and people's livelihood as its own responsibility to ensure a steady supply of coalbed methane for the country.

4.1 Ensuring a Steady Supply of Energy

According to the National Energy Administration and China's "13th Five-Year Plan", there will be significant growth in CBM and natural gas over the next five years. In 2017, the 19th National Congress of CPC called for "spurring the development of energy-saving and environmental protection industries as well as clean production and clean energy industries", which is another beneficial policy for the energy industry. At present, coal still plays a dominant role in China's energy structure, while natural gas accounts for only about 7%. Based on the national target, China needs to gradually increase the proportion of natural gas from 7% to 10%, and increase the proportion of CBM from over 5 billion cubic meters to over 10 billion cubic meters. In this context, the CBM industry will achieve multi-fold growth. Policy-level support for further large-scale development of natural gas has a positive impact on AAG, and the Company will improve operational efficiency and cost control to ensure a stable supply of clean energy.

4. 合作共贏 回饋社會

亞美能源與中聯煤層氣有限責任公司和中國石油天然氣股份有限公司合作，進行上游的開發及生產工作。目前，潘莊已經是成熟生產區塊，2017年總產量已經達到5.716億立方米。馬必區塊也體現出在產量增長和開發優化方面取得的成功，在保障清潔能源穩定供應方面做好充足準備。2017年，亞美能源仍舊以國計民生為己任，保證為國家穩定供應煤層氣。

4.1 保障能源穩定供應

從國家能源局及我國「十三五」規劃來看，煤層氣和天然氣在未來五年有很大的增長。2017年，「十九大」提出對「壯大節能環保產業、清潔生產產業、清潔能源產業」的要求，更是添加一項政策利好。目前，我國能源結構仍舊以煤為主，天然氣只佔約7%。而按照國家目標，我國需逐漸將天然氣佔比從7%升至10%，將煤層氣佔比從約50多億立方米升至100億立方米以上。在這樣的背景下，煤層氣產業約有成倍的增長空間。政策層面支持天然氣進一步大規模開發，這對亞美能源的影響是正向的，公司將立足於運營效率和成本的控制，保障穩定的清潔能源供應。

Win-Win Cooperation and Giving Back to Society

合作共贏 回饋社會

In 2017, the total annual production from Panzhuang reached 571.6 MMCM (20.2 bcf), with a 13% increase year on year, average daily production in 2017 was 1.57 MMCM per day, a 13.4% increase year on year. The sales utilization rate in Panzhuang has remained very high at 98% during 2017. The promotion of "coal to gas" in this winter contributed to the steady supply of natural gas. Mabi's gross pilot production increased to 58.3 MMCM (2.1 bcf) compared with 35.0 MMCM (1.2 bcf) in 2016, the 2017 average daily production for Mabi was 160.0 MCMD, a 68% increase compared to 95.5 MCMD in 2016. By the end of 2017, there are 127 wells at various stages of pilot production in Mabi. The success that the Mabi concession achieved in 2017 in terms of production growth and development optimisation reflects how well-prepared it is in securing a stable supply of clean energy.

In 2017, there were zero customer complaints about our products and services and our customer satisfaction rate reached 100%.

4.2 Supply Chain Management

We attach great importance to the sustainable management of our Company, our suppliers, and our contractors. In addition, we evaluate the performance of potential suppliers according to their social responsibility, such as whether or not they have established an HSE system. AAG sets an example by leading its partners to jointly fulfil social responsibility and actively promote the sustainable development of the industry's supply chain.

In order to ensure the quality and safety of production, we strictly screen suppliers according to our requirements, and have included HSE performance in the supplier evaluation system. AAG developed a series of mechanisms, such as the *Performance Assessment Form for Material Suppliers*, the *Performance Assessment Form for Engineering Services Suppliers*, and the *Management Procedures of Contractors Register*, to screen and evaluate qualified suppliers. AAG also implemented a mid-year supplier evaluation to better ensure production safety and environmental protection.

2017年，潘莊區塊的總產量同比2016年增長13%至5.716億立方米，日產氣量同比2016年增長了13.4%至157萬立方米每天，銷售利用率穩定保持在98%。在「煤改氣」推進實行過程中，為天然氣的穩定供應提供助力。馬必區塊的總產量同比2016年的3,500萬立方米增加到5,830萬立方米，平均日產量同比2016年的9.55萬立方米每天增長了68%達16萬立方米每天。截止2017年底，馬必區塊共有127口處於不同階段的先導性生產井，馬必區塊在產量增長和開發優化方面取得的成功，體現出其在保障清潔能源穩定供應方面已做好充足準備。

2017年，在我們所有的產品及服務中，客戶投訴數量為0。在2017年所進行的客戶滿意度調查中，客戶滿意度達到100%。

4.2 供應鏈管理

在供應商管理方面，我們高度重視自身與供應商、承包商的可持續發展管理工作，評估潛在供應商在社會責任方面的表現，如將對方是否建立HSE體系納入考核中。亞美能源以身作則，帶動合作夥伴共同履行社會責任，積極推進提升行業供應鏈的可持續發展表現。

