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# 2024 Environmental, Social, and Governance (ESG) Report

To benefit more people through the development of Chifeng Gold



Chifeng Jilong Gold Mining Co.,Ltd.  
(A joint stock company incorporated in the People's Republic of  
China with limited liability.)

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# About the Report

This report is the Environmental, Social, and Governance (ESG) Report for 2024 released by Chifeng Jilong Gold Mining Co., Ltd. (hereinafter referred to as "Chifeng Gold" "the Group" "the Company" or "we"). Structured around the three core dimensions of environmental stewardship, social responsibility, and corporate governance, it comprehensively details our sustainability philosophy, management framework, concrete initiatives, and performance outcomes in these critical areas. We are committed to fostering open and transparent communication with our diverse stakeholders through comprehensive and detailed information disclosure, systematically addressing their concerns and aligning with their expectations.

## Time Range

This report covers the period from January 1, 2024 to December 31, 2024. Some content appropriately traces historical performance and data or includes forward-looking statements. The report encompasses the overall business operations of the Group during the reporting period.

## Reporting Standards Applied

This report is prepared in accordance with and references the following standards, frameworks, and principles:

- Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)
- Guide No.4 for Self-Regulatory Supervision on Listed Companies of the SSE — Compilation of Sustainable Development Reports

- Appendix C2'Environmental, Social and Governance Reporting Code' of the Main Board Listing Rules of the Hong Kong Exchanges and Clearing Limited
- The Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards)
- SDG Compass
- Task Force on Climate-related Financial Disclosures (TCFD)
- World Gold Council RGMPs

## Source of Information

The information and data in this report are primarily sourced from the Company's internal data collection, statistical reports, publicly available materials, and information released by authoritative media. Some economic data is derived from the Company's 2024 Annual Report. All data are subject to the final interpretation of the Company.

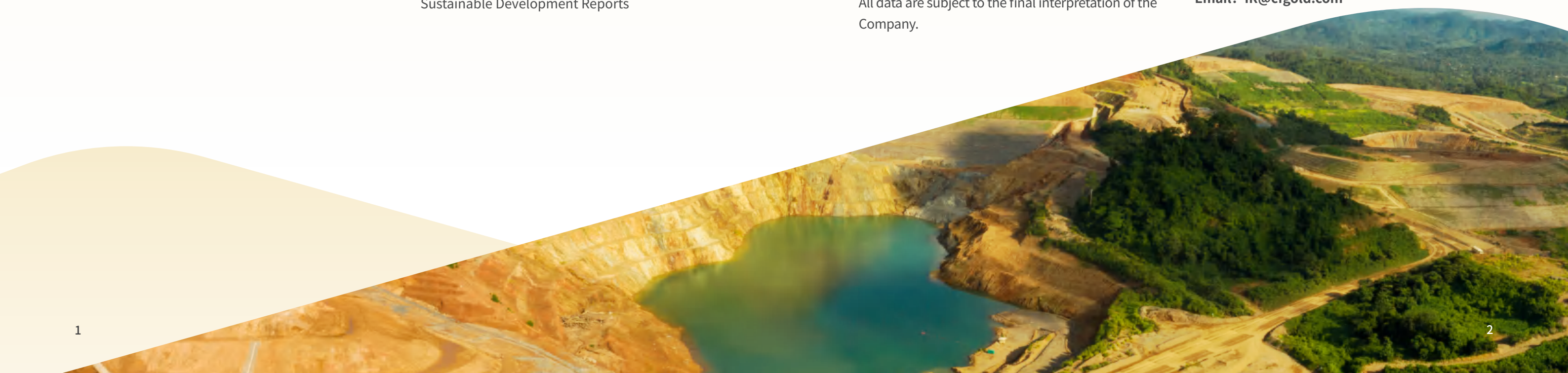
## Report Release Format

This report has been approved by the Company's Board of Directors and is released in electronic format. The electronic version of the report can be downloaded and viewed on the website of the Shanghai Stock Exchange (<http://www.sse.com.cn/>), the Hong Kong Stock Exchange (<http://www.hkexnews.hk>) and the Company's official website (<https://www.cfgold.com/>). This report is provided in three versions: Simplified Chinese, Traditional Chinese, and English. In case of any discrepancies in the content, the Chinese version of the report shall prevail. If you have any comments or suggestions regarding this report, we warmly welcome you to reach out and share your thoughts with us.

**Address:** No.7 Xiaojingjia, Wanfeng Road, Fengtai District, Beijing

**Tel:** 010-53232310

**Email:** [IR@cfgold.com](mailto:IR@cfgold.com)



Designations

Report Designation	Official Entity Name
Chifeng Gold, the Group, the Company, We	Chifeng Jilong Gold Mining Co., Ltd.
Jilong Mining	Chifeng Jilong Mining Co., Ltd.
Huatai Mining	Chifeng Huatai Mining Co., Ltd.
Wulong Mining	Liaoning Wulong Gold Mining Co., Ltd.
Hanfeng Mining	Jilin Hanfeng Mining Technology Co., Ltd.
Jintai Mining	Eryuan Jintai Mining Development Co., Ltd.
Guangyuan Technology	Anhui Guangyuan Technology Development Co., Ltd.
LXML	Lane Xang Minerals Limited Company
Golden Star Wassa	Golden Star (Wassa) Ltd.
Golden Star Resources	Golden Star Resources Ltd.

# Board of Directors Statement

As the highest decision-making body for Chifeng Gold's Environmental, Social and Governance ("ESG") affairs, the Board of Directors is always committed to establishing a governance framework that aligns with the global sustainable development trends. By strengthening the top-level design of ESG governance, the elements of environment, society, and governance are deeply integrated into the entire process of strategic decision-making and operational management, ensuring the organic unity of sustainable development goals and the Company's long-term value creation. The Board of Directors assumes the ultimate decision-making responsibility for the ESG management system. The Board is responsible for reviewing and approving the ESG strategic framework, material policies, and the annual Sustainability Report, while monitoring implementation effectiveness through established review mechanisms. The Company's 2024 Environmental, Social, and Governance Report was reviewed and approved by the Board of Directors on March 28, 2025.

To ensure governance effectiveness, the Board of Directors has established the Strategy and Sustainable Development Committee as a professional management body for ESG matters.

This committee is mainly responsible for studying the Company's medium-and long-term development strategies, major investment decisions, and sustainable development policies. It oversees the decomposition of ESG goals and the progress of their implementation, reviews the ESG compliance of major investment projects, and provides professional advice to the Board of Directors on key issues.

Under the guidance of the Board of Directors and the Strategy and Sustainable Development Committee, the ESG management teams at the group headquarters and mining areas are tasked with the practical implementation of ESG-related work. They monitor and assist various departments in advancing the implementation of ESG goals and regularly report the progress to the management.

We recognize that sustainable development requires multi-stakeholder collaboration. We commit to partnering with shareholders, business partners and broader societal stakeholders to address global challenges - particularly climate change - while translating ESG value into long-term enterprise resilience and value creation.



## Message from the CEO

The past year witnessed profound shifts in global economic and political landscapes, marked by heightened market volatility, evolving geopolitical risks, and escalating climate challenges. In this context, maintaining robust growth while fulfilling social responsibilities and advancing sustainable development has emerged as a critical imperative demanding proactive solutions.

Chifeng Gold remains steadfast in its vision to "To be a prominent gold producer well recognized around the world" guided by the core value of "To benefit more people through the development of Chifeng Gold". By integrating strategic objectives into corporate planning and daily operations, we are committed to achieving sustainable progress amidst complex external dynamics.

As a responsible mining enterprise, Chifeng Gold recognizes that environmental protection must be integral to its growth trajectory. We are accelerating investments in green technology R&D and energy efficiency, adopting eco-conscious production processes to reduce carbon emissions and mitigate ecological impacts. Through optimized resource management, we enhance water and energy efficiency, strategically balancing emission reduction, consumption minimization, and operational excellence. Notably, we have established our inaugural climate vision: achieving carbon peak by 2030 and carbon neutrality by 2055, cementing our long-term dedication to sustainable development.

In alignment with global decarbonization efforts, Chifeng Gold proactively responds to international environmental policies by pioneering innovative mine rehabilitation solutions. We implement

cutting-edge technologies in operational practices and conduct periodic reclamation plan reviews. Concurrently, we assess feasibility for renewable energy installations (solar/wind) across mining sites to reduce operational energy intensity and fossil fuel dependence. These initiatives aim to simultaneously provide clean energy solutions for adjacent communities, fostering green co-development between mining operations and surrounding regions.

"To benefit more people through the development of Chifeng Gold" stands as Chifeng Gold's solemn commitment to stakeholders. We actively translate operational success into tangible benefits for employees and communities through multidimensional initiatives: infrastructure development including road and water systems to enhance public utilities; healthcare support through medical facility construction and service upgrades; educational advancement via school infrastructure projects and scholarship programs. Furthermore, our localized employment generation and skills training programs directly strengthen community employability, ensuring equitable participation in development dividends.

In 2024, Chifeng Gold strengthened its employee care program by establishing sustainable support mechanisms for staff facing critical illnesses or emergencies. Through dedicated relief funds and charitable campaigns, we provide meaningful assistance to employees in need. Leadership demonstrates commitment through annual participation in these initiatives, embodying our people-centric philosophy while addressing practical challenges. These efforts have measurably enhanced workforce belongingness, satisfaction, and well-being, reaffirming our steadfast dedication to employee welfare.

Sound governance structures and efficient decision-making mechanisms form the foundation of our sustainable growth. Over the past year, we significantly enhanced internal controls across critical domains including finance, procurement, legal affairs, and information security. Through strengthened disclosure practices and compliance management, we have elevated organizational transparency and credibility. This rigorous governance approach ensures responsible engagement with all stakeholders and enables resilient operations in complex environments.

Moving forward, Chifeng Gold remains steadfast in its core philosophy of "To be a prominent gold producer well recognized around the world and To benefit more people through the development of Chifeng Gold". We will continue implementing sustainable strategies that balance near-term performance with long-term resilience, achieving synergistic alignment between economic and social value creation.

To all stakeholders who journey with us, your partnership fuels our relentless pursuit of a sustainable future. Together, we will forge an ever-brighter tomorrow.



Chief Executive Officer

*Lydia Gang*



# About Chifeng Gold

- Company Profile
- Industrial Footprint
- Historical Highlights
- External Awards
- Industry Associations

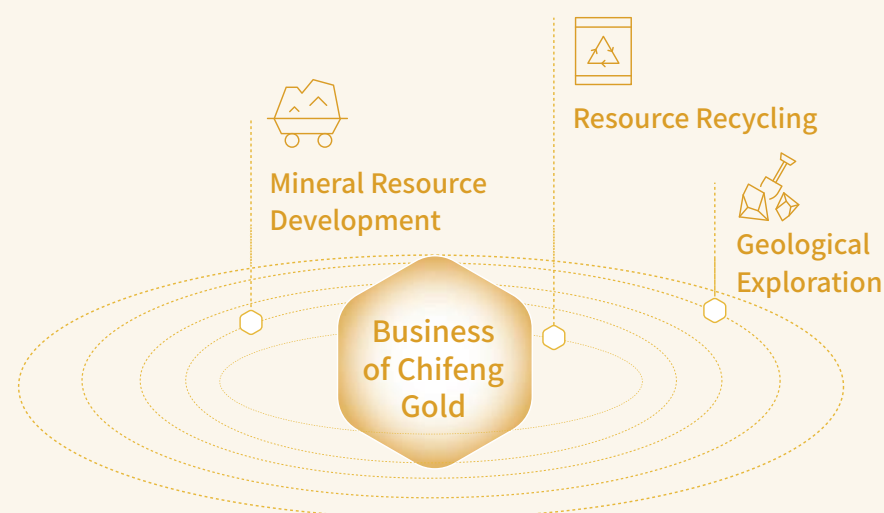


## Company Profile

Chifeng Jilong Gold Mining Co., Ltd. is a rapidly expanding international gold producer engaged in mining, processing, and sales across China, Southeast Asia, and West Africa. The Company operates seven mines globally: Jilong Mining - Zhuanshanzi Gold Mine, Wulong Mining - Wulong Gold Mine, Huatai Mining - Honghuagou Gold Mine, Jintai Mining - Xidengping Gold Mine, and Hanfeng Mining - Hanfeng Polymetallic Mine in China; LXML - Sepon Gold and Copper Mine in Laos; and Golden Star Wassa - Wassa Gold Mine in Ghana. Additionally, through subsidiary Guangyuan Technology, the Company manages an e-waste recycling project in China.

As a dynamic listed company in the global gold sector, Chifeng Gold upholds its core value of "To benefit more people through the development of Chifeng Gold" and remains committed to its vision of "being a dedicated and professional gold mining company". Chifeng Gold prioritizes environmental and safety performance while actively demonstrating social responsibility through comprehensive community initiatives.

Through innovative management, cost efficiency, and strategic resource integration, Chifeng Gold is emerging as a globally recognized gold producer. In its future ESG practice, Chifeng Gold will deepen its environmental, social, and governance innovations—not only advancing its own sustainable development but also setting industry benchmarks to inspire broader ESG adoption, collectively contributing to global sustainability goals.



## Industrial Footprint





## Historical Highlights

**2012**

Completed major assets restructuring and achieved A-share listing on the Shanghai Stock Exchange

**2013**

Acquired 100% equity of Wulong Mining

**2015**

Acquired 100% equity of Chenzhou Xiongfeng Environmental Protection Technology Co., Ltd. and 55% equity of Guangyuan Technology

**2018**

Acquired 90% equity of LXML, and took control of Sepon Gold and Copper Mine in Laos

**2019**

Acquired 100% equity of Hanfeng Mining

**2020**

Implemented the "gold-focused" strategy and divested 100% equity of Chenzhou Xiongfeng Environmental Protection Technology Co., Ltd.

**2022**

Acquired 62% equity of the issued shares of Golden Star Resources and took control of Wassa Gold Mine in Ghana

**2023**

Acquired 51% equity of Xinhenghe Mining and took control of Xidengping Gold Mine in Eryuan County, Yunnan Province



## External Awards

### LXML

- Certificate of Appreciation Awarded by the Minister of Finance in recognition of LXML's exceptional commitment and adherence to tax payment responsibilities.
- Certificate of Appreciation awarded by the Governor of Savannakhet Province in recognition of LXML's exceptional commitment and adherence to tax payment responsibilities.
- Certificate of Appreciation awarded by the Governor of Savannakhet Province in recognition of LXML's exceptional support to community public health care in the region.
- Certificate of Excellence (A rating) for LXML environmental responsibility.



### Golden Star Wassa

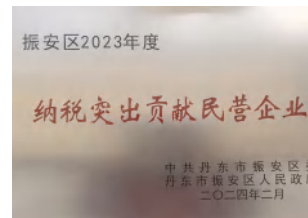
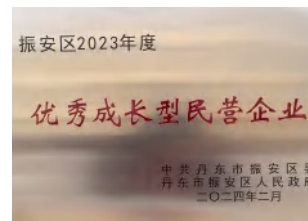
- National Governance and Business Leadership Awards issued by The Governance & Business Boardroom.
- Ghana Business Integrity Award issued by Strategic Brand Focus Africa Ltd.
- Sustainable & Social Investment Awards issued by Ianmatsun Global Services Ltd (IGSL).
- Ghana Mining Industry Awards and Annual Safety and Mining Performance Awards, issued by the Ghana Chamber of Mines.
- Corporate People's Choice Awards issued by Maven Communications.