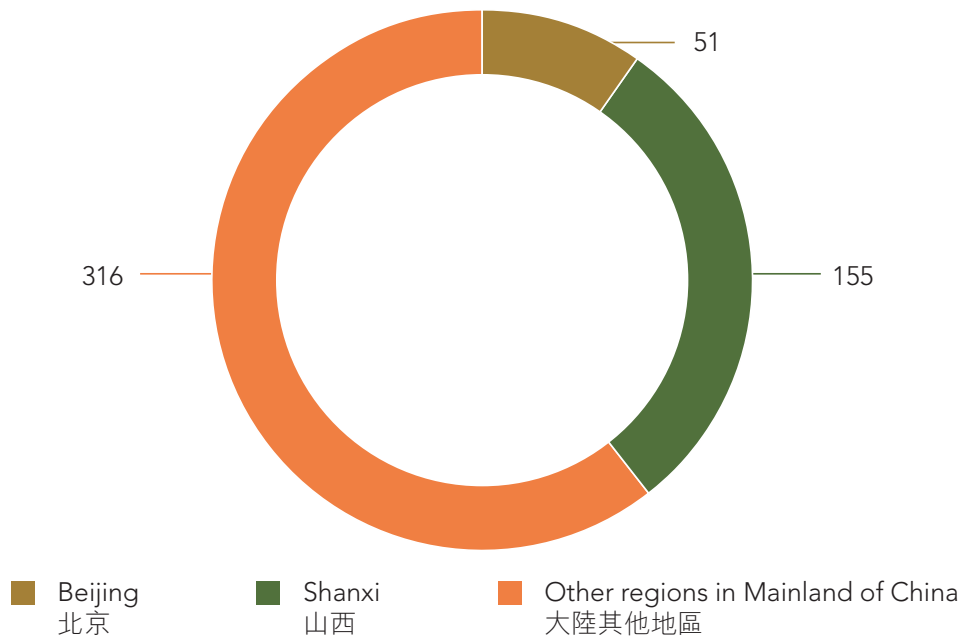
為保證生產質量與安全，我們嚴格按照要求篩選供應商，並將HSE表現納入供應商評估體系之中。亞美能源制定《物資類供應商業績評定表》、《工程服務類供應商業績評定表》、《承包商備案管理程序》等制度，篩選、評估優質合規供應商。同時，本年度亞美能源實行年中供應商評估工作，以更好保證安全生產及環境保護工作。

Win-Win Cooperation and Giving Back to Society 合作共贏 回饋社會

Our goal is to comprehensively improve the management levels of suppliers and contractors, gradually developing a dynamic and comprehensive integrated management model. We strive to put the win-win management principle into action through building mutual beneficial relationships with suppliers to ensure our long-term, efficient, and high-quality operations. As an advocate of energy conservation and emission reduction, we also cut transportation costs by selecting local suppliers based on quality assurance and their qualifications.

我們的目標是全面提升供應商和承包商管理水準，逐步形成動態規範的全面融入式管理模式，力爭達到與供應方的互利關係的雙贏管理原則，為企業長期、高效、優質開展生產經營、管理活動提供了可靠保障。為提倡節能減排，減少運輸成本，本公司在選擇供應商時也會盡量在保證品質和資質完善的前提下就近選擇。

Geographical Distribution of Suppliers and Contractors in 2017
2017年供應商和承包商地理分佈情況



Win-Win Cooperation and Giving Back to Society

合作共贏 回饋社會

4.3 Promoting Local Development

We proactively pay taxes as part of our production and operations to help boost the local economic development. We give priority to local employees and suppliers under the same conditions to cultivate and support their development. In line with the planning and development of the community, we spare no effort in public service and volunteering and are devoted to building inclusive communities to support the harmonious development of society. In 2017, we continued maintaining communications with local communities, and follow our excellent society-business cooperation tradition. In 2017, AAG's total investment in community and public services were about CNY 543,500.

4.3 社區關懷

我們在生產運營中積極主動納稅，支持地方經濟發展；在同等條件下，優先選用當地員工和供應商，培養並扶持其發展；配合社區規劃和發展，不遺餘力參與公益志願者事業，致力於建設包容性社區，助力社會和諧發展。2017年，我們繼續與社區保持良好溝通，延續以往優秀的社企合作模式。全年共計為社區公益投入資金543,500元。

Win-Win Cooperation and Giving Back to Society

合作共贏 回饋社會

AAG Community Policy

AAG's community policy is to build "sustainable development and inclusive communities."

AAG insists on adhering to its community policies to improve management level, and protect employee and community health and safety, to improve livelihoods of the affected communities and to take on and fulfil social responsibilities, with particular attention to vulnerable groups.

In order to promote sustainable development, we are committed to:

- Be consistent with applicable People's Republic of China laws and regulations, IFC Performance Standards (2013), and Equator Principles III (2013);
- Undertake continuous social impact assessment and risk evaluations to effectively avoid and control health and safety hazards to project employees and surrounding communities and coexist in a harmonious way with the local communities;
- Maintain good relationship with the affected communities and broader stakeholders;
- Adopt and implement human resources policies and procedures to be consistent with national employment policies and labour laws and regulations and with international standards (e.g. IFC Performance Standards, 2012);
- Avoid engaging in or supporting the use of child labour, forced labour or compulsory labour as defined in the ILO Convention 29;
- Work with our employees to maintain a healthy, hygienic and safe work environment, and proactively reduce occupational injury and illness risks, and promote employee health and well-being;
- Avoid or minimize both physical and economic displacement to the local community; where avoidance is not possible, to extent possible collaborate with the responsible government to restore the livelihoods of the displaced persons and ensure informed participation of those affected;
- Ensure that all employees are aware of their roles and responsibilities to comply with our social policy;
- Requires the same of contractors to manage social performances in line with this social policy.

Win-Win Cooperation and Giving Back to Society

合作共贏 回饋社會

亞美能源社區政策

亞美能源的社區政策是「可持續發展，包容性社區」。

亞美能源一直貫徹本社會政策以提高管理水平，保護員工和社區的健康和安全，通過承擔和實現社會責任來改善受影響社區的生活水準，尤其是對弱勢群體的關注。

為了促進可持續的社會實踐，亞美能源致力於：

- 與中華人民共和國的法律法規，2013版國際金融公司運行標準，以及2013年第三版赤道原則保持一致；
- 進行不間斷的社會影響力和風險評估，有效避免和控制給項目員工和周圍社區帶來健康與安全風險，保證與當地社區和諧相處；
- 受影響社區和更廣泛的利益相關方建立友好關係；
- 採取和實施與國家就業和勞動法規以及國際標準(例如：國際金融運行標準，2012版)一致的人力資源政策和程序；
- 避免參與或支持國際勞工法第29條規定的僱傭童工和強迫勞動；
- 與員工一起保持一個健康，衛生，安全的工作環境，積極減少職業傷害和患病風險，促進員工健康和幸福；
- 避免或最小化當地社區的人員搬遷和經濟上水平的下降，如果不可避免，儘可能的與當地負責政府協調來恢復遷居的生活，確保他們的知情參與；
- 確保所有員工明確他們的作用和職責，以遵守我們本社會政策；
- 要求承包商也應遵守這些要求，根據本社會政策來管理社會操作。

Win-Win Cooperation and Giving Back to Society

合作共贏 回饋社會

4.3.1 Guarantee of "Warm" Winter

To reduce smog and meet the expectation of people's longing for the blue sky, white clouds, green mountains, and clear rivers, in 2017, China has established the *Air Pollution Prevention and Control Plan in Beijing-Tianjin-Hebei Region and Surrounding Areas for 2017*, and continuously promoted the project of "switch to gas from coal". However, since coal is playing a leading role in China's energy consumption structure, while natural gas energy is relatively scarce, the problem of gas shortage in Shanxi Province became particularly prominent after the large-scale implementation of the "switch to gas from coal" project. With a view on ensuring production safety, the Company strove to increase our output and provide high-quality CBM to local government departments with the most favourable price, so as to ensure a warm winter for the local people.

4.3.2 Coalbed Methane Supply for Communities

In an effort to change the way of residents' energy usage of coal burning, and guide residents to use clean energy, the Company provided CBM to local communities with the most favourable price. In 2017, we continuously provided 2,692,296 cubic meters CBM to Guobei Village, Douzhuang Village and Panhe Village in Jiangfeng Town, Qinshui County, which greatly reduced their need for coal. This reduced the discharge of carbon dioxide, sulphide, and dusts, reducing air pollution. It also effectively improved local air quality and helped create a cleaner and healthier living environment for the local residents.

4.3.1 保障暖冬

為了減少霧霾天氣，滿足人民群眾對藍天白雲、青山綠水的渴望，2017年國家制訂了《京津冀及周邊地區2017年大氣污染防治工作方案》，持續推進「煤改氣」工程。由於煤炭在我國能源消費結構中佔據主導地位，天然氣能源相對短缺，大規模普及「煤改氣」工程後，山西省氣源短缺問題尤為突出。公司在保證安全生產的前提下努力提高產量，並以優惠的價格在讓渡企業經濟利益的情況下，為當地政府部門提供優質煤層氣，確保了當地群眾過一個暖冬。

4.3.2 社區供氣

為轉變居民燃煤的能源使用方式，引導居民使用清潔能源，公司將煤層氣以優惠價格輸送給當地小區。2017年，我們繼續為沁水縣嘉峰鎮郭北村、竇莊村和潘河村輸送煤層氣2,692,296立方米，大大減少了當地居民的燃煤需求，降低了二氧化碳、硫化物和粉塵的排放，減少了大氣污染，有效改善了當地空氣質量，使當地居民擁有更潔淨和健康的生活環境。

Win-Win Cooperation and Giving Back to Society 合作共贏 回饋社會

4.3.3 Caring for the Elderly

AAG cares for the vulnerable and advocates employee volunteers to actively send warm and love to the elderly in the nursing home of communities. On 25 May 2017, during the Dragon Boat Festival, more than 20 AAG employees and the administrative manager of AAG visited a nursing home — the Recreation Centre of Qinshui County — to serve senior citizens with hot meals and hand-wrapped sticky rice dumplings.

4.3.3 關愛老人

亞美能源關懷弱勢群體，倡導員工志願者積極走進社區敬老院，為老人們送去溫暖和愛心。2017年5月25日，端午節到來之際，亞美能源行政經理及20餘位亞美能源員工來帶著種種慰問品到沁水縣康樂中心敬老院看望居住在這裏的老人們，給老人們送上熱氣騰騰的飯菜和親手包好的愛心粽子。



Caring for the elderly during Dragon Boat Festival
端午節敬老院獻愛心

Win-Win Cooperation and Giving Back to Society 合作共贏 回饋社會

4.3.4 Run with Love

The volunteer groups of the Company actively participate into public service organized by NGOs, to convey the public spirit and responsibility concept of AAG to the society. On 15 April 2017, the AAG Beijing Office participated in "Run with Love for the World Hemophilia Day", a charitable walking event organised by the Administration Department. Led by the Beijing Foreign Enterprise Volunteers Association, the event was held in the Beijing Olympic Forest Park. More than 20 AAG employees came with their families to raise funds for hemophilia patients and their families. Their act provided encouragement to those who suffered from rare diseases and vulnerable children.

4.3.4 為愛而走

公司志願者團隊積極積極參與 NGO 組織舉辦的公益活動，向社會傳遞亞美能源公益精神和責任理念。2017年4月15日，亞美能源北京辦公室員工積極參與了「RUN WITH LOVE 為愛而走 • 世界血友病日」慈善健走大會活動。此項活動由北京外企志願者協會牽頭組織，在北京奧林匹克森林公園舉行。亞美能源的20餘名員工與家屬一起以健走的方式匯聚公眾愛心，為罕見病 — 血友病患者及家庭募集善款，提供切實幫助，通過行走的力量為罕見病患者及弱勢兒童送上一份溫暖的鼓勵。



Run with Love
為愛而走

Win-Win Cooperation and Giving Back to Society 合作共贏 回饋社會

4.3.5 Clean Drinking Water

The Company practices social responsibility by contributing to the health and growth of the youth. On 19 December 2017, AAG and the China Environmental Protection Foundation (CEPF) donated four sets of water purification equipment to Tu'wo township schools in Qinshui County, Jincheng City, Shanxi Province to ensure that students have access to clean drinking water at school. The schools are located in Qinshui County, which is also the location of AAG's CBM projects. The Schools include junior high, primary school, and kindergarten with a total of 138 teachers and students. In the past, the school had only one small water purifier in the canteen, which could not meet the needs of the teachers and students. Together with the CEPF, AAG provided the teachers and students with water purification equipment, replacement filters, and insulated cups that can supply enough for over 200 people. The donation not only ensured that teachers and students are able to drink hot and hygiene water in the winter, but also made them feel the warmth and love from AAG.