## Wulong Mining

- Standing Council Member Unit Certificate issued by Liaoning Enterprise Confederation & Liaoning Entrepreneurs Association
- Annual Outstanding Growth Private Enterprise by Zhen'an District Party Committee & Government, Dandong
- Annual Outstanding Tax Contribution Private Enterprise by Zhen'an District Party Committee & Government, Dandong



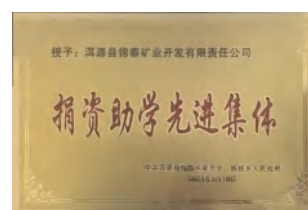
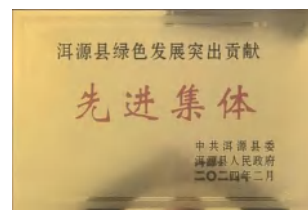
## Jilong Mining

- Inclusion in Inner Mongolia Autonomous Region Key Non-coal Mine Demonstration List by Inner Mongolia Mine Safety Administration



## Jintai Mining

- Eryuan County Green Development Pioneer Collective by Eryuan County Party Committee & Government
- Education Support Pioneer Collective by Liantie Township Committee & Government



## Industry Associations

Vice Chair of China Gold Association

Member of China Mining Association

Member of National Gold Standardization Technical Committee

Council Member of Shanghai Gold Exchange

Vice Chair of the Mining Professional Committee of the Geological Society of China

Vice Chair of Gold Industry Technology Innovation Strategic Alliance

Member of the Mining Research and Development Council

The Ghana Chamber of Mines

Council Member of Inner Mongolia Safety Production and Occupational Health Association



# 2024 ESG Performance

- 2024 ESG Highlights
- SDGs Alignment



2024 ESG Performance

2024 ESG Highlights

Motions Deliberated and  
Approved by the Board of  
Directors

50

Attendance Rate of Directors

100%

Cumulative Anti-Corruption  
Training Sessions Conducted  
Domestically and Overseas

175

Proportion of Female Executives  
in Executive Management

9.52%

Volunteer Programs Organized

109

Volunteers Participated

853

Increase in Anti-Corruption  
Training Sessions Year-on-Year

114

Incidents of Litigation or Major  
Penalties due to Ethical Violations

0

Average Product Qualification  
Rate across Subsidiaries

96.97%

Beneficiaries

4,630

Community Dialogues Held

650

Community Visits

2,589

Customer Complaints

0

Customer Satisfaction Rate

99.86%

Annual R&D Expenses (CNY)

63.6159 million

Stakeholders Engaged

3,862

Total Work-Related Fatalities

0

Work Safety Investment by  
Domestic Subsidiaries (CNY)

38.4287 million

Total Clean Energy Consumption

327,190,000 kWh

Total Environmental Protection  
Investment (CNY)

Approximately  
159.0763 million

Year-on-Year Growth Rate of  
Work Safety Investment by  
Domestic Subsidiaries

61.89%

Total Community  
Donations (CNY)

Approximately  
2.67 million

Ecological Restoration Investment (CNY)

107.6653 million

## SDGs Alignment

Chifeng Gold actively responds to the United Nations Sustainable Development Goals (SDGs), deeply integrating ESG (Environmental, Social, and Governance) principles into corporate strategy and operations. We are committed to driving the global sustainability agenda through continuous improvements in environmental protection, social inclusion, and governance transparency. By taking concrete actions—such as reducing carbon emissions, fostering inclusive social development, and enhancing corporate governance transparency—we collaborate with global stakeholders to create long-term shared value.

### Mapping to UN Sustainable Development Goals (SDGs)





# ESG Management System

- ESG Development Strategy
- ESG Governance Framework
- Stakeholder Engagement
- Double Materiality Assessment



## Vision

To be a prominent gold producer well recognized around the world.



## Core Value

To benefit more people  
through the development  
of Chifeng Gold.





## ESG Development Strategy

Under the global sustainable development framework, Chifeng Gold profoundly recognizes ESG as a crucial lever for long-term value creation and sustainable growth. In active response to China's "Dual Carbon" goals, we have established a clear sustainability roadmap targeting carbon peaking by 2030 and carbon neutrality by 2055. To achieve these objectives, we will comprehensively optimize our energy mix by accelerating clean energy adoption and promoting green technology innovation to enhance resource efficiency, while simultaneously driving green transformation across our supply chain through collaborative partnerships to build a low-carbon ecosystem, thereby holistically advancing the synergistic development of economic, social, and environmental benefits. Moving forward, we will harness technological innovation as our core driver while embedding green development principles, systematically advancing integrated sustainability throughout our business operations, social contributions, and environmental stewardship.

## ESG Governance Framework

Chifeng Gold maintains a three-tier ESG management framework, embedding environmental, social, and governance (ESG) principles across all operational processes to ensure both effective implementation and continuous evolution of ESG management system.



### Decision-making Layer

At the decision-making level, General Meeting of Shareholders and Board of Directors serve as the supreme governing bodies responsible for reviewing and approving the Company's ESG strategy, objectives, and material matters to ensure alignment with stakeholder interests; while overseeing the implementation of the ESG management system, endorsing annual ESG reports and key performance indicators, and ultimately embedding ESG principles into corporate governance.

### Management Layer

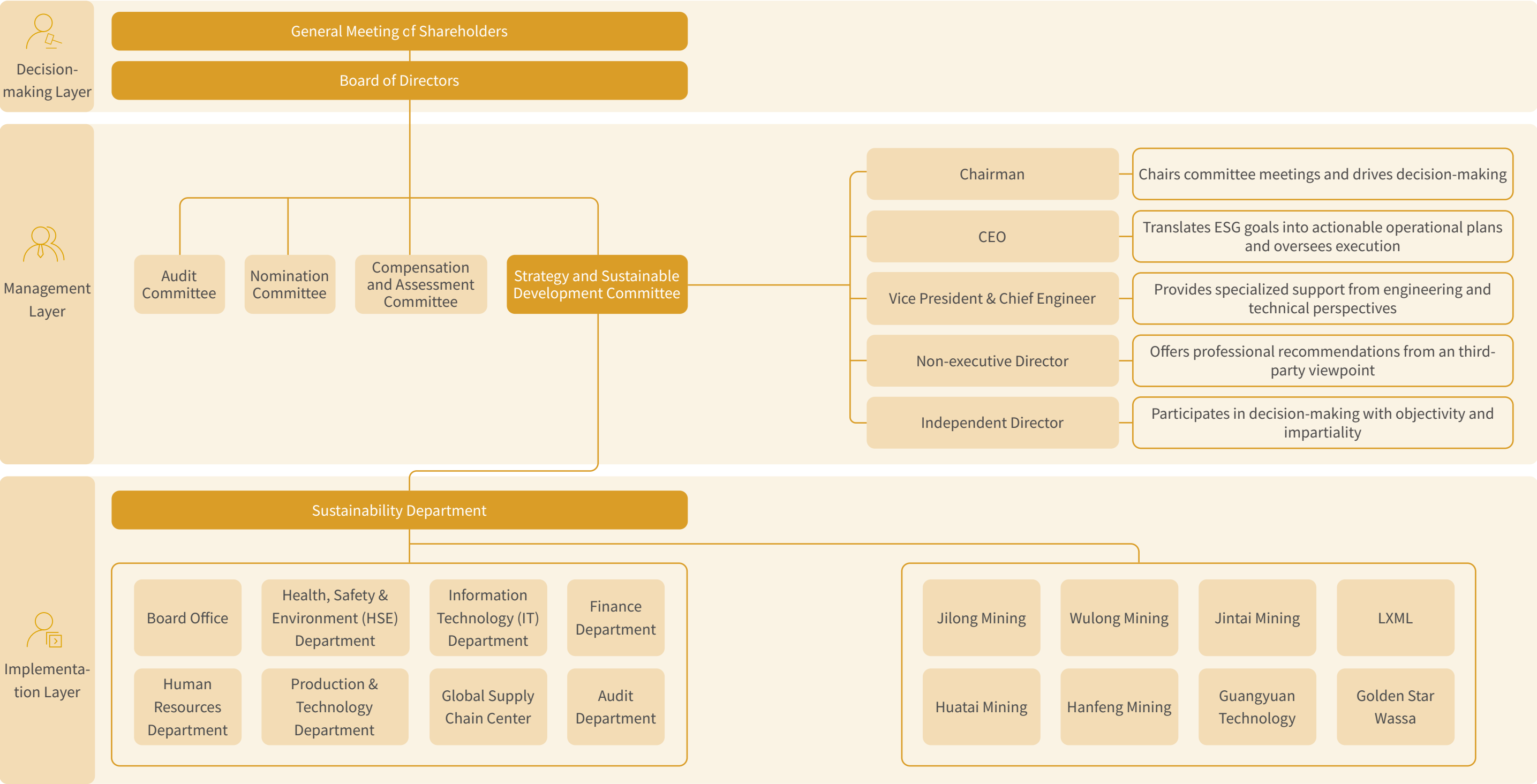
At the executive level, the Strategy and Sustainable Development Committee established under the Board serves as the management body responsible for the detailed planning and implementation of ESG strategies, formulating ESG policies, objectives and action plans while monitoring the fulfillment of ESG performance indicators. The Committee regularly reports ESG progress to the Board with improvement recommendations to ensure ESG management aligns with corporate strategy. Comprising five members - the Chairman, CEO, Vice President & Chief Engineer, one non-executive director and one independent director - this integrated governance structure combines operational expertise with independent oversight, addressing multidimensional requirements including strategic planning, technical implementation, and compliance, thereby providing comprehensive safeguards for the Company's long-term sustainable development.

### Implementation Layer

The implementation layer consists of the Group Headquarters' Sustainability Department, relevant functional departments, and subsidiaries. The Sustainability Department is responsible for the day-to-day management and coordination of ESG matters, including the collection and analysis of ESG data, the preparation of ESG reports, and the effective execution of ESG-related initiatives and targets. The relevant departments serve as the primary responsible parties for ESG matters within their respective units, tasked with developing and implementing measures aligned with ESG objectives. Each subsidiary has designated an ESG liaison to promote ESG practices in accordance with headquarters' requirements while adapting to local conditions, regularly reporting progress, and providing feedback on challenges encountered.

Senior executives overseeing production and operations at Group Headquarters, along with subsidiary leadership, execute annual performance accountability contracts incorporating key metrics across environmental management (clean energy utilization, tailings backfilling, ecological rehabilitation), social responsibility (local hiring, occupational health/safety, philanthropic programs), and corporate governance (disclosure transparency, compliance audits, legal operations). These binding commitments guarantee zero major safety accidents, full environmental regulatory adherence, and sustained

sustainability capacity building. We integrate these targets into performance evaluation system, directly linking them to executive compensation incentives. Outstanding performers receive rewards, while those failing to meet standards or committing major violations face consequences including role reassignment, salary adjustments, demotion, contract termination, or accountability investigations. This mechanism ensures the aligned advancement of ESG objectives and business goals.





# Stakeholder Engagement

Chifeng Gold places paramount importance on stakeholder engagement, committing to establish transparent communication channels that effectively address concerns from all parties, while collaborating with stakeholders to jointly create a sustainable future.

Through comprehensive analysis of our business operations, management practices, and value chain processes, we have identified key stakeholder groups including shareholders, employees, customers, suppliers, and local communities. We systematically evaluate their expectations and requirements to ensure their perspectives and suggestions are fully incorporated into our decision-making processes.

Stakeholder Categories	Stakeholder Concerns	Communication Channels
Shareholders and Investors	<ul style="list-style-type: none"><li>• Anti-bribery and Anti-corruption</li><li>• Risk and Compliance Management</li><li>• Corporate Governance</li><li>• Environmental Compliance Management</li></ul>	<ul style="list-style-type: none"><li>• Regular Financial Reporting</li><li>• General Meeting of Shareholders</li><li>• Investor Relations Hotline &amp; Dedicated Email</li><li>• Investor Q&amp;A Sessions and Roadshows</li></ul>
Government and Regulatory Authority	<ul style="list-style-type: none"><li>• Anti-unfair Competition</li><li>• Rural Revitalization</li><li>• Risk and Compliance Management</li><li>• Climate Change Mitigation</li></ul>	<ul style="list-style-type: none"><li>• Periodic Reporting &amp; Data Submissions</li><li>• Scheduled Meetings/Stakeholder Briefings</li><li>• Government/Stock Exchange Consultations</li><li>• Regulatory Inspections &amp; Surveys</li></ul>
Directors and Senior Executives	<ul style="list-style-type: none"><li>• Environmental Compliance Management</li><li>• Product &amp; Service Safety and Quality</li><li>• Innovation-driven Development</li><li>• Social Value Contribution</li></ul>	<ul style="list-style-type: none"><li>• Regular Board Meetings</li><li>• Board Committees</li><li>• Management Special Reports</li><li>• Workshops &amp; Internal Briefings</li></ul>

Stakeholder Categories	Stakeholder Concerns	Communication Channels
Community and Public	<ul style="list-style-type: none"><li>• Social Value Contribution</li><li>• Community Relations</li><li>• Rural Revitalization</li><li>• Ecosystem &amp; Biodiversity Conservation</li></ul>	<ul style="list-style-type: none"><li>• Public Disclosures</li><li>• Community Grievance Mechanisms</li><li>• Community Philanthropy &amp; Open House Events</li><li>• Corporate Website &amp; Social Media Channels</li></ul>
Employees	<ul style="list-style-type: none"><li>• Employee Development &amp; Training</li><li>• Labor Standards Compliance</li><li>• Occupational Health &amp; Safety</li><li>• Inclusive Employment Practices</li></ul>	<ul style="list-style-type: none"><li>• Staff Meetings</li><li>• Union Activities &amp; Meetings</li><li>• Employee Satisfaction Surveys</li><li>• Internal Communication &amp; Grievance Platforms</li></ul>
Experts	<ul style="list-style-type: none"><li>• Climate Change Mitigation</li><li>• Emissions Management</li><li>• Energy Resource Management</li><li>• Ecosystem &amp; Biodiversity Conservation</li></ul>	<ul style="list-style-type: none"><li>• Industry Forums &amp; Seminars</li><li>• Joint Research Initiatives</li><li>• Academic Publications &amp; Conference Presentations</li><li>• Regular Expert Advisory Exchanges</li></ul>
Business Partners	<ul style="list-style-type: none"><li>• Product &amp; Service Safety and Quality</li><li>• Supply Chain Security</li><li>• Fair Treatment of SMEs</li><li>• Data Security &amp; Customer Privacy Protection</li></ul>	<ul style="list-style-type: none"><li>• Supplier &amp; Partner Meetings</li><li>• Joint Training Programs</li><li>• Industry Symposiums</li><li>• Daily Business Communications</li></ul>
Non-Governmental Organizations	<ul style="list-style-type: none"><li>• Tailings Management</li><li>• Waste Management</li><li>• Environmental Compliance Management</li><li>• Community Relations</li></ul>	<ul style="list-style-type: none"><li>• Public Disclosure Activities</li><li>• Charitable Program Participation/Support</li><li>• Collaborative Sustainability Initiatives</li></ul>



## Double Materiality Assessment

Chifeng Gold has established a rigorous assessment framework in compliance with the Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) and its accompanying directives, systematically evaluating material sustainability topics through dual lenses of impact materiality and financial materiality. Our dual materiality analysis follows a structured three-phase methodology: (1) contextual analysis of operational and value chain linkages, (2) preliminary materiality assessment matrix development, and (3) comprehensive evaluation and finalization of the topic matrix. This process ensures methodical alignment with both stakeholder expectations and business strategy imperatives, as visually outlined in the accompanying diagram.