4.3.5 潔淨飲水

亞美能源關注青少年健康與成長，用實際行動踐行社會責任。2017年12月19日，亞美能源控股有限公司聯合中華環境保護基金會向山西省晉城市沁水縣土沃鄉學校捐贈淨水設備四套，讓學生們在學校喝上甘甜的「放心水」。土沃鄉學校位於亞美能源項目所在地沁水縣，學校包括初中、小學和幼兒園，現有師生共138人。原先只在食堂設有一台小型淨水機，遠遠無法滿足師生的飲水需要。亞美能源携手中華環保基金會為師生帶來了可以供給200餘人的淨水設備、後續更換的濾芯以及保溫杯，讓老師和學生們能在寒冷的冬天能夠喝到清潔和溫熱的飲用水，感受到亞美能源帶來的一絲溫暖。



Distributed vacuum bottles to kindergarten children
為幼兒園小朋友發放保溫杯

People-Oriented and Common Development

以人為本 共同發展

5. People-Oriented and Common Development

AAG has always believed that the stability of a business lies in each of its employees. We are people-oriented, respecting employees, training employees, and regarding employees as our partners. We safeguard the rights and interests of employees, ensure their safety and care for their well-being, with the vision of promoting corporate sustainable development in tandem with the sustainable development of employees.

5.1 Respecting Employees' Rights and Interests

AAG respects and protects the legitimate rights and interests of all employees. Through fair remuneration policies, scientific promotion channels and open communication, we nurture our talents and help them realise their full potential.

5.1.1 Employee Recruitment

As an employer who provides equal employment opportunities, we always uphold the principle of respecting and developing talents. We seek to attract talents from diverse cultural backgrounds and create tailored career development opportunities for employees. Our hiring process is transparent and fair throughout the recruitment, selection and hiring process, so as to ensure we recruit the most suitable talents.

The Company strictly implements the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, and other laws and regulations. We not only attach great importance to attracting, motivating, and cultivating employees through offering fulfilling roles, but also strongly oppose to using child labour and forced labour. We enforce anti-discrimination policies so that all employees, regardless of their gender, nationality, ethnic, religion, or cultural background, have equal opportunities and receive equal pay for equal work.

5. 以人為本 共同發展

亞美能源始終清醒地認識到，一個企業的行穩致遠離不開每一名員工。我們以人為本，尊重員工，培訓員工，視員工為自己的合作夥伴。維護員工權益、保障員工安全，關懷員工生活，以員工的可持續發展促進企業可持續發展。

5.1 尊重員工權益

亞美能源尊重和保護所有員工的合法權益，通過公平的薪酬政策，科學的晉升渠道，靈活的溝通管理，協助員工發揮潛能，培育優秀人才。

5.1.1 員工招聘

亞美能源作為一家提供均等就業機會的僱主，始終秉承尊重人才和發展人才的原則，在多元化的文化中積極吸引優秀人才，並不斷為員工的職業發展創造機會。公司的招聘、選拔和錄用均經過專業的、公開、公平和公正的方式進行，以確保招聘到最合適的人才。

公司嚴格執行《中華人民共和國勞動法》、《中華人民共和國勞動合同法》等法律法規。高度重視員工管理，透過提供富有滿足感的工作，吸引和激勵員工。堅決反對使用童工和強制勞工，嚴格執行反歧視政策，所有員工，不論性別、國籍、民族、宗教信仰和文化背景，均享有平等機會。

People-Oriented and Common Development 以人為本 共同發展

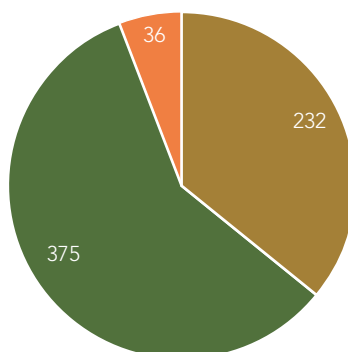
In 2017, the Human Resources department carried out recruitment activities through online recruitment, internal referrals, and headhunting services. The department screened resumes, organised interviews, and communicated with department heads about the qualifications of candidates. The department also conducted background checks on selected candidates.

At the end of 2017, the Company had a total of 643 employees, with a turnover rate of 5.65% for the year.

2017年，公司主要通過網絡招聘，內部推薦，獵頭等渠道開展招聘，進行簡歷篩選，組織面試，與部門負責人溝通候選人任職資質以及對確定的候選人做背景調查等招聘活動。

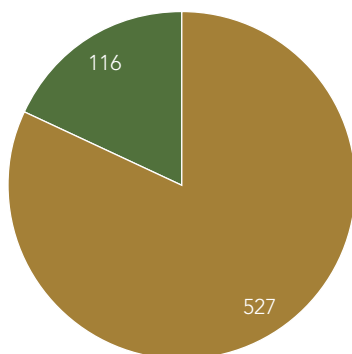
截止2017年底，公司擁有員工643人，全年員工流失率為5.65%。

Number of Employees by Age
按年齡劃分的員工人數



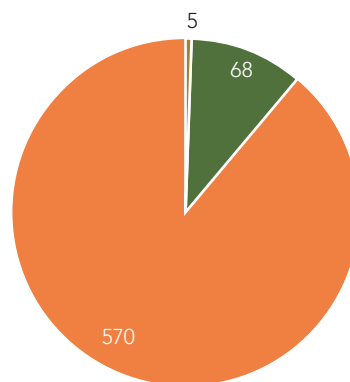
■ Age of 30 and below (30歲及以下)
 ■ Age of 31-50 (31-50歲)
 ■ Age of 51 and above (51歲及以上)

Number of Employees by Gender
按性別劃分的員工人數



■ Male (男員工)
 ■ Female (女員工)

Number of Employees by Geographic location
按地區劃分的員工人數



■ Others (外省)
 ■ Beijing (北京)
 ■ Shanxi (山西)

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5.1.2 Occupational Health

AAG believes that employees' health and occupational hygiene are of vital importance to us. We strictly follow the *Occupational Disease Prevention and Control Law* of the People's Republic of China, as well as other laws and regulations to support employees' occupational health.

The Company strictly comply with the *Fitness to Work Procedure* and the *Stop Work Policy*, we promote health and safety management in the workplace, organise regular health examinations for employees, strengthen occupational health management for site operators, establish health files, and continuously improve the working environment for employees in order to ensure their occupational health and safety. In 2017, the Company's occupational disease testing covered all employees who were at risk of occupational diseases.

5.1.3 Compensation and Benefits

AAG are committed to establishing an incentive remuneration system in line with the market. The Company regularly review and adjust the remuneration according to the market and the business performance of the Company, continuously improving the remuneration and benefit policies. The Company strictly implements performance assessment, linking employees' performance with their annual bonus and remuneration to incentive employees. It is also a way to recognise employees' efforts throughout a year. The Company pays various types of social insurance for employees, including endowment insurance, medical insurance, unemployment insurance, maternity insurance, and employment injury insurance, as well as pays housing accumulation funds for employees.