### Contextual Analysis of Operational and Value Chain Linkages

- Sort out the company's core business processes and identify the impacts of key business activities on the company's financial performance and sustainable development.
- Gain insights into the external objective environment to provide macro background support for subsequent issue identification.
- Analyze the latest regulatory requirements to ensure that the analysis work complies with regulatory standards.
- Understand the demands of the mainly affected stakeholders and collect their opinions and suggestions on the company's ESG performance.

### Preliminary Materiality Assessment Matrix Development

- Taking the requirements of the dual materiality analysis of the Shanghai Stock Exchange and relevant ESG standards as the core basis, and combining with the industry characteristics, identify potential material issues.
- Conduct in-depth analysis of each identified issue, evaluate its impact scope, degree and likelihood on the company, and summarize to form a list of issues.
- Summarize the identified issues and their related impacts, risks and opportunities to form an optimized and integrated list of issues.

### Comprehensive Evaluation and Finalization of the Topic Matrix

- Conduct research among stakeholders and internal and external experts, and widely solicit the opinions and suggestions of stakeholders and internal and external experts.
- Evaluate the impact significance and financial significance of each issue in the list of issues to form a comprehensive significance evaluation score.
- Integrate the evaluation results of impact significance and financial significance, and submit the comprehensive evaluation results to the management for consideration.

## Preliminary Materiality Assessment Matrix Development

Chifeng Gold deeply analyzes the regulatory requirements and standard system for sustainable development, studies the internationally accepted criteria and initiatives, and grasps the general trend of the industry's development. At the same time, closely combining with its own business background and the current situation of sustainable development, it conducts thorough research on the demands of the mainly affected stakeholders, and systematically sorts out the *Chifeng Gold Extended List of Sustainability Topics of Sustainability Topics* - a comprehensive inventory of issues impacting both Chifeng Gold and its stakeholders.

Relying on the *Chifeng Gold Extended List of Sustainability Topics*, through professional judgment and analysis by internal and external experts and the management, we verified and evaluated the applicability of the topics, clarified their names and definitions, and delved deep into the impacts, risks, and opportunities, thus forming the *Chifeng Gold Focused Materiality Matrix*.





## Comprehensive Evaluation and Finalization of the Topic Matrix

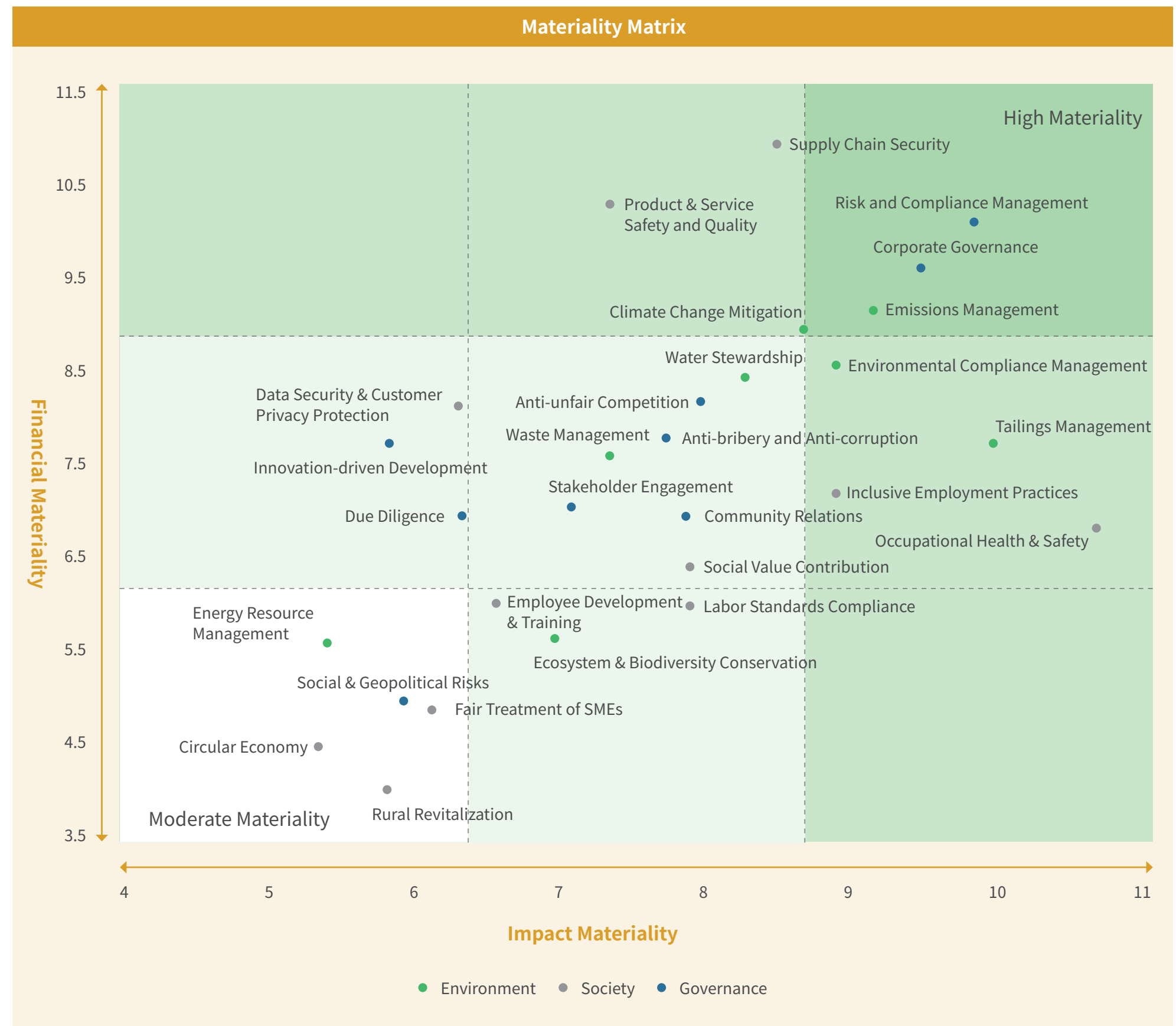
Building upon the *Chifeng Gold Focused Materiality Matrix*, we developed a dual-materiality assessment questionnaire evaluating financial significance and impact materiality across all identified topics. This instrument was systematically deployed through multi-channel stakeholder consultations to ensure scientifically robust and comprehensive topic prioritization.

### Impact Materiality Assessment

Conducted research among stakeholders such as shareholders/investors, government/ regulatory authorities, board members/senior management, local communities, employees, experts, business partners, and non-governmental organizations through questionnaires. The research aimed to evaluate whether the Company's performance on identified sustainability topics generates (or may generate) substantive impacts on economic, social, and environmental systems. During the current assessment cycle, 122 validated responses were collected and analyzed to ensure statistically significant representation of stakeholder perspectives.

### Financial Materiality Assessment

Targeting key financial stakeholders including board members/ senior executives, shareholders, investors, creditors, and financial officers, this evaluation rigorously analyzes whether identified sustainability topics may materially affect Chifeng Gold's business model, operations, strategic development, financial position, operating results, cash flows, financing channels, and cost structures. The current assessment cycle collected 19 validated responses.





Financial Materiality Risks and Opportunities

Topic	Impact Timeframe	Risk	Opportunity
Supply Chain Security	Short-term/ Medium- term/ Long- term	<b>Disruption Risks:</b> Natural disasters, market volatility, or supplier failures may cause supply chain disruptions, leading to material shortages, cost escalations, and impacts on project timelines and operational stability.	<b>Supply Chain Optimization:</b> By implementing digital management systems and big data analytics, we streamline processes to enhance efficiency, reduce costs, and ensure sustainable and reliable raw material sourcing—strengthening long-term competitiveness.
		<b>Compliance &amp; Reputational Risks:</b> Non-compliant supply chain partners may expose the company to regulatory violations (e.g., unethical material sourcing). Negative exposure could severely damage brand reputation.	<b>Collaboration &amp; Shared Value:</b> Establish strategic partnerships with suppliers to drive sustainable innovation (e.g., joint R&D in eco-friendly materials), creating mutual growth and market differentiation.
		<b>Cost Risks:</b> Sustainable supply chain management requires ongoing investments in supplier vetting and responsible procurement, potentially increasing short-term operational costs and affecting financial performance.	<b>Transparency &amp; Compliance:</b> A traceable and transparent supply chain demonstrates our commitment to environmental and social responsibility, building trust with customers and investors while meeting sustainability standards.
		<b>Quality Control Risks:</b> Complex supply chains heighten product quality risks. Defects may trigger customer dissatisfaction, reputational harm, and even legal liabilities.	<b>Risk-Resilient Supply Chains:</b> Develop agile and adaptive supply networks to mitigate disruptions from external uncertainties, ensuring operational continuity and stability.

Topic	Impact Timeframe	Risk	Opportunity
Product & Service Safety and Quality	Short-term/ Medium- term/ Long- term	<b>Quality Risk:</b> Substandard product/service quality may trigger customer complaints, returns, or even legal disputes, potentially causing significant reputational damage.  <b>Safety Hazard Risk:</b> Product/service safety defects could endanger user safety, resulting in severe legal liabilities and substantial financial losses.	<b>Brand Enhancement:</b> Consistently delivering high-quality and safe products/services strengthens brand reputation, fostering greater customer acquisition and loyalty.  <b>Market Expansion:</b> Superior offerings enable entry into new markets, address diverse customer needs, and drive business growth.
Risk and Compliance Management	Short-term/ Medium- term/ Long- term	<b>Management Oversight Risk:</b> Failure to identify or mitigate critical risks may trigger major operational incidents or significant financial losses, exposing the organization to systemic vulnerabilities.  <b>Cost Escalation Risk:</b> Enhancing internal management systems requires substantial workforce, infrastructure, and capital investments, potentially increasing short-term operational expenditures.  <b>Reputational Risk:</b> Non-compliance with evolving regulatory frameworks may result in legal penalties, license suspensions, or litigation, causing severe brand equity erosion.	<b>Efficiency Driven by Internal Controls:</b> An optimized management framework and internal control processes minimize resource waste, enhance operational efficiency, and ultimately reduce costs.  <b>Strengthened Customer Trust:</b> Robust risk management capabilities demonstrate operational resilience, increasing client confidence in long-term partnerships and business stability.



Topic	Impact Timeframe	Risk	Opportunity
Corporate Governance	Short-term/ Medium-term/ Long-term	<b>Financial Risk:</b> Ineffective governance may lead to resource misallocation and financial leakage, compromising the organization's fiscal health and long-term profitability.	<b>Stakeholder Confidence:</b> Demonstrating sound governance practices enhances investor and client trust in the company's operational resilience and sustainable value creation.
Emissions Management	Medium-term/ Long-term	<b>Environmental Damage Risk:</b> Untreated discharge of tailings pond pollutants (e.g., heavy metal ions and residual beneficiation chemicals) may disrupt ecological balance, endanger aquatic ecosystems, and trigger regional environmental crises. <b>Regulatory Compliance Risk:</b> Increasingly stringent environmental regulations expose the company to risks of substantial fines, suspension orders, or even license revocation for non-compliant emissions, directly impacting operational continuity. <b>Reputational Risk:</b> Media exposure of excessive pollutant discharges would damage community relations and corporate brand equity, creating long-term barriers to regional development. <b>Public Health Risk:</b> Residents near tailings ponds exposed to contaminated air/water/soil face elevated risks of heavy metal poisoning and related diseases, potentially leading to mass health incidents, litigation, and compensation liabilities.	<b>Technological Innovation:</b> To address emissions challenges, we are increasing R&D investments in green technologies, which not only reduce pollution but also enable eco-product development, creating new revenue streams and sustainable economic value. <b>Green Branding:</b> By strictly controlling emissions and implementing eco-conscious operations, we enhance our sustainability leadership, meeting growing market demand for low-carbon solutions and socially responsible investments. <b>Industrial Upgrading:</b> Emission reduction drives production modernization, replacing outdated systems with high-efficiency equipment to optimize resource use, minimize waste, and accelerate industry 4.0 transformation. <b>Collaborative Synergy:</b> Partnering with environmental research institutes, technology providers, and peers facilitates knowledge sharing and joint innovation, raising sector-wide environmental standards.

For analysis of climate change-related risks and opportunities, please refer to the "Climate Change Mitigation" chapter.