5.1.2 職業健康

亞美能源深信員工的健康和職業衛生至關重要，嚴格按照《中華人民共和國職業病防治法》等法律法規執行員工職業健康管理。

公司嚴格執行《工作適合性管理》、《停止工作政策》，在工作場所推廣健康及安全管理。定期組織員工健康體檢，加強現場作業人員的職業健康管理，並建立健康檔案，持續改善員工工作環境，保障員工職業健康安全。2017年，本公司的職業病檢查覆蓋所有存在職業病風險崗位的員工。

5.1.3 薪酬福利

亞美能源致力於建立與市場接軌的薪酬激勵機制，定期根據市場情況和公司業務發展的需要調整薪酬機制，不斷完善薪酬福利制度。公司嚴格執行績效考核制度，考核結果與年終績效獎勵掛鉤以激勵和認可員工在當年的努力。公司按照國家規定為員工繳納包括養老、醫療、失業、生育、工傷及住房公積金等福利。

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5.2 Supporting Employees' Development

The Company takes into consideration both the needs of employees' development and the needs of business expansion. We offer our employees targeted training programmes across various occupational development channels. As we aim to improve our ability to enhance our employees' capabilities, we strive to provide a broad career platform and development space for all kinds of talents. We adhere to our people-oriented talent development concept and strengthen our process management. Through this, we hope to build a talent system that connects different levels of personnel, all of whom share the responsibility.

The Company aims to provide a working environment where employees can continuously learn, develop, and fully display their potentials. The Company offers a variety of training channels, such as on-job training, short-term assignments, business case sharing, special training, and so on. Through such channels, employees gain access to career-specific knowledge and skills. The Company's training principles are well-planned, well-organised, result-oriented, and clearly measured by standards.

5.2.1 Training System

The Company has established a complete learning and development system to meet the requirements of rapid development of personnel and business. We designed training and development plans related to employees' responsibility and personal development from several dimensions, including the improvement of employees' professional skills, personal competence and quality, and high potential talent team management and the model of leadership. During their employment, AAG will develop suitable training and development plans for employees according to their specific situations. Trainings include development on professional qualities, job skills, production safety and management competences, and other capabilities closely related to employees' job responsibilities.

5.2 助力員工發展

公司綜合考慮員工自身發展和業務拓展需求，為員工提供有針對性的、多元化的培訓和不同類型的職業發展通道，努力為各類人才提供廣闊的事業平台和發展空間，以員工能力提升帶動企業能力升級。堅持以人為本的人才發展理念，強化過程管理，形成上下聯動，責任共擔的人才體系平台。

公司旨在提供一個可以讓員工不斷學習、發展和發揮個人最大潛能的工作環境。公司提供多種培訓渠道，如在職指導，短期任命，業務分享，專題培訓等。通過這些渠道，員工可以獲得與職業發展相關的知識和技能。公司的培訓原則是有計劃，有組織，以結果為導向並以明確的標準進行衡量。

5.2.1 培訓體系

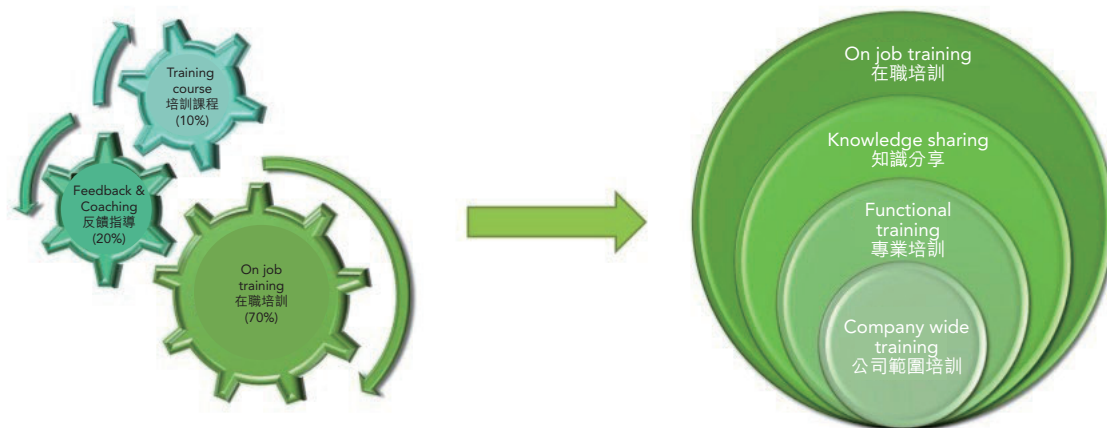
公司已建立起完整的學習與發展體系，來滿足人才及業務高速發展的要求，並從建設員工個人專業化技能、個人能力素質、高潛力人才團隊管理及領導力的模型幾個維度來制定與員工崗位職責及個人發展相關的培訓發展計劃。員工在職期間，亞美能源將視具體情況為員工制定適合的培訓和發展計劃，包括職業素質、工作技能、安全生產、管理能力以及其他與員工崗位職責緊密相關的培訓發展內容。

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Learning and Development System Structure
學習與發展體系的結構



Learning and Development Model
學習與發展模式

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The Company encourages employees to participate in training activities, as long as they comply with official working hours, are in line with the Company's strategy and objectives, and given that it does not affect their daily work. Employees should participate in training as planned, and department heads should support employees' training and cooperate with the HR department to track the training effects of employees.

In 2017, the Company initiated a policy to boost employee participation in training. Employees spent a total of 5,382 hours on level one interdepartmental training and external training organised by Headquarters. Average per capita training was 8.37 hours per year. 97.51% of staff participated in training. Internal training includes basic training and advanced training. The former aims to communicate the Company's policies to staff through rotation, on-the-job training, internal supervisor guidance, and external lecturer training, so that all employees, including new employees, know about the core values and policies of the Company. Advanced training are designed to improve the management's leadership, goal setting capabilities, and performance management capabilities. Thus, the management are constantly provided with skills they need to drive continuous development and growth of the Company. The Company encourages employees to attend external training according to their development goals, to improve their comprehensive abilities and professional skills. Training areas include law, HSE, business procurement, contract management, and so on.

公司鼓勵員工參加培訓，部門負責人和員工應當根據年度工作計劃和目標，合理安排培訓和工作時間，且在不影響工作的前提下參加相關培訓。員工應按照計劃參加公司安排的培訓。部門主管支持員工參加培訓並配合人力資源部對員工培訓效果進行跟蹤反饋。

2017年，公司鼓勵員工積極參加培訓，其中，員工接受的由公司組織的跨部門一級培訓以及外部培訓共5,382小時，人均8.37個小時，員工培訓百分比為97.51%。內部培訓，通過輪崗在崗學習，內部主管輔導傳授及外聘講師培訓的方式，組織了有針對全員的公司政策溝通等的基礎培訓，使包括新員工在內的公司所有員工更瞭解公司核心價值觀及公司政策等；也有針對管理人員的領導力、目標設定、績效管理等高級培訓，旨在為企業不斷發展壯大提供持續的管理人才。外部培訓，根據員工發展目標，公司鼓勵員工參加提高個人綜合能力素質和專業技能的相關培訓，如法律、HSE、商務採購，合同管理等方面的培訓。

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5.2.2 Career Development

The Company proactively provides employees with development opportunities. We encourage employees to improve their professional knowledge, capabilities, and experiences, so as to improve the values of employees as well as the Company's. As for employees' occupational development, the Company has set up multiple promotion channels, ensuring that all employees on all positions can obtain independent, unimpeded, and stable career development. The Company carries out annual evaluations for employees' promotion. Evaluation process is the same company-wide to ensure that promotion meets the needs of the Company's business development and in accordance with fair and equitable principles.

The promotion evaluation process is carried out by the HR department. Promotion application forms and related supporting materials need to be submitted by the departments for review and finalization. The promotion cannot be carried out unless it is finalisation. Promotions must be approved by the talent management team, which is composed of senior executives and technical experts, to ensure consistency and fairness of promotion in the organisational structure.

5.2.2 職業發展

公司積極為員工提供發展的機會，鼓勵員工不斷提升自身專業知識、能力和經驗，以增加個人及對公司的價值。對於員工的職業發展，公司設立了多種晉升通道，確保不同崗位類型的員工都能獲得獨立、暢通、穩定的職業發展空間。公司每年進行晉升評估。該評估在全公司範圍內採取統一的流程，以確保晉升符合公司業務發展的需要以及公平、公正的原則。

晉升流程由人力資源部負責組織，部門需要提交晉升申請表以及相關支持性資料，由人才管理小組評審確定後執行。人才管理小組由公司高管及技術專家組成，確保晉升在組織結構中的一致性和公平性。

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When recommending candidates for promotion, departments should consider but not limit their representations to the following basic guidelines:

- Needs of business development
- Employees' competence and potential for a higher ranking or position
- Employees' performance over the past two years
- The number of years the employee has worked for the Company on one's position, and the number of years requirement of the salary level
- Leadership assessment and the result of the 360-degree feedback (for team managers and higher positions only)

各部門推薦晉升員工時，需要考慮但不僅限於以下因素作為晉升基本指導準則：

- 公司業務發展需要
- 員工的勝任能力以及任職下一級別或崗位的潛力
- 員工過去兩年的工作績效表現
- 員工的服務年限以及在當前崗位及工資級別的工作年限
- 領導力能力測評以及360度評估反饋的結果（團隊經理級及以上的級別的晉升有此要求）

Diagram of Career Development Paths
職業發展路徑圖

Human Resources 人事類	Administration 行政類	Finance 財務類	Legal Affairs 法務類	Safety 安全類	Procurement 商務採購類	Technology 技術類	Production 生產類
HR Assistant 人力資源助理	Receptionist 前台接待	Cashier 出納	Legal Assistant 法務助理	HSE Technician HSE技術員	Procurement Assistant 商務採購助理	Assistant Engineer 助理工程師	Worker 操作工
HR Specialist 人力資源專員	Administrative Assistant 行政助理	Junior Accountant 初級會計	Legal Specialist 法務專員	HSE Specialist HSE專員	Procurement Specialist 商務/採購專員	Engineer 工程師	Senior Worker 高級操作工
HR Analyst 人力資源分析師	Administrative Specialist 行政專員	Intermediate Accountant 中級會計	Senior Legal Specialist 高級法務專員	HSE Engineer HSE工程師	Procurement Associate 商務/採購主管	Senior Engineer 高級工程師	Team Leader 班長/組長
HR Associate 人力資源主管	Administrative Associate 行政主管	Senior Account 高級會計	Legal Manager 法務經理	Senior HSE Engineer 高級HSE工程師	Procurement Manager 商務/採購經理	Chief Engineer 主任工程師	Section Chef 隊長
HR Manager 人力資源經理	Administrative Manager 行政經理	Accounting Associate 會計主管	Legal Director 法務總監	HSE Associate HSE主管	Procurement Director 商務採購總監	Technical Manager 經理	Production Associate 生產主管
HR Director 人力資源總監	Administrative Director 行政總監	Financial and Accounting Manager 財務會計經理 Financial Director 財務總監		HSE Manager HSE經理 HSE Director HSE總監		Technical Director 總監	Production Director 生產經理

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5.3 Caring for the Lives of Employees

The Company encourages employees to maintain healthy work-life balance. By organising various recreational activities, the Company provides a platform where employees can express themselves and enhance communications with each other. At the same time, through offering benefits such as free meals for front-line staff, we create a warm working environment for them so they feel valued and appreciated.

In 2017, the Company actively organised all kinds of recreational activities to enrich our employees' daily lives, and advocated a healthy, active approach to their personal and professional lives.

Case: The "Employee Assistance Programme" (EAP) — to Work Happily and Live Healthily

On 15 September 2017, the AAG "Employee Assistance Programme" (EAP) was officially launched. The purpose of the programme is to help employees and their families to achieve physical and psychological security, so that they can make better plans for healthy, efficient and happy lives. The EAP provides professional consulting services which target individuals and are fully confidential. AAG's regular employees and dependent family members can be directly assisted by a senior professional consultant, so that they better deal with challenges in work and personal life, and maintain their health and happiness.