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01

Chapter 1

# Compliance First, Integrity at Our Core

## ESG Highlights

- Convened **2** Shareholders' Meetings, **9** Board Meetings, and **9** Supervisory Board Meetings, with **11** Board Committee Meetings held
- The Board reviewed and approved **50** resolutions, with **100%** director attendance rate at all meetings
- Conducted **175** anti-corruption training sessions, an increase of **114** sessions
- Zero incidents of litigation or major penalties due to ethical violations
- The average qualified rate of mineral products of subsidiaries was **96.97%**, number of customer complaints received was zero, and the customer satisfaction rate was **99.86%**.
- Annual R&D expenses: CNY **63.6159** million



## UN SDGs



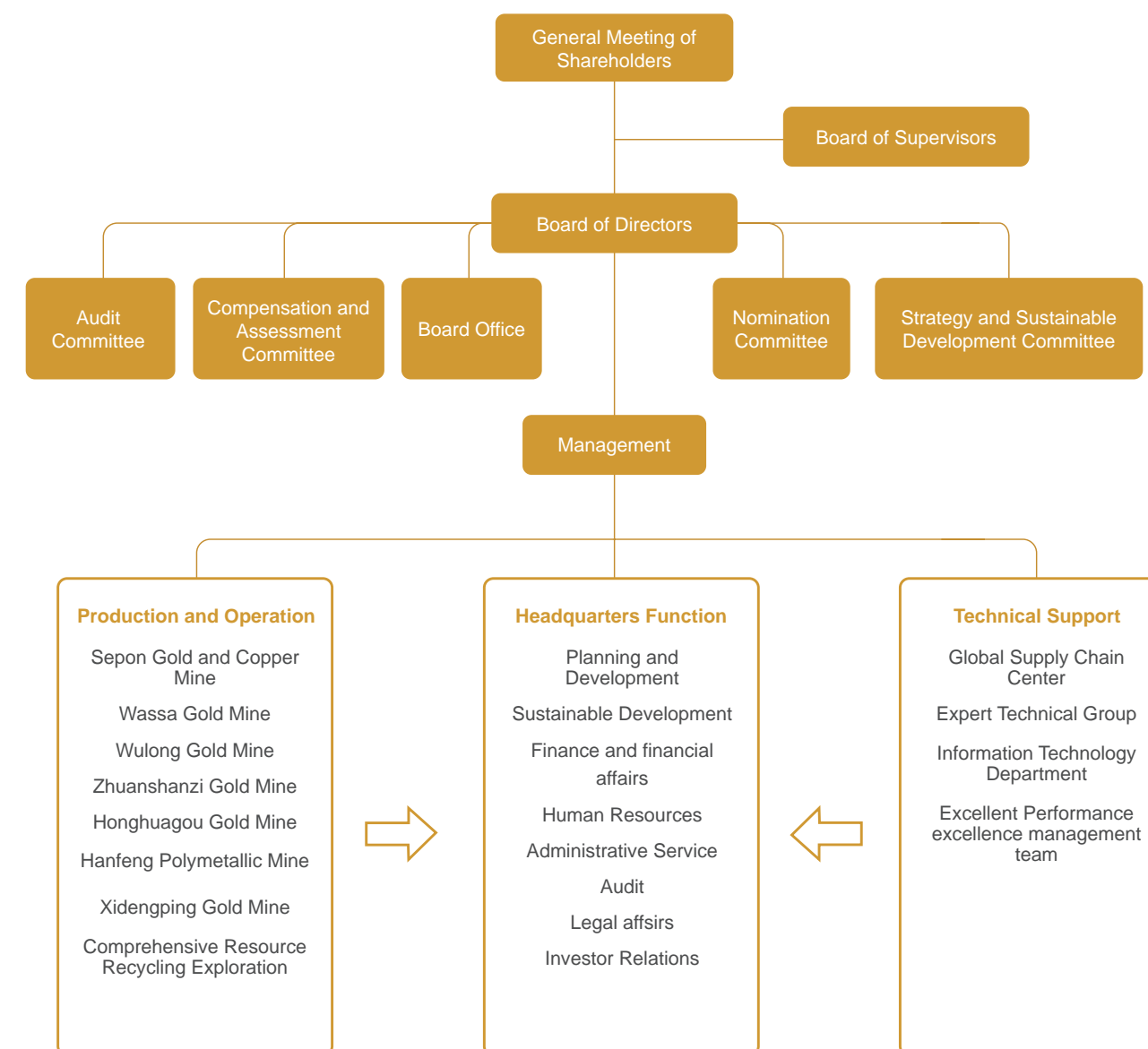


# 1.1 Enhancement of Corporate Governance

The *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Guidelines for Corporate Governance of Listed Companies*, and the *Listing Rules of the Shanghai Stock Exchange* mechanism, forms a governance structure in which various institutions operate in coordination and there is an effective balance of power both internally and externally, respects and safeguards the rights and interests of stakeholders, strives to create long-term and stable corporate value.

## Corporate Governance Framework

Chifeng Gold implements a standardized "Three-Tier Governance" system (General Meeting of Shareholders, Board of Directors, Supervisory Board, and Executive Management), ensuring clear division of responsibilities and coordinated operations to establish scientific decision-making, execution, and oversight mechanisms. The Board has established four specialized committees—Audit Committee, Nomination Committee, Compensation and Assessment Committee, and Strategy and Sustainable Development Committee—supported by the Board Office, creating a well-defined and efficient governance framework. Chifeng Gold maintains clearly articulated management policies and decision-making procedures for each governance body, continuously enhancing the effectiveness of its governance system.



Corporate Governance Structure of Chifeng Gold



Chifeng Gold's specialized board committees comprise independent directors, senior executives, and subject-matter experts with substantive experience and professional qualifications, ensuring rigorous independence and technical proficiency in decision-making and oversight functions. These committees operate in strict compliance with corporate governance codes and applicable regulations, providing expert counsel and effective monitoring across strategic planning, risk management, financial auditing, and sustainability initiatives. This governance mechanism delivers robust safeguards for the Company's sustainable long-term growth.

During 2024, Chifeng Gold convened 2 Shareholders' Meetings, 9 Board of Directors meetings, and 9 Supervisory Board meetings. The Board's specialized committees held 11 sessions in total, comprising 5 Audit Committee meetings, 1 Nomination Committee meeting, 3 Compensation and Assessment Committee meetings, and 2 Strategy and Sustainable Development Committee meetings. All directors maintained 100% attendance at Board meetings, deliberating and approving 50 resolutions and agenda items throughout the reporting period.

Chifeng Gold safeguards shareholder interests and enhances corporate governance by enabling shareholders to fully exercise their rights through General Meeting of Shareholders, including voting oversight on the rationality and scientific basis of director and supervisor compensation systems. The Board's Compensation and Assessment Committee formulates annual remuneration proposals for directors and supervisors, which will be deliberated by the Board before submission to General Meeting of Shareholders for ratification. Approved compensation packages are implemented post-disclosure, with all remuneration data transparently reported in annual statements to ensure regulatory compliance and public accountability.

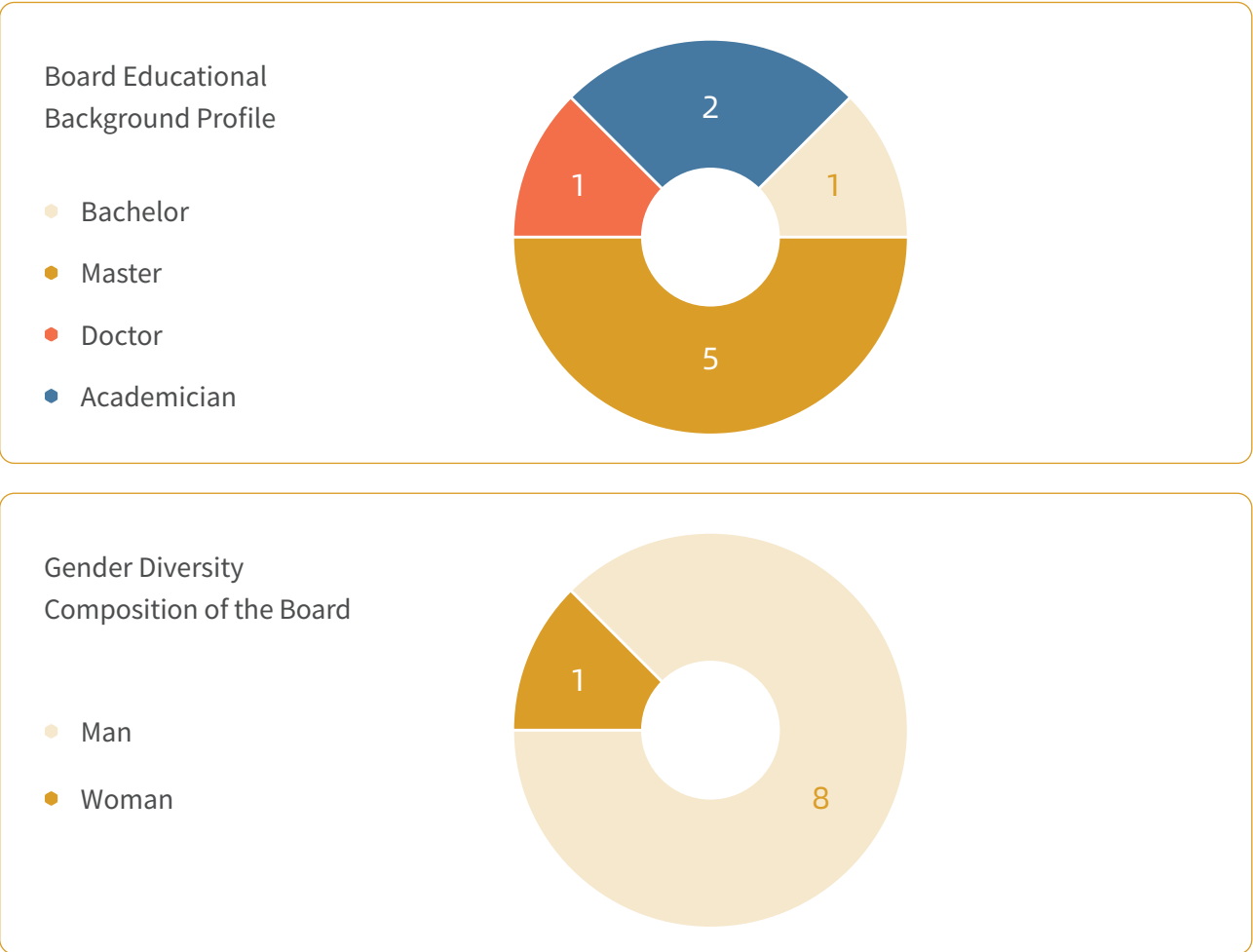


### Board Diversity

Chifeng Gold prioritizes Board diversity as a core governance objective, actively building an inclusive and multidimensional leadership team. Our director selection process expressly considers (but is not limited to) gender, ethnicity, nationality, language proficiency, cultural background, educational qualifications, industry expertise, and professional specialization. This rigorous approach ensures that board members have diverse perspectives and extensive professional knowledge.

Chifeng Gold's Board of Directors comprises members with diversified professional expertise across finance, technology, accounting, risk management, corporate governance, and sustainability. By establishing a diverse and professional Board of Directors, we achieve the supervision and balance of internal responsibilities within the Board, providing a safeguard for the Company's long-term and stable development.

Chifeng Gold maintains a robust risk management system under the leadership of Audit Committee Chair Dr. Huang YipingWong Yet Ping Ambrose, whose extensive expertise in finance, auditing, and risk governance provides professional oversight. All directors leverage their diversified professional backgrounds to ensure multidimensional analysis and evaluation of strategic decisions, risk mitigation, and innovation initiatives.





Board Independence

Chifeng Gold upholds rigorous Board independence standards to ensure objective and impartial oversight and decision-making. Currently, over 50% of the Board members are non-executive directors, fully complying with applicable statutory requirements and listing rules.

The Board of Directors of Chifeng Gold consists of nine members, including four executive directors (one of whom serves as Chairman), all of whom are internal management personnel with extensive management experience and industry knowledge who are familiar with the company's operations and management; one non-executive director who does not hold any other position in the company; and four independent directors, who are external experts specializing in mining, accounting, risk management, and information technology, providing independent and objective professional advice on corporate operations.

In compliance with the relevant requirements of the Hong Kong Stock Exchange's Listing Rules, we conduct triennial rotational elections for Board members to ensure continuous renewal and vitality of the Board. We are committed to further enhancing corporate governance standards through ongoing optimization of the Board's composition, thereby laying a solid foundation for the Company's sustainable long-term development. As of the end of the reporting period, the average tenure of Chifeng Gold's nine directors stands at five years.

Board Members	Average Tenure	Rotating Elections
9	5 years	every 3 years
Executive Directors	Non-Executive Directors	Independent Directors
4	1	4

1.2 Stewardship of Regulatory Compliance

Chifeng Gold steadfastly adheres to the fundamental principle of lawful and compliant operations, continuously enhancing its regulatory governance capabilities. Through refining institutional processes, identifying compliance risks, and strengthening accountability mechanisms, Chifeng Gold reinforces its compliance framework. It has established explicit business ethics standards with corresponding safeguards, cultivating a corporate culture rooted in regulatory adherence and integrity. This disciplined approach ensures the enterprise's stable and sustainable development.

Enhancing Compliance Governance

Chifeng Gold has formally issued and implemented a series of internal governance documents including *General Rules of Compliance Management*, *Implementation Measures for Compliance Performance Appraisal*, *Management Measures for Compliance Supervision*, *Trade Sanction Policy*, and *Anti-Money Laundering Management Policy*. These institutional documents establish a systematic and standardized compliance management mechanism to rigorously mitigate regulatory risks. We continuously strengthen compliance oversight in key operational areas through regular risk identification processes and have implemented graded response protocols with clearly defined escalation matrices and reporting hierarchies based on comprehensive risk tiering assessments.

Chifeng Gold rigorously implements its compliance performance evaluation system based on the principles of "seeking truth from facts, objectivity and fairness, democratic transparency, and focus on performance" and conducts annual assessments for employees. The evaluation outcomes are directly linked to comprehensive annual appraisals, promotion decisions, award nominations, and bonus distributions, thereby reinforcing compliance management frameworks, embedding compliance as an organizational value, driving policy implementation, and ensuring full regulatory adherence in corporate operations.



Through organizing and conducting compliance training programs and fostering a culture of compliance, we have significantly enhanced employees' professional capabilities in compliance management, while continuously promoting and advocating the Company's value pursuit of lawful operations, compliance, and integrity-driven business practices. During the reporting period, we implemented regular compliance training covering all employees, with particular emphasis on the participation and compliance awareness of personnel in high-compliance-risk roles, thereby cultivating a strong compliance culture.

### Business Ethics Standardization

Chifeng Gold is committed to creating an open, transparent, and inclusive business environment, and maintains a "zero tolerance" attitude towards behaviors that violate business ethics, such as corruption, bribery, and embezzlement. We regard the Board as the supervisory and decision-making body for business ethics standards. We strictly abide by laws and regulations such as the *Civil Code of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, the *Regulations for the Implementation of the Supervision Law of the People's Republic of China*, the *Criminal Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Anti-Monopoly Law of the People's Republic of China*. We formulate and regularly review internal management systems, including the *Code of Business Conduct and Anti-Corruption and Anti-Bribery Policy*, to strengthen business ethics norms, prevent corruption and bribery, and ensure the compliance and transparency of the Company's production and operation processes. During the reporting period, Chifeng Gold has not been involved in any embezzlement-related litigation.

Chifeng Gold has implemented a system of commercial bribery prevention commitment, requiring key personnel to sign the "Anti-Bribery and Anti-Corruption Commitment" to strengthen supervision and management of corruption-prone positions. We actively conduct audits of business ethics and reviews of other ethical standards, performing annual random inspections across the entire group, including domestic and overseas subsidiaries, to assess compliance with ethical guidelines. We organize training on ethical standards and anti-corruption for board members, senior management, employees, and contractors. During the reporting period, a total of 175 training sessions were held, with full participation from all 14 directors, supervisors, and senior executives, achieving 100% coverage. Additionally, 3,623 employees received training on ethical standards and anti-corruption. Meanwhile, we are committed to maintaining sound and healthy working relationships with suppliers and business partners, guiding them to operate lawfully, act in good faith, and consciously reject corrupt practices.

In addition, we have established easily accessible compliance oversight and whistleblowing channels by implementing the Chifeng Gold Whistleblowing and Complaint Management Procedures, thereby enhancing the standardization and institutionalization of grievance handling and disciplinary accountability. All employees, as well as external parties such as clients and suppliers, may submit reports via email (grievance@cfgold.com) or in-person complaints. The Board has delegated the Audit Committee to handle reported cases, with all related emails, letters, and meeting records properly archived. Regarding whistleblower protection, we implement effective confidentiality measures to safeguard personal information, strictly control the circulation of report materials, control the scope of individuals with access to such information and ensure secure storage of all submitted materials.