From 19 to 22 September, we hung up posters at our offices in Jincheng, Beijing, and in project offices. Five meetings were held to introduce the EAP to employees. Employees gained an overall understanding of the programme through on-site listening, watching remote videos and after-meeting consultation. We also distributed EAP cards to every employee. A total of 175 employees participated in the introductory meetings and we hope this programme can help our employees to enjoy their work.

5.3 關愛員工生活

公司鼓勵員工保持工作與生活的平衡，通過開展豐富多彩的文體活動，為員工提供展示自我、增強溝通的平台。同時通過發放員工福利，如為一線員工提供工作餐員工營造溫馨的工作環境，引領員工追求美好生活。

2017年，公司積極組織了各類文體活動，豐富員工日常生活，倡導健康向上的工作和生活方式。

案例：「幸福加油站」— 快樂工作，健康生活

2017年9月15日，亞美能源「幸福加油站」項目正式啟動。推行「幸福加油站」項目，我們的目的旨在幫助員工及員工家屬得到身心一體的保障，更好地規劃未來健康、高效、幸福的生活。「幸福加油站」項目是一項面向個人的，完全保密的專業諮詢服務。亞美能源的員工及直系親屬可以直接獲得資深專業顧問的協助，應對工作和生活中遇到的各種挑戰和困惑，保持健康、快樂的工作和生活狀態。

9月19日—9月22日，公司分別在晉城和北京辦公室、項目辦公室懸掛宣傳海報，分別開設了五場介紹會為廣大員工詳細介紹「幸福加油站」，員工們通過現場聆聽、遠程視頻的接入、會後針對諮詢的方式全面的瞭解「幸福加油站」的內容，並向每一位員工分發了「幸福加油站」卡片，據統計共有175名員工參加了「幸福加油站」的介紹會。公司希望「幸福加油站」能真正幫忙員工快樂工作，幸福工作。



EAP kick-off meeting group photos
「幸福加油站」介紹會合影

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Case: Team Building Activities at the Beijing Office

On 3 November 2017, the employees of AAG's Beijing office came to the outskirts of Beijing, and took part in various competitive activities with the themes of "moulding a team, relieving pressure, promoting communication and enhancing friendship".

These activities took the form a "rising of the tribes", where all employees were divided into two primitive tribes. Our principles were "friendship first, competition second, eliminating barriers, and improving team collaborative ability". All tribal members participated in all kinds of games, including treasure boxes, blindfolded archery, kangaroo dribbling, advancing in the dark, non-falling forest, and many more. These carefully selected games were interesting and contained a corporate cultural implication. All players in the games were full of enthusiasm, fought bravely and passionately, and cared for each other. Each participant made their own mental and physical contribution to the success of the whole team, and they were closely united for a common goal. Through this training, we were made fully aware that communication and strategic deployment are the keys to building an effective and trusting team, and that in order to achieve the team's strategic goals, it is very important to fully realise each employee's potential within a cohesive team. This training benefited us significantly and will be a valuable asset for every employee.

The activities not only made employees relaxed, but also enhanced our sense of collective honour and team spirit. They played a role in creating a working atmosphere of unity and friendship among departments and colleagues. At sunset, the team-building trip gradually wound down, leaving behind a trace of joy and not a little nostalgia.

案例：北京辦公室團隊建設活動

2017年11月3日，亞美能源北京辦公室的員工來到北京郊外，圍繞活動主題「熔煉團隊、排解壓力、促進交流、增進感情」，開展了各類趣味競技活動。

本次活動以「全力以赴 一部族崛起」的活動形式將所有員工分成兩大原始部落。大家秉承友誼第一，比賽第二，消除隔閡、提高團隊協作能力的宗旨，參與了寶箱爭奪、蒙眼射箭、袋鼠運球、黑暗前行以及不倒森林等競技活動。這些遊戲都是經過精心挑選具有一定趣味性並包含企業文化寓意，在遊戲過程中隊員參與熱情高漲，奮勇拼搏，充滿激情，相互關愛。每個人都為了整個小組的勝利而付出自己的腦力和體力勞動，為了共同的目標緊密地團結在一起。通過此次活動，公司充分認識到，要建立一個高效充分信任的團隊，團隊的溝通能力和戰略的部署尤為關鍵，如何實現戰略，充分發揮每個員工的潛能和增強團隊凝聚力將使實現團隊目標變得更為重要。此次活動大家收穫頗多，給每一位員工的啟發和感悟都將是一筆寶貴的財富。

此次活動既讓大家身心得到放鬆，又提高了大家的集體榮譽感和團隊意識，為營造部門同事間的團結、緊張、嚴肅的工作氛圍起到了促進作用。帶著一絲欣喜，帶著一點留戀，隨著夕陽西下，此次團隊建設之行也漸漸落下帷幕。

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Team Building Activities at the Beijing Office
北京辦公室團隊建設活動

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Case: Participation in Local Government Cultural Activities

At 7:00 PM on 8 March 2017, the CPC Committee of Jiafeng Town, Qinshui County launched a show with the theme of "Women's Day of March and Bright Women's Festival" in the government courtyard to commemorate the 107th anniversary of International Women's Day as well as to enrich the cultural life of the women of the town. Township departments, administrative villages and organisations stationed in the town participated in this grand special performance.

The Company performed the "paso doble show", in which warm and cheerful music, focused expressions, graceful dance and confident paces all showed AAG women's active, enthusiastic, and heroic attitude and skills. Their exquisite performance not only won the applause of the audience and left a deep impression on us, but also vividly conveyed the central theme of a harmonious society, and struck a blow for the integration of enterprises and localities.

案例：參與地方政府文體活動

2017年3月8日晚七點，為紀念「三八」國際婦女節成立107週年，豐富全鎮婦女同胞文化生活，沁水縣嘉峰鎮委員會在政府大院舉行了「三月女人天，亮麗女人節」為主題的文藝晚會。鎮直機關、各行政村、駐鎮各單位參與了這場盛大的「三八」國際婦女節的專題演出。

公司的《鬥牛舞》也參加了此次演出活動。熱情歡快的舞曲、專注的神情、優美的舞姿、自信的步伐無不展示出我亞美能源女員工積極熱情、英勇幹練的良好風貌，亞美能源員工的精湛演出不僅贏得了觀眾的陣陣喝彩，給觀眾留下了深刻印象，更鮮明地弘揚了和諧社會的主旋律，為企地融合描繪了新的一筆。



Paso Doble show
鬥牛舞演出

People-Oriented and Common Development 以人為本 共同發展

From 16 to 25 September, the AAG basketball team took part in the "Mid-Autumn Festival and National Day" basketball match held by the Jincheng branch of China United Coalbed Methane Co., Ltd, and took part in Jiafeng Town's "CUCBM Cup" basketball match. Our team won the "spiritual civilisation award" and the basketball prize issued by the Government of Jiafeng Town.