During the reporting period, the Group did not experience any instances of corruption or bribery, discrimination or harassment, breaches of customer privacy or data leakage, conflicts of interest, money laundering or insider trading, unfair competition, or other violations of business ethics and conduct standards. Furthermore, there were no litigation cases or significant administrative penalties resulting from breaches of business ethics.





## 1.3 Strengthening of Risk Resilience

In the complex and ever-changing market environment, Chifeng Gold regards risk management as an important safeguard for the stable operation of the enterprise. It has established and continuously optimized its risk management system, integrating various requirements of risk management into daily management activities and business processes. This is to enable the identification, assessment, monitoring, and response to various risk matters in business operations, ensuring the steady advancement of the Company's strategy.

Chifeng Gold continues to promote the construction of the risk governance system, establishes three lines of defense for risk management, improves the level of comprehensive risk management, and ensures the high-quality development of the enterprise.

### The first line of defense

Each functional department and business unit responsible for identifying, assessing, and controlling risks in various links such as the planning, execution, and supervision of daily business.

### The second line of defense

The Audit Department and the Audit Committee under the Board of Directors serve as the second line of defense for risk management and are responsible for formulating and implementing risk management systems, standards, and processes, as well as supervising and evaluating the risk management work and its effectiveness.

### The third line of defense

The Board of Directors and the General Meeting of Shareholders serve as the third line of defense for risk management and are responsible for clarifying the basic framework and guiding principles of the Company's risk management work, controlling the overall risks from the corporate governance level, and regularly listening to the work reports submitted by the risk management department and its responsible persons.

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To enhance the efficiency and effectiveness of risk management, we have established risk management information communication channels that connect different levels of the organization, various departments, and business units, ensuring timely, accurate, and complete information communication, which lays the foundation for risk management supervision and improvement. All departments and business units of the Company conduct regular self-assessments of risk management practices. In collaboration with the risk management team, they comprehensively identify potential strategic, operational, financial, and legal risks in production and business activities, and develop corresponding mitigation plans. Based on assessment results and risk identification findings, control measures are refined and systematically implemented. The Company's internal audit department conducts both periodic and ad-hoc evaluations of risk management practices across all units, with particular focus on key positions as audit priorities. Regulatory and audit results are reported to the Board of Directors or the Audit Committee.





# 1.4 Advancement of Quality Assurance

Chifeng Gold is committed to building a scientific and rigorous quality management system, ensuring that all aspects, including source control, the entire production process, and finished product inspection, comply with relevant standards and industry best practices. At the same time, adhering to the customer-centric service tenet, we provide professional, efficient, and considerate services to meet the diverse needs of customers. We safeguard product quality in all aspects. While creating value for customers, we also lay a solid foundation for the Company's long-term development within the industry.

## Strengthening Quality Control

We continuously implement and optimize our quality management system, ensuring end-to-end quality compliance from mineral resource exploration and mining to processing and sales through stringent quality control procedures and advanced technologies. This provides solid assurance for enhancing product competitiveness and customer satisfaction.

## Laboratory Establishment



Dedicated laboratories have been set up at mining sites to test ore samples and tailings, providing scientific support for resource development, processing, and sales.

## Process Standardization



Subsidiaries have developed detailed implementation rules for operational procedures, clarifying job responsibilities and operational regulations to ensure standardized workflows.

## Regular Reporting



A daily reporting, monthly review, and dedicated responsible-person mechanism ensures full data traceability.

## Arbitration mechanism



Through the grade comparison and analysis of internal sales inspections, external inspections by the national quality inspection center, and external sales inspections, an arbitration mechanism is adopted to enhance the openness, transparency, and comparability of inspections. Samples with large deviations are subject to a second arbitration.

## Smart Management



Leveraging a smart management platform, quantitative analysis based on foundational data improves secondary arbitration efficiency and accuracy.

## Performance Evaluation



Testing result deviations are incorporated into assessment criteria, and annual testing performance is considered in year-end evaluations of lab personnel, comprehensively enhancing laboratory quality and staff competency.





Each subsidiary has formulated targeted production procedures and quality control measures based on its own unique business model:

Quality Management Policies of Chifeng Gold's Subsidiaries in China	
Jilong Mining	Comply with the <i>Standards for Underground Engineering Operations and Construction Quality Management System</i>
Wulong Mining	Formulate the <i>Control Procedure for Product and Service Requirements and the Control Procedure for Nonconforming Products</i>
Huatai Mining	Comply with the <i>Management Measures and Assessment Standards for Mining and Excavation Engineering</i>
Jintai Mining	Formulate the <i>Management Measures for Metal Balance in the Heap Leaching Process</i>
Hanfeng Mining	Formulate the <i>Enterprise Quality Management System</i>
Guangyuan Technology	Formulate the <i>Standardized Disassembly, Processing and Production Management Guidelines for Waste Electrical and Electronic Equipment</i>

During the reporting period, the average qualification rate of mineral products from Chifeng Gold's domestic and overseas subsidiaries reached 96.97%, with no product recalls due to safety or health-related issues.

Elevating Client Engagement

Chifeng Gold continues to enhance its customer service system by guiding subsidiaries to establish service requirement control procedures, demonstrating our commitment to delivering high-quality services. We place strong emphasis on customer feedback and requests, providing multiple complaint channels including telephone, messaging applications, and email. Post-delivery customer follow-ups are routinely conducted to ensure timely and accurate collection, organization, transmission, and response to relevant information. Notably, Chifeng Gold received zero customer complaints during the reporting period.

Chifeng Gold has established and implemented standardized customer complaint handling procedures, adopting a structured "Complaint Reception - Issue Verification - Corrective Action" process to ensure effective resolution:



Subsidiaries conduct post-sales follow-ups to gather customer feedback on product quality and service performance, utilizing the "Customer Satisfaction Survey Form" to assess satisfaction levels. The collected data undergoes comprehensive analysis, with findings documented in the *Customer Satisfaction Evaluation Report*. In 2024, Chifeng Gold achieved a 99.86% customer satisfaction rate, with zero safety or health-related complaints recorded.

Furthermore, we place paramount importance on safeguarding customer privacy by executing "Non-Disclosure Agreements (NDAs)" to ensure the security of customer information and data. Multiple protective measures are implemented to mitigate risks including loss, leakage, unauthorized access, usage, alteration, or disclosure of customer data.



## 1.5 Exploration of Frontier Technologies

Chifeng Gold adheres to a technology-led development strategy, aligning closely with its professional and innovation-oriented corporate objectives. Chifeng Gold has progressively enhanced its technological innovation management and incentive mechanisms, continuously strengthening R&D capabilities and core competitiveness to drive optimization and iterative advancement across its industrial chain.

### Harnessing Advanced Technology

We continuously optimize our internal R&D management systems by standardizing development processes for new products, technologies, and production methods, systematically enhancing both innovation capabilities and applied technology research proficiency. The Group has established a vertically integrated R&D management structure with specialized technical teams, empowering production units, departments, and employees to conduct technological innovation across production, safety, and operational management domains, with particular emphasis on the economic and social

value of innovation outcomes. During the reporting period, the Company invested CNY 63.6159 million in R&D expenditure and secured 3 new patents. Our business-aligned innovation initiatives yielded significant industry advancements and cost-efficiency gains, with Jilong Mining's "Research on Ground Pressure Disasters Induced by Underground Mining and Control Methods" and Wulong Mining's "Multi-Level Zero-Delay Multifunctional Mine Hoisting Signal System" projects receiving 2024 China Gold Association Science & Technology Achievement Awards (Second Class). Notably, Jilong Mining was certified as both a High-Tech Enterprise and an Advanced R&D Platform by the Inner Mongolia Autonomous Region.

#### Case

### LXML's Multi-Dimensional Production Technology Enhancements

During the reporting period, LXML actively implemented production technology improvement initiatives, achieving significant advancements in process optimization, production stability, and operational cost reduction:

- Developed specialized gold extraction technology for high gold-absorbing organic carbon materials, optimizing the POX-RIL process for Carlin-type gold ores to increase leaching recovery rates by over 5%.
- Created High-Intensity Conditioning (HIC) technology to enhance reaction efficiency between kerosene/diesel and organic carbon in ores, effectively reducing the PRI (Preg-Robbing Index) of carbon-bearing ores.
- Pioneered mineralized waste sorting technology to transform mining waste into economically processable materials.
- Replaced traditional flotation machines with column flotation systems, significantly improving flotation efficiency while reducing sulfuric acid consumption.





Case

## Wulong Mining's "Multi-Level Zero-Delay Multifunctional Mine Hoisting Signal System" Project

The hoisting system serves as critical infrastructure for mine safety operations, with its operational efficiency and safety performance exerting significant influence on mining production activities. On April 25, 2024, the "Multi-Level Zero-Delay Multifunctional Mine Hoisting Signal System" project, submitted by Wulong Mining on behalf of Chifeng Gold, was honored with the Second Prize in Scientific and Technological Achievements by the China Gold Association.

This technological achievement incorporates China's proprietary innovations including graphical cage dispatch technology, mouse-operated graphical interface signal control systems, authorization-point and optical fiber integrated zero-delay signal transmission technology, along with corresponding industrial control software systems. Three core technological innovations underwent comprehensive domestic and international novelty verification through the Ministry of Education's Science and Technology Novelty Search Center, with their degree of technological innovation, economic benefits, and social value receiving formal recognition from China Gold Association experts.

The system effectively resolves complex operational challenges in multi-level simultaneous hoisting operations, demonstrating advantages including user-friendly operation, system stability, comprehensive functionality, and reduced investment in hoisting system interlocks. Currently implemented in over 40 hoisting systems across both metallic and non-metallic mines domestically and internationally, this innovation has driven significant technological advancements in both structural design and operational methodologies for mine hoisting signal systems.

Chifeng Gold has implemented internal management systems including the *Science and Technology Awards Management Procedures*, *Innovation Incentive Policy*, and *Patent Reward Regulations* to establish a comprehensive technological innovation incentive framework, effectively motivating both R&D personnel and frontline employees. We rigorously evaluate patent application proposals from all departments, providing monetary rewards to inventors upon formal acceptance by the National Intellectual Property Administration and subsequent patent grant. Teams and individuals demonstrating outstanding performance in patent applications and commercialization receive company-wide recognition with corresponding financial awards.

While actively promoting technological R&D and the commercialization of scientific achievements, we place paramount importance on strengthening intellectual property protection mechanisms. Chifeng Gold has systematically developed comprehensive management protocols covering application, licensing, transfer, and termination procedures to safeguard its proprietary patents against infringement.

We actively engage in extensive partnerships with academic institutions and industry peers to assimilate cutting-edge technologies into our R&D innovation processes. These collaborations facilitate the cultivation of well-rounded technical talent for our production and engineering departments while strengthening our technological innovation ecosystem and institutional framework.



## Safeguarding Information Security

Chifeng Gold maintains rigorous information security and data protection protocols, developing and continuously enhancing comprehensive internal governance documents including the *Information Security Policy*, *Information Technology Security System*, *Information Security Management Manual*, *Personal Data Protection Guidelines*, *Security Objectives Control Procedures*, *Information Security Risk Assessment Protocols*, and *System Patch Management Standards*. These frameworks, aligned with ISO 27001/27002 requirements and relevant legislation, establish foundational standards for our information security management system (ISMS), delineate integration methodologies with business operations, and systematically elevate organizational security capabilities and regulatory compliance performance.

Chifeng Gold implements a comprehensive security philosophy centered on "integrated defense mechanisms, standardized operations, continuous improvement, and fulfilment of internal stakeholder security requirements", consistently enhancing our information security and data protection methodologies. We classify all internally and externally controlled information into three tiers - confidential, internal, and public, implementing rigorous access controls commensurate with disclosure levels to prevent unauthorized access, misuse, damage, or theft. Through multilayered cybersecurity measures including cryptographic controls, account audits, remote access management, network segmentation, and firewall protections, we effectively safeguard user rights, privacy, and the confidentiality, integrity, and availability of corporate data assets. Concurrently, we execute systematic objective management, risk assessment/mitigation, management reviews, and performance evaluations to ensure the ongoing relevance, adequacy, and effectiveness of our information security governance framework.

During the reporting period, Chifeng Gold conducted comprehensive information and network security training programs to disseminate corporate security policies while enhancing employees' technical competencies. We implemented periodic simulated phishing campaigns targeting Office 365 users to strengthen threat identification and response capabilities. The system automatically triggers mandatory security awareness training - utilizing third-party educational videos on email security - for users exhibiting vulnerability to attacks. Furthermore, we executed multiple backup recovery tests for critical information systems, rigorously verifying data integrity in restored environments while maintaining detailed audit trails of all disaster recovery procedures.



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# 02

## Chapter 2

# Green Development, Eco-Focused Growth

### ESG Highlights

- Total annual GHG emissions: **290,484.05** tCO<sub>2</sub>e, GHG emission intensity: **0.32** tCO<sub>2</sub>e/CNY **10,000** revenue
- Total annual water recycled: **1,262,660** tonnes
- Total comprehensive energy consumption: **77,306.08** tce, energy consumption intensity: **0.09** tce/CNY **10,000** revenue
- Total annual clean energy consumption: **327,190,000** kWh
- Total environmental protection expenditure: CNY **159.0763** million (including CNY **107.6653** million for ecological restoration)

### UN SDGs





## 2.1 Environmental Management System

We recognize environmental protection as fundamental to sustainable development. Grounded in strict compliance with the *Environmental Protection Law of the People's Republic of China* and related regulations, we integrate ecological considerations as strategic priorities, establishing robust environmental management systems to operationalize sustainability. Our green transformation of production operations represents a core component of social responsibility fulfillment, driving synergistic development of economic and ecological benefits toward the goal of harmonious coexistence between industry and nature.

## Environmental Governance

Within Chifeng Gold's corporate governance structure, the Board of Directors serves as the strategic decision-making nucleus and ultimate authority for endorsing, overseeing, and implementing environmental management policies and performance metrics. The Group's HSE Department has instituted the *Ecological Environmental Protection Management System*, which delineates environmental protection responsibilities across relevant departments and subsidiaries. This framework regulates management protocols encompassing construction project environmental compliance, operation of pollution control facilities, water and air pollution prevention, general solid waste and hazardous waste management, noise pollution control, and radioactive substance containment.



### Construction Project Environmental Compliance

Strict adherence to the *Regulations on Environmental Protection Management of Construction Projects*, implementing the "Three Simultaneities" requirement for pollution control facilities, enhancing ecological protection and pollution prevention during construction phases, standardizing environmental fund allocation and project acceptance procedures, while encouraging subsidiaries to advance automation and intelligent upgrading of production processes.

### Pollution Control Facility Operations

Mandating subsidiaries to assume primary responsibility for facility operations, standardizing malfunction response protocols with reporting and approval procedures, strengthening emergency response and post-incident remediation for pollution events, ensuring synchronized operation of environmental and production equipment with continuous compliant emissions.

### Water Pollution Prevention

Requiring stringent wastewater discharge controls with source reduction measures, standardized treatment of various effluents (mine domestic sewage/vehicle wash water) for compliant discharge or resource recovery, constructing rainwater diversion systems prioritized for mine area landscaping, while fulfilling EIA approvals and discharge standards.

### Air Pollution Control

Enforcing strict particulate and gaseous emission controls, with dust collection systems installed in mining/processing operations and regular monitoring for compliance, implementing wind erosion and dust suppression measures for temporary ore stockpiles and bulk material yards.

### Solid & Hazardous Waste Management

Regulating waste classification with priority given to production slag recycling; mandating environmentally compliant closure procedures for discontinued tailings facilities; prohibiting toxic waste mixing; requiring advance approval and full documentation for pharmaceutical waste disposal.

### Noise Pollution Mitigation

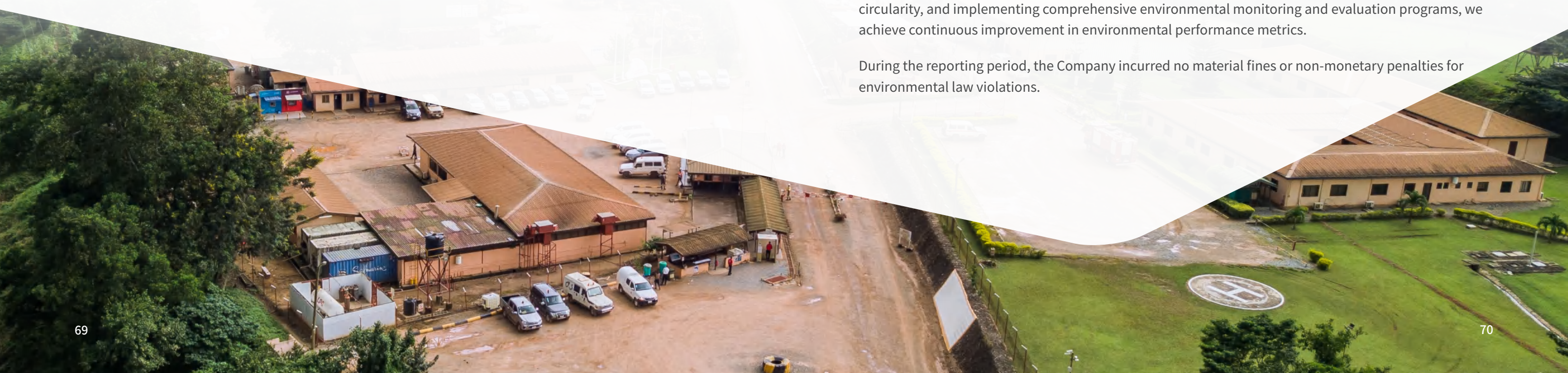
Implementing targeted noise/vibration reduction technologies with low-noise equipment maintenance, prohibiting nocturnal operations near residential/office zones while ensuring vibration/noise emissions meet regulatory limits.

### Radioactive Substance Regulation

Requiring subsidiaries handling radioisotopes/radiation devices to obtain environmental permits, establish specialized management systems with designated personnel, and implement comprehensive safety protocols against fire, theft, and leakage risks.

Operating within the Group's centralized environmental management framework, all subsidiaries develop tailored environmental policies aligned with their operational characteristics. Through institutionalizing robust environmental management systems, optimizing production processes, enhancing pollution control facility maintenance, advancing cleaner production and resource circularity, and implementing comprehensive environmental monitoring and evaluation programs, we achieve continuous improvement in environmental performance metrics.

During the reporting period, the Company incurred no material fines or non-monetary penalties for environmental law violations.

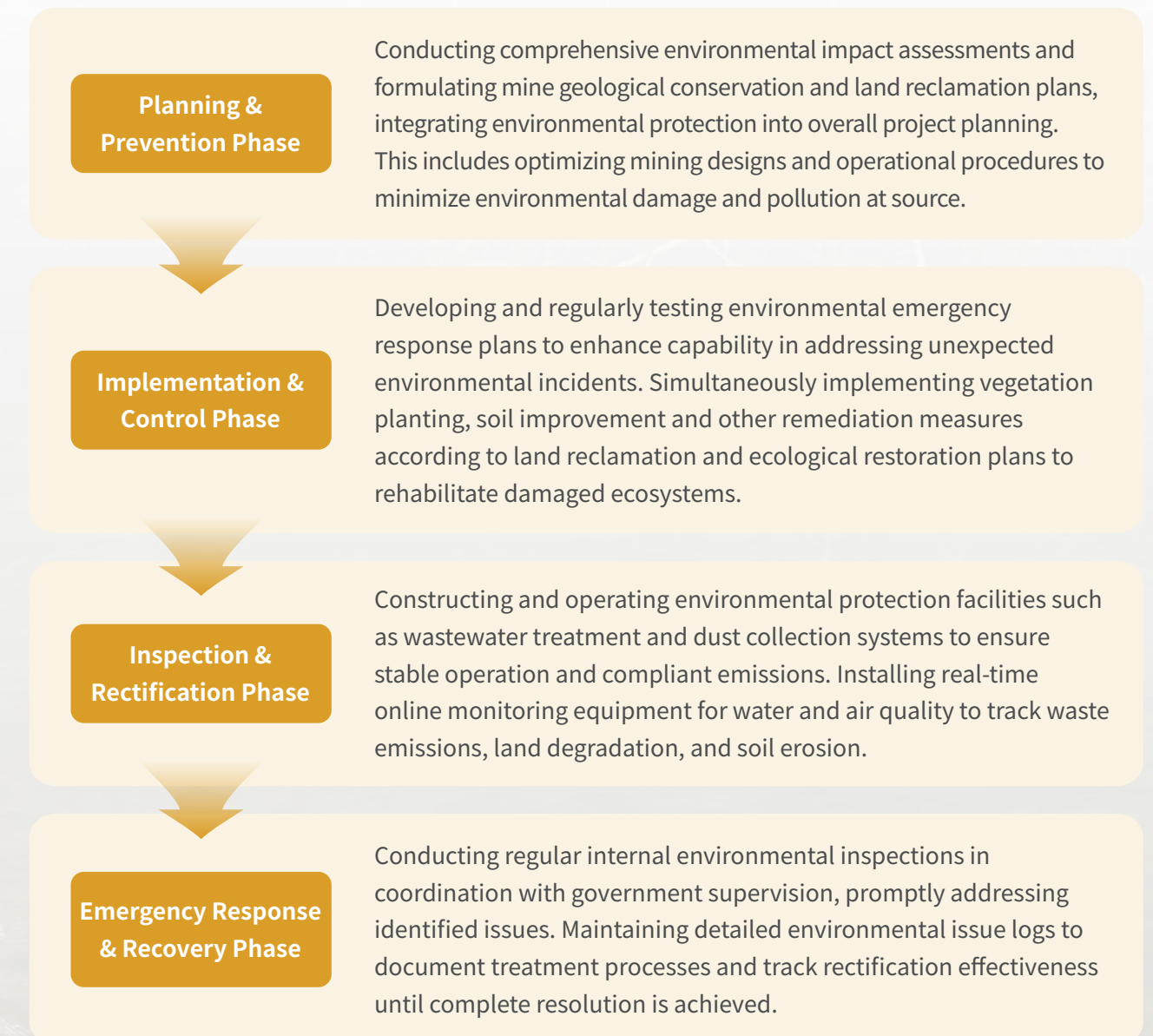




## Environmental Impact Supervision

To ensure effective oversight and management of production-related environmental impacts, we mandate all subsidiaries to conduct comprehensive environmental monitoring in strict compliance with applicable regulations and standards. Subsidiaries are required to perform detailed statistical analysis of monitoring data to identify potential environmental risks and non-conformities. Any exceedances detected must trigger immediate corrective actions, including the development of practical remediation plans with rigorous follow-up verification to ensure complete resolution of identified issues.

## Environmental Impact Supervision Process Throughout Project Lifecycle at Wulong Mining::

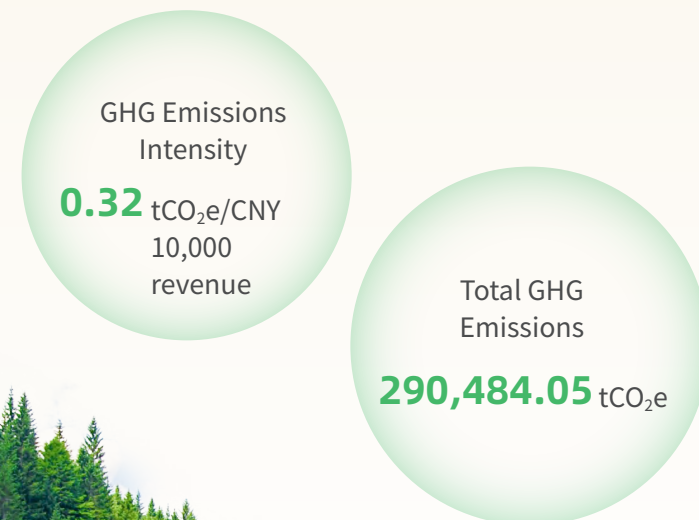




## 2.2 Climate Change Mitigation

As a pivotal global mining industry participant, Chifeng Gold recognizes its critical responsibility in addressing climate change challenges. We implement comprehensive, systematic energy conservation and decarbonization initiatives across all operational facets, delivering tangible climate mitigation impacts. Concurrently, we prioritize climate-related risk identification and mitigation, thoroughly integrating these considerations into our enterprise-wide risk management framework. For identified climate risks, we develop actionable adaptation strategies to optimize resilience against climate trends and minimize potential disruptions.

Chifeng Gold rigorously adheres to the Task Force on Climate-related Financial Disclosures ("TCFD") framework to ensure comprehensive, accurate, and transparent climate-related reporting. During the reporting period, our total greenhouse gas emissions amounted to 290,484.05 tCO<sub>2</sub>e, with an emissions intensity of 0.32 tCO<sub>2</sub>e/CNY 10,000 revenue. Moving forward, we will continue strengthening emission reduction initiatives to contribute meaningfully to global decarbonization objectives.



## Climate Governance Framework

To ensure effective execution of climate change strategies and initiatives, we have established a climate governance framework with clearly defined responsibilities, enabling coordinated enterprise-wide progress in addressing climate challenges.

The Board of Directors serves as the supreme decision-making body for corporate sustainability and climate action, holding primary responsibility for ESG and climate-related strategy formulation. The Strategy and Sustainable Development Committee functions as the governing body for ESG and climate matters, tasked with identifying material issues based on internal and external factors, providing strategic recommendations for the Board's medium-to-long-term planning, and advising on climate risk mitigation and ESG policies. Operational departments and subsidiaries act as implementation units, translating climate strategies into daily operations to ensure effective execution of climate initiatives, with the Sustainability Department providing cross-functional support to the Strategy and Sustainable Development Committee on ESG and climate program coordination.





Governance Tier	Organizational Unit	Key Accountabilities
Governance Level	Board of Directors	<p><b>Strategic Oversight:</b> Integrate climate change response into overall strategic planning by synthesizing global climate policies, industry decarbonization trends, and the company's business landscape.</p> <p><b>Monitoring &amp; Evaluation:</b> Conduct regular oversight of ESG and climate-related initiatives, ensuring operational departments implement effective measures to address ESG risks and potential climate hazards.</p> <p><b>Review &amp; Decision-Making:</b> Annually review corporate ESG and climate-related reports, verifying their alignment with international disclosure standards.</p>
Management Level	Strategy and Sustainable Development Committee	<p><b>Issue Identification &amp; Strategy Development:</b> Research climate-related issues and identify the impact of extreme weather on business operations, aligned with the industry-specific characteristics.</p> <p><b>Tracking Goal Achievement:</b> Communicate corporate ESG and climate-related strategies/targets, and assess key trends, risks, and opportunities in ESG and climate policies through regular reviews.</p> <p><b>Stakeholder Engagement:</b> Facilitate cross-departmental collaboration on climate change management internally; carry out exchange activities externally to enhance the company's influence in the field of climate change.</p>

Governance Tier	Organizational Unit	Key Accountabilities
Execution Level	Sustainability Department	<p><b>Issue Identification &amp; Strategy Formulation:</b> Assist the Strategy and Sustainable Development Committee in identifying key climate governance issues and jointly develop actionable response strategies and plans.</p> <p><b>Progress Tracking &amp; Target Monitoring:</b> Monitor and track the progress of climate governance objectives, providing timely feedback to the Strategy and Sustainable Development Committee to facilitate adjustment and optimization of measures.</p> <p><b>Stakeholder Coordination:</b> Facilitate effective communication between internal departments and external stakeholders on climate governance matters to support the implementation and advancement of the Strategy and Sustainable Development Committee's initiatives.</p>
	Headquarters Functions & Subsidiaries	<p><b>Strategy Implementation:</b> Execute detailed climate change strategies and plans through concrete measures such as energy conservation, emission reduction initiatives, and promotion of low-carbon products and services.</p> <p><b>Operational Management:</b> Strictly adhere to climate management requirements by implementing energy-saving and consumption-reduction measures to comply with emission standards.</p> <p><b>Data Collection &amp; Reporting:</b> Systematically gather and analyze data on energy consumption, greenhouse gas emissions, and climate risk incidents to provide data-driven support for targeted corporate response strategies.</p>



## Climate Change Strategy

Chifeng Gold actively responds to China's strategic goals of achieving carbon peak by 2030 and carbon neutrality by 2060, incorporating climate change response into its long-term development strategy. We are committed to reaching carbon peak before 2030 through technological innovation, energy efficiency improvements, and green transformation, while further advancing emission reduction initiatives with the ambition to achieve carbon neutrality by 2055. To this end, we will optimize our energy mix by increasing the share of clean energy, improving resource utilization efficiency, and strengthening collaboration with supply chain partners to drive low-carbon transformation across the entire value chain. These efforts demonstrate our contribution to global climate goals and our shared vision for creating a green, sustainable future.

## Climate Risk and Opportunity Identification

Chifeng Gold places high priority on identifying and managing climate-related risks and opportunities, systematically integrating climate risk assessment into both strategic planning and daily operations. We have established a robust climate risk evaluation mechanism to regularly identify and assess potential climate impacts on business operations, supply chains, and market conditions—alongside emerging opportunities. Proactive measures are implemented, including optimizing energy mix, enhancing resource efficiency, and developing low-carbon technologies, to mitigate risks while capitalizing on green transition opportunities. Furthermore, we strengthen engagement with stakeholders to jointly advance climate resilience and contribute to sustainable development goals.