亞美能源籃球隊從9月16日開始至9月25日，參加了中聯煤晉城分公司舉行的「慶中秋•迎國慶」籃球比賽和嘉峰鎮「中聯杯」籃球比賽，並獲得嘉峰鎮政府頒發的「精神文明獎」。



Basketball match moments
籃球比賽精彩瞬間

HKEX ESG General Disclosures and KPIs

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Indicator for Disclosure 環境、社會及管治指標		Page 披露計劃與說明
Scope: Environment 環境		
A1: Emissions 排放物 General Disclosure Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 一般披露： 有關廢氣及溫室氣體排放，向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守發行人有重大影響的相關法律及規例的資料		P22–24
A1.1	The types of emissions and respective emissions data 排放物種類及相關排放數據	P23–24
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility) 溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）	P23
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）	P24
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）	P24
A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果	P23–24
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果	P24

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Indicator for Disclosure 環境、社會及管治指標		Page 披露計劃與說明
A2: Use of Resources 資源使用 General Disclosure Policies on the efficient use of resources, including energy, water, and other raw materials. 一般披露： 有效使用資源（包括能源、水及其他原材料）的政策		P25–27
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（以每千秒千瓦時計算）及密度（如以每產量單位、每項設施計算）	P25
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）	P27
A2.3	Description of energy use efficiency initiatives and results achieved. 描述能源使用效益計劃及所得成果	P26
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved. 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果	P27
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	Not Applicable 不適用
A3: The Environment and Natural Resources 環境及天然資源 General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources. 一般披露：減低發行人對環境及天然資源造成重大影響的政策		P22
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	P22

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Indicator for Disclosure 環境、社會及管治指標		Page 披露計劃與說明
Scope: Social 社會		
Employment and Labour Practices 僱傭及勞工常規		
B1: Employment 僱傭 General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 一般披露： 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料		P39
B1.1	Total workforce by gender, employment type, age group and geographical region 按僱傭類型、年齡組別及地區劃分的僱員總數	P40
B1.2	Employee turnover rate by gender, age group and geographical region 按年齡組別及地區劃分的僱員流失比率	P40
B2: Health and Safety 健康與安全 General Disclosure Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to providing a safe working environment and protecting employees from occupational hazards. 一般披露：有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料		P16
B2.1	Number and rate of work-related fatalities. 因工作關係而死亡的人數及比率	P17
B2.2	Lost days due to work injury. 因工傷損失工作日數	P17
B2.3	Description of occupational health and safety measures adopted, how they have been 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	P16–19

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B3: Development and Training 發展與培訓 General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 一般披露： 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動		P42
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比	P44
B3.2	The average training hours completed per employee by gender and employee category. 按僱員類別劃分，每名僱員完成受訓的平均時數	P41
B4: Labour Standards 勞工準則 General Disclosure Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to preventing child and forced labour. 一般披露： 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料		P39
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	P39
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	P39

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Indicator for Disclosure 環境、社會及管治指標		Page 披露計劃與說明
Operating Practices 運營慣例		
B5: Supply Chain Management 供應鏈管理 General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露：管理供應鏈的環境及社會風險政策		P30
B5.1	Number of suppliers by geographical region 按地區劃分的供貨商數目	P31
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關慣例	P30
B6: Product Responsibility 產品責任 General Disclosure Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress. 一般披露：有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料		P29–30
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回收的百分比	Not Applicable 不適用
B6.2	Number of products and service related complaints received and how they were dealt with. 接獲關於產品及服務的投訴數目以及應對方法	P30
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	Not Applicable 不適用
B6.4	Description of quality assurance processes and recall procedures. 描述質量檢定過程及產品回收程序	P29
B6.5	Description of consumer data protection and privacy policies, 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	Not Applicable 不適用

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B7: Anti-corruption 反貪污 General Disclosure Information on: (a) Policies; and (b) Compliance with relevant laws and regulations that have a significant impact on the issuer related to bribery, extortion, fraud, and money laundering. 一般披露：有關防止賄賂、勒索、欺詐及洗黑的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例		P10
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. 於彙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	P10
B7.2	Description of preventive measures and whistle-blowing procedures, 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	P10
Community		
社區		
B8: Community Investment 社區投資 General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 一般披露：有關以社區參與來瞭解營運所在社區需要和確保其業務活動會考慮社區利益的政策		P32–38
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）	P32–38
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）	P32–38

Feedback 讀者意見反饋表

Dear Reader:

Thank you for your interest and support in AAG's sustainable development commitments. In order to deliver professional and valuable ESG information to you, as well as further improve our Sustainable Development Report, your suggestions and feedback are very much appreciated.

1. Are you satisfied with this report? Please feel free to share your comments.
1. Does this report give you full visibility on our CSR platform?
2. Were you able to find the information that you were seeking in this report?
3. What are your suggestions for this report?

尊敬的讀者：

非常感謝您對亞美能源控股有限公司可持續發展的關注和支持，為向您提供我們更專業、更有價值的環境、社會及管治信息，進一步提升亞美能源可持續發展報告的質量，歡迎您回答意見反饋表中的相關問題。

1. 您對報告是否滿意？請作出您的評價。
2. 您認為我們履行企業社會責任的情況是否得到了完整披露？
3. 您希望瞭解的信息在報告中是否被完整披露？
4. 您對報告有哪些改進建議？

Your contact information 您的信息:

Name 姓名 _____

Company 工作單位 _____

Title 職務 _____

Fax 傳真 _____

Phone Number 聯繫電話 _____

E-mail 電子郵件 _____



AAG

AAG Energy Holdings Limited
亞美能源控股有限公司