Risk Category	Risk	Opportunity
Transition Risks	Tightening carbon emission regulations leading to increased compliance costs.	Proactively adopt clean energy and low-carbon technologies to secure policy incentives, enhance efficiency and reduce emissions.
	Growing low-carbon economy demand reducing competitiveness of high-carbon products.	Develop tailings utilization and resource recovery technologies to access green markets and create new revenue streams.
	Transition to green mining technologies facing technical barriers and high capital requirements.	Invest in innovative technologies (e.g., renewable energy, automated mining) to improve efficiency and reduce long-term operating costs.
Physical Risks	Floods, droughts, and other extreme weather events damaging mining facilities and transportation routes.	Invest in disaster-resilient infrastructure to enhance operational resilience.
	Climate-induced water scarcity affecting mining and processing operations.	Implement water-saving technologies and closed-loop water systems to improve water-use efficiency.
	Rising temperatures increasing cooling costs and equipment failure rates.	Deploy high-efficiency cooling systems and renewable energy to reduce energy consumption and operating costs.
	Climate change exacerbating land degradation and biodiversity loss.	Fund ecological restoration projects in mining areas to strengthen land resilience and biodiversity.



Guided by the Group's leadership, all subsidiaries and mining sites have prioritized addressing climate change impacts on operations by implementing targeted policy frameworks. These include measures such as enhancing equipment energy efficiency, adopting energy-saving and environmentally friendly machinery, phasing out outdated high-consumption equipment, deploying new technologies, and procuring renewable electricity. These initiatives collectively strengthen organizational resilience against extreme weather events while ensuring safe, stable, and sustainable operations amid evolving climate conditions.

## Case

### Hanfeng Mining's Extreme Weather Work Stoppage and Evacuation Policy

#### Organizational Structure

An emergency command center is established, with an emergency management office (mine dispatch center) as its operational arm. The on-duty mine supervisor serves as incident commander with full authority over extreme weather-related work stoppages and evacuations.

#### Early Warning Mechanism

Real-time meteorological monitoring ensures rapid response during extreme weather events. Enhanced 24/7 patrols of critical areas are conducted before/after rainfall, with mandated work stoppages and evacuations when risks are detected. Authorized personnel may exercise immediate decision-making authority to ensure safe evacuation while maintaining reporting protocols.

#### Activation Thresholds

Work stoppage and evacuation protocols are immediately triggered upon issuance of extreme weather warnings (e.g., torrential rain, thunderstorms, hail) to ensure personnel safety.

#### Emergency Response Procedures

Upon warning issuance, the dispatch center notifies relevant departments for impact assessment. The emergency commander activates contingency plans, with all units implementing preparatory measures to ensure disaster prevention and evacuation procedures are executed effectively.

## Case

### Guangyuan Technology's Ongoing Implementation of Hazard Identification and Control Measures for Adverse Weather Operations

#### Fog Conditions

Strict prohibition of hand signaling during outdoor work or equipment inspections.

#### High Winds

All outdoor lifting operations are suspended during wind speeds exceeding Level 6, with immediate reinforcement of unsecured protective installations.

#### Extreme Heat

Implementation of comprehensive heatstroke prevention measures, including work schedule adjustments.

#### Snow/Ice Conditions

Mandatory thermal protection gear, reduced movement speeds, and immediate snow removal protocols.

#### Flood Season

Enhanced personal protective equipment (PPE) requirements and intensified patrols to ensure personnel safety.

#### Severe Weather Protocol

All elevated outdoor operations shall be immediately suspended during hazardous meteorological conditions, including sustained winds reaching Beaufort Scale Force 6 or higher, torrential rainfall, thunderstorms, and dense fog events.



## 2.3 Prudent Utilization of Resources

Chifeng Gold adheres to the principle of efficient natural resource utilization in alignment with the UN Sustainable Development Goals' responsible consumption and production framework. We strictly comply with responsible gold mining principles encompassing water stewardship, water access/quality management, and energy efficiency reporting. Through continuous optimization of resource and energy efficiency, we implement targeted energy conservation measures to establish industry benchmarks for sustainable operations.

### Energy Conservation & Resource Efficiency Implementation

We strictly comply with the requirements of the *Energy Conservation Law of the People's Republic of China*, implementing comprehensive measures to reduce energy loss/waste at the consumption level while enhancing utilization efficiency:

Adopting advanced energy-saving technologies and optimized processes to minimize unnecessary power consumption, with systematic recovery of surplus energy from equipment operations.

Procuring high-efficiency machinery while retrofitting existing equipment through technical upgrades, replacing obsolete components to improve energy performance.

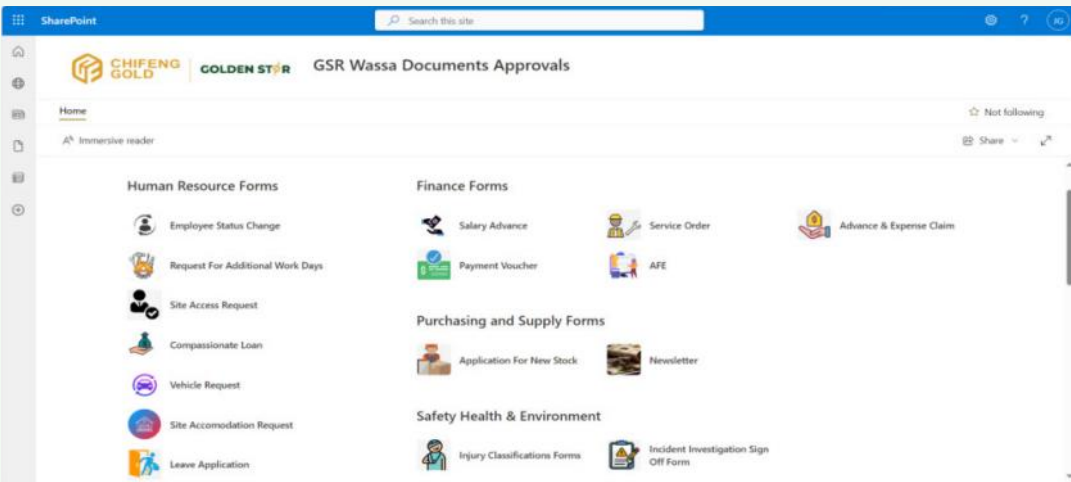
Expanding smart control systems for real-time equipment monitoring to achieve rationalized energy use and reduced consumption.

Chifeng Gold has prioritized paperless office initiatives as a key component of its green development strategy, actively implementing advanced digital office systems to enable online document editing, approval, and archiving - significantly reducing paper consumption. Through comprehensive employee training programs, we have enhanced staff proficiency in digital office tools and electronic document management systems, fostering widespread adoption of and reliance on paperless workflows.

#### Case

#### Golden Star Wassa launched Adobe Systems to digitize 17 paper-based forms

In April 2024, Golden Star Wassa deployed Adobe Systems to digitize 17 paper-based forms routinely used across three operational departments - Human Resources, Finance, and Safety, Health & Environment (SHE). This digital transformation eliminated paper documentation requirements, generating reductions in paper/ink consumption and printer utilization while concurrently addressing resource waste and data security risks inherent to physical record-keeping systems.



During the reporting period, Chifeng Gold consumed 327,190,000 kWh of clean energy, with total comprehensive energy consumption reaching 77,306.08 tce (tonnes of coal equivalent). The comprehensive energy intensity stood at 0.09 tce/CNY 10,000 revenue.

#### Clean Energy Consumption

327,190,000 kWh

#### Comprehensive Energy Consumption

77,306.08 tce

#### Comprehensive Energy Consumption Intensity

0.09 tce/CNY 10,000 revenue





# Water Stewardship Management

The Board of Directors holds ultimate responsibility for water stewardship strategy governance, with the Strategy and Sustainable Development Committee - established under the Board - overseeing strategy formulation and implementation, supported by active engagement from senior management in critical decision-making. Through established scientific management systems and performance evaluation mechanisms, we conduct regular monitoring and assessment of water use efficiency and management effectiveness to ensure proper execution of all initiatives. We are committed to transparent disclosure of water stewardship performance metrics, maintaining ongoing dialogue with stakeholders to continuously enhance management standards, thereby contributing to environmental protection and sustainable development objectives.

Chifeng Gold strictly complies with national and regional water resource management regulations, establishing clear internal water efficiency requirements through standardized construction, operation, and maintenance of mining water infrastructure to ensure rational utilization and protection of water resources while supporting stable mining operations. During the reporting period, none of our domestic or international subsidiaries operated facilities in water-stressed areas. In 2024, the Company recorded total water withdrawals of 4,667,227.5 tonnes, discharges of 4,246,732.8 tonnes, consumption of 420,494.7 tonnes, and recycled water volume of 1,262,660 tonnes.

Chifeng Gold rigorously adheres to water resource protection mandates set by national and regional water authorities across all mining sites, strictly prohibiting pollutant discharge into water bodies while implementing timely remediation measures for silted or contaminated water systems to safeguard both groundwater and surface water quality. Each operational site develops customized water stewardship plans and conducts dynamic monitoring that tracks key parameters including water quality, volume, and levels - enabling data-driven water allocation strategies when required. In addition, we achieve daily and continuous water conservation through various approaches such as adopting water-saving production processes, using circulating water treatment equipment, recycling water in mineral processing, making rational use of mine water inflow, and setting centralized water supply periods in staff dormitories.

Total Water Withdrawal

4,667,227.5 tonnes

Total Water Discharge

4,246,732.8 tonnes

Total Water Consumption

420,494.7 tonnes

Water Recycling Volume

1,262,660 tonnes

Case

## Wulong Mining's Responsible Water Stewardship Practices

Wulong Mining strictly implements internal water management protocols covering water usage and hydraulic infrastructure operations, adopting comprehensive measures for sustainable water resource utilization and protection:

Enforcing strict controls on both water quantity and quality at construction sites through rigorous water conservation policies.

Implementing groundwater protection measures during all engineering projects to ensure sustainable water resource management.

Recycling mine water to processing plants for secondary uses including vegetation irrigation, road sprinkling, and equipment cleaning.

Establishing dedicated water infrastructure management roles to conduct regular inspections of pumping stations, reservoirs, pipelines, wells, and rivers within operational areas.

Maintaining continuous monitoring of surface rivers, key aquifers, goaf water accumulation, and precipitation to inform emergency water management planning.

Implementing remediation and preventive measures for water channels with identified risks such as fissures or fracture zones.

Chifeng Gold proactively conducts awareness campaigns on ecological conservation, energy efficiency, and water stewardship regulations, organizing public initiatives to promote resource conservation while highlighting best practices and exemplary cases through corporate communications. We systematically address resource waste through multi-channel engagement programs designed to instill sustainable development principles across all organizational levels, continuously strengthening employee consciousness regarding energy reduction, water efficiency optimization, and ecosystem protection.



## 2.4 Maintenance of Ecological Balance

Chifeng Gold is committed to ecological conservation and biodiversity protection through responsible corporate practices. We formally pledge to abstain from all operational activities in ecologically sensitive areas, nature reserves, cultural heritage sites, and other legally or internationally protected zones. Our operations strictly comply with local environmental protection regulations, supported by continuous optimization of business layouts and enhanced compliance reviews to ensure alignment with ecological functional zoning requirements. We proactively engage with government oversight and public supervision, demonstrating our sustainability commitment through concrete actions. In 2024, Chifeng Gold's total environmental protection expenditures reached approximately CNY 159.0763 million, including CNY 107.6653 million dedicated to ecological restoration initiatives.

Total Environmental Protection Investment (CNY)

**159.0763** million

Ecological Restoration Investment (CNY)

**107.6653** million



## Biodiversity Risk Assessment

Chifeng Gold implements comprehensive environmental impact assessments throughout project siting and operational processes, adopting robust measures to prevent adverse impacts on protected areas. Our integrated "Identification - Assessment - Analysis - Preparation" biodiversity risk management framework systematically evaluates potential ecological impacts across operations and supply chains, assessing ecosystem dependencies while analyzing risks and opportunities to establish management priorities. This process informs the development of quantified biodiversity conservation strategies with clear resource allocation plans, measurable targets, performance indicators, and dynamic monitoring and disclosure mechanisms.

### Identification

Catalog operational sites within mining areas (including extraction zones, processing plants, and tailings storage facilities) and supply chain components (such as raw material procurement and transportation) with potential biodiversity impacts. Document wildlife species in and around mining areas, with particular focus on rare and endangered species.

### Assessment

Evaluate production impacts on biodiversity through pollution vectors (soil, water, air) and habitat disruption from mining/land use activities. Analyze corporate dependencies on ecosystem services across operational processes.

### Analysis

Identify critical biodiversity risks (species extinction, ecosystem degradation) and potential opportunities (reputation enhancement through ecological restoration). Quantitatively and qualitatively gauge risk/opportunity severity and likelihood to prioritize mitigation measures.

### Preparation

Conduct regular environmental audits complemented by regulatory compliance checks, maintaining corrective action logs with outcome tracking. Develop biodiversity strategies with dedicated funding for ecological rehabilitation, establishing measurable KPIs integrated into performance management systems.



**Biodiversity Risk Assessment Scope**

Spatial Scope	Areas directly impacted by mining operations (extraction zones, tailings storage facilities, transportation corridors, and processing plant peripheries), along with adjacent ecosystems subject to indirect effects (including surrounding forests, rivers, and grasslands within the operational influence radius).
Biological Categories	All flora, fauna, and microorganisms within mining areas and adjacent zones - encompassing vascular plants (herbaceous/woody species), terrestrial fauna (mammals, birds, reptiles, amphibians, insects), and edaphic/aquatic microbial communities.
Ecosystem Coverage	Forest, riverine, and wetland ecosystems, with assessment of mining impacts on their structural integrity, functional processes, and ecological resilience.

**Ecosystem Conservation & Restoration**

Based on biodiversity risk assessment findings, we have developed and implemented comprehensive conservation measures, including habitat protection, land rehabilitation, and ecological restoration, to mitigate risks within acceptable thresholds while progressively restoring and enhancing ecosystem conditions. Moving forward, we will further strengthen biodiversity conservation initiatives to foster harmonious coexistence between our operations and natural environments.

**Habitat Conservation Case**

**LXML implemented "Land and Biodiversity Management Plan" and "Biodiversity Action Plan"**

**Land and Biodiversity Management Plan**

The Greater Project Development Area (GPDA) features a fragile ecosystem with degraded vegetation, limited remnant riparian forests, and karst landscapes. These areas serve as critical corridors connecting to adjacent protected zones (e.g., Phou-Xang He National Protected Area), facilitating the migration of elephants, migratory birds, and other species. The region also hosts cultural heritage sites, including ancient civilization relics and segments of the Ho Chi Minh Trail, while providing local communities with food, medicinal resources, and spiritual value. To regulate mining and exploration activities across GPDA's ~9,650-hectare concession, LXML developed "Land and Biodiversity Management Plan" to address legal obligations for mitigating impacts on land and biodiversity. The plan prioritizes land-use controls, ecological restoration, and pollution prevention to balance resource extraction with conservation objectives, minimizing operational impacts on flora and fauna.

**Biodiversity Action Plan**

LXML engaged a third-party consultant to prepare a "Biodiversity Action Plan" for its gold mine expansion project. This framework ensures compliance with Lao regulations and international standards throughout the project lifecycle (open-pit expansion, tailings facility extension, and underground mine development), mitigating biodiversity risks. The plan incorporates legal requirements, ecological risk mitigation measures, threatened species research, offset strategies, and adaptive monitoring to harmonize resource development with conservation goals. During the reporting period, LXML reaffirmed its commitment to implementing the plan across the project's lifecycle, enhancing compliance while elevating ecological value through biodiversity conservation strategies to sustain environmental and social benefits.





## Land Rehabilitation Case

### Jintai Mining implemented geological environmental protection and land reclamation for the Xidengping Gold Mine in Eryuan County

The Xidengping Gold Mine Processing Project (Phase I), a key industrial initiative in Eryuan County, plays a significant role in local resource development and economic growth. As the project operator, Jintai Mining actively fulfills its ecological protection responsibilities, having formulated, and registered the "Xidengping Gold Mine Geological Environmental Protection and Land Reclamation Plan" with Yunnan Provincial Department of Natural Resources in 2022.

The 18-year reclamation program (2022-2040) follows a phased approach with four 5-year implementation stages. During the reporting period, Jintai Mining completed rehabilitation of 1.9962 hectares, including 0.9119 hectares at topsoil storage areas and 1.0843 hectares covering living quarters, production zones, and access roads. The company constructed 475.8m<sup>3</sup> of retaining walls for topsoil storage facilities.

#### Reclamation Areas

**1.9962** hectares

#### Reclamation Areas for Living Quarters, Production Zones, and Access Roads

**1.0843** hectares

#### Topsoil Stockpile Areas

**0.9119** hectares

#### Topsoil Stockpile Retaining Wall Construction Volume

**475.8** m<sup>3</sup>

## Ecological Restoration Case

### Jilong Mining achieved significant results in mine site rehabilitation and biodiversity conservation

Jilong Mining actively implements a sustainable "concurrent extraction and restoration" operational model, employing scientific planning and precision management to minimize land disturbance and ecological impacts. During active mining operations, the company simultaneously executes restoration measures—including soil conservation, revegetation, and ecosystem reconstruction—in disturbed areas. Through comprehensive rehabilitation techniques such as topsoil replacement, land reclamation, and native vegetation recovery, the mining area has demonstrated measurable ecological improvements, with gradual restoration of original landforms and enhanced ecosystem functionality. Monitoring confirms increased populations of wildlife including pheasants, hares, and roe deer in surrounding areas, evidencing effective biodiversity protection and progressive rebalancing of local ecosystems.





## Ecological Restoration Case

### Wulong Mining achieved comprehensive environmental and ecological improvements

Wulong Mining has continuously implemented a series of comprehensive treatment measures, reshaping the topographical and geomorphological landscape of the mining area to make it harmoniously integrated with the surrounding natural environment. During the reporting period, the environmental sanitation, order, and appearance of the mining area have been significantly improved, and the production, living, and ecological environments have been comprehensively enhanced. The mine has been covered with green vegetation.

#### Slope Remediation

Carry out slope trimming for damaged mountain bodies, soil slopes of mine waste dumps, rock slopes, etc. Adopt measures such as slope cutting and shaping, slope reinforcement, and slope drainage to make the remediated slopes reach a stable state.

#### Drainage Project

Construct interception and drainage projects to guide the converging water on the slope into the canal at the bottom of the slope, preventing the scouring of the slope surface caused by converging water during rainfall.

#### Vegetation Restoration

Through projects such as land leveling, soil covering, and vegetation restoration, conduct ecological treatment and restoration of the areas damaged in topography, geomorphology, and land resources due to historical mining activities, reduce the impact of the adverse geological environment in the damaged areas, and restore the forest landscape.

#### Continuous Monitoring

Continuously monitor and maintain the reclaimed land to ensure good land restoration effects and the healthy growth of vegetation.



## Post-Mine Closure Ecological Management Plan

Chifeng Gold is committed to achieving balanced coordination between resource development and environmental protection, establishing a solid foundation for sustainable mining operations. We strictly adhere to mining regulations and implement scientifically phased exploration and development strategies—progressing systematically from initial to deeper stages—to ensure responsible resource extraction and sustainable utilization. During active production, all subsidiaries rigorously comply with national laws and land administration requirements, proactively executing geological rehabilitation and land reclamation programs. For mine closure processes, site-specific decommissioning plans are developed to guarantee effective environmental restoration and optimal post-mining land utilization.





Case

## LXML's Mine Closure Plan (MCP)

LXML has developed a comprehensive Mine Closure Plan (MCP) encompassing operational, closure, and post-closure phases. In response to the mine's advancing lifecycle and ongoing physical transformations at the site, the company has formulated and obtained formal approval from Laos' Department of Geology and Minerals for its third MCP iteration (2020-2024). As operations progressively transition toward closure, LXML will continue updating and actively implementing the MCP to enhance ecosystem stability and sustainability while facilitating biodiversity recovery and protection. The MCP incorporates the following key components:

### Site Closure Planning

Specifies the legal obligations and commitments which guide LXML's approach to mine closure. This section also sets the closure vision, identifies the post mining land use(s), lists the specific closure objectives and defines conceptual completion criteria.

### Stakeholder Relations

Outlines Sepon's stakeholders, describes the stakeholder consultation strategy and engagement for closure, and stakeholder concerns and preferences for closure.

### Site Knowledge Base

Summarizes available physical, biological, and social baseline information relevant to mine closure. This information is used as the basis for closure design work.

### Domain Management

Provides an overview of the current closure status of each of the physical domains. This section outlines the options that have been identified and the preferred closure option or closure strategy for each domain.

### Closure Implementation

Outlines the process that LXML uses to develop and implement its closure programs. It also establishes the preliminary site wide plans.

### Forward Work Program

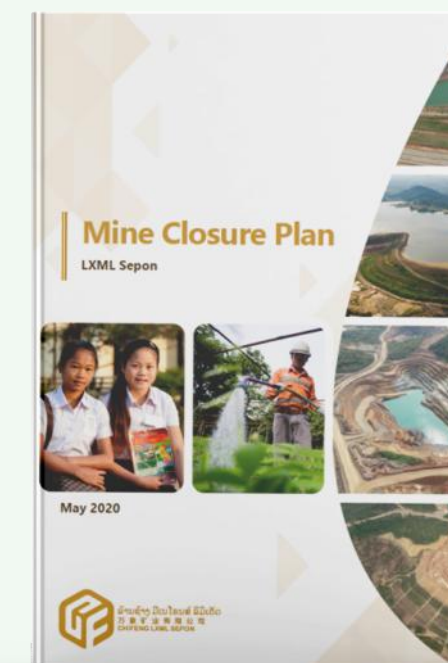
Establishes the forward work program required to further refine the preferred closure options.

### Post Closure Management

Provides a conceptual outline of the ongoing requirements for maintenance and monitoring of the site once active closure has been completed and until the site can be relinquished.

### Closure Cost Estimate

Provides financial provision for mine closure and is critical to ensuring sufficient funds are available to implement the closure plan at the end of the mine life.





## 2.5 Circular Management of Waste

### Tailings Storage Facility Stewardship

Chifeng Gold strictly complies with national and local environmental regulations in the construction, operation, and management of tailings storage facilities (TSFs), ensuring their safe and stable performance. Through scientific design and rigorous controls, we effectively prevent environmental incidents such as hazardous material leakage, minimizing ecological impacts on surrounding areas. Concurrently, we implement comprehensive rehabilitation measures including vegetation restoration to facilitate ecosystem recovery and promote sustainable land use. In 2024, Chifeng Gold maintained 11 TSFs across all operations—comprising 8 active and 3 inactive facilities—with risk assessments identifying 3 facilities (27.27% of total) requiring enhanced monitoring or mitigation measures.

Chifeng Gold prioritizes comprehensive environmental stewardship throughout the entire lifecycle of tailings storage facilities (TSFs), implementing rigorous assessment, monitoring, and preventive measures to mitigate ecological impacts. During construction and operational phases, we conduct

full-scale environmental impact assessments with continuous monitoring of surrounding ecosystems, focusing on critical indicators including water quality, air standards, and soil integrity. Our waste management protocols emphasize tailings volume reduction while exploring resource recovery and recycling solutions. We implement multilayered containment systems to prevent seepage, treat process water, control dust emissions, and minimize airborne particulates, supported by real-time monitoring systems that track precipitation data to prevent weather-induced contamination risks. Following facility decommissioning, we execute tailored ecological restoration programs to rehabilitate disturbed areas and fully reinstate ecosystem functionality in surrounding zones.





Case

## Ecological Restoration Plan for Wulong Mining's Zhoujiagou Tailings Storage Facility

Located in Banshi Village, Zhen'an District, Dandong City, Wulong Mining's Zhoujiagou Tailings Storage Facility has approached full capacity while presenting slope stability concerns, prompting the development of this comprehensive Ecological Rehabilitation Design Plan to guide restoration efforts.

The ecological restoration program will be implemented through three sequential phases: Phase One focuses on tailings consolidation within the facility and drainage system rehabilitation; Phase Two utilizes flotation tailings for backfilling operations while conducting partial reclamation; Phase Three executes final closure with comprehensive land rehabilitation and ecosystem restoration. To mitigate the risk of soil erosion, the project is divided into four prevention and control zones, and a combination of engineering, vegetation, and temporary measures is adopted. Regarding the remediation and repair of potential safety hazards on high and steep slopes, the project determines to eliminate the hazards by filling materials into the storage facility up to the elevation of the high and steep slope and selects the dried tailings after pressure filtration as the filling materials.

With a total project budget of CNY 1.8579 million, the 3.5-year construction period will be followed by a 5-year post-restoration vegetation maintenance program. This initiative complies with both national and Dandong municipal regulatory requirements, effectively eliminating tailings facility safety risks while reducing soil erosion. The project enhances regional ecosystem services, stimulates local agricultural economic development, and achieves harmonization of ecological preservation, social benefits, and economic returns.



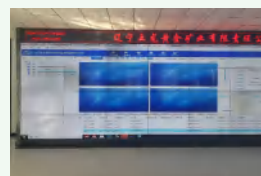
Before Restoration



After Ecological Rehabilitation



Jilong Mining:  
Vegetation Cover on  
Active TSF



Wulong Mining:  
Real-time TSF  
Monitoring System

Furthermore, we have developed comprehensive environmental contingency plans specifically for tailings management, ensuring prompt and effective response measures to control pollution dispersion in emergency scenarios such as tailings leakage or dam failure, followed by rapid environmental remediation.

## "Three Wastes" Treatment & Disposal

In addition to tailings management, Chifeng Gold attaches great importance to the treatment of other wastes, exhaust gases, and wastewater. We continuously improve the procedures and systems for the disposal of "three wastes" (wastes, waste gases, and wastewater), standardize the safety and environmental protection management work throughout the entire business process of "three wastes" disposal, and constantly enhance the efficiency of waste treatment, to achieve compliance, reduction, and resource utilization in the management of "three wastes".

Our waste segregation system enables category-specific disposal methods including backfilling, comprehensive utilization, and authorized third-party recycling, supported by internal audit mechanisms that regularly verify waste management performance.

### General Waste Management

During the production operation process, we reduce the generation of wastes by improving mining and mineral processing technologies. We rationally select the storage locations for wastes to store them in a centralized manner and implement safety and environmental protection measures such as anti-seepage and reinforcement. We utilize wastes like waste rocks for building materials, road paving, etc., to reduce waste emissions. In the daily operation process, we implement a domestic waste classification and comprehensive management plan. The waste is collected and transported by a third-party waste removal unit. During the removal process, we ensure that the vehicles for collecting and transporting the waste are sealed, intact, and clean to ensure the proper disposal of domestic waste.

### Hazardous Waste Management

We identify the hazardous wastes generated during the mine production process according to the national list of hazardous wastes. We store the hazardous wastes in categories in hazardous waste storage facilities that meet the standards to avoid triggering chemical reactions. We recycle recyclable hazardous wastes such as waste oil and waste solvents. We entrust the hazardous wastes to qualified professional units for harmless treatment and track the entire process of the transportation and disposal of hazardous wastes to ensure compliant disposal.

The exhaust emissions of Chifeng Gold primarily originate from mining operations such as blasting, transportation, crushing, screening, and stockpile dust. Each regional subsidiary implements categorized management and tailored treatment solutions for different types of emissions—including dust, sulfur dioxide, nitrogen oxides, and volatile organic compounds—based on their specific emission sources. Real-time monitoring and recording of emission-related data are conducted to ensure effective control.



**Case** **Guangyuan Technology is equipped with pollution prevention and control equipment**

There are 18 sets of pollution prevention and control facilities and equipment installed at the production site, with a dust removal filtration area of 3,358 square meters, basically covering all production areas.



**Case** **Wulong Mining built a vehicle washing pool**

Wulong Mining built a vehicle washing pool to clean the bodies of transportation vehicles, so as to reduce the dust pollution caused by the dirt adhering to the vehicle bodies during the round trips of the transportation vehicles.



**Case** **Jilong Mining Installed Dust Collectors**

Jilong Mining installed dust collectors and windproof dust suppression nets, enabling the capture of dust during the crushing and screening process and the control of unorganized waste gas in the storage yard.



**Case** **Hanfeng Mining constructed a tailings storage facility spray system**

Hanfeng Mining built a spray system at its tailings pond to effectively suppress dust dispersion from the surface, mitigating the impact of tailings dust on the surrounding environment.



For wastewater generated during production processes, we employ physical treatment methods such as sedimentation and filtration to remove suspended solids and sand particles. The discharged wastewater undergoes strict testing in compliance with national and local effluent standards. Online monitoring systems are installed at discharge outlets to track real-time data on flow rate, pH levels, heavy metal content, and other key indicators, ensuring compliant discharge and proactively mitigating environmental pollution risks. During the reporting period, only LXML was involved in acid mine drainage management, with the subsidiary implementing a treatment plan utilizing calcium hydroxide, quicklime, and limestone to address this specific requirement.



# 03

## Chapter 3

# Diversity-Driven, Empowered Workforce

### ESG Highlights

- Total workforce: **7,152** employees (including **6,911** regular employees and **241** contract workers)
- Achieved **2,459** new hires in 2024, and **111** vacant positions filled through internal promotions
- Average local hiring rate across operations: **80.5%**, **97.8%** local employees at Golden Star Wassa, **93.3%** local employees at LXML
- Ethnic minority employees: **9.84%** of domestic regular workforce
- Female in executive management: **9.52%**
- Workplace safety investment in domestic subsidiaries: CNY **38.4287** million (**61.89%** increase)
- Zero fatal accidents recorded
- Achieved LTIFR and TRIFR of **1.4** per million hours
- **100%** coverage of performance-based incentive compensation for regular employees in managerial and technical positions



### UN SDGs





# 3.1 Protection of Employee Rights

Chifeng Gold consistently upholds a "people-oriented" human resources philosophy, actively implements a talent strategy centered on "respecting expertise, ensuring equal opportunity, promoting merit-based selection, leveraging strengths, and maximizing potential". We foster a fair and equitable employment environment that safeguards employee rights while driving mutual growth for both the organization and its workforce. As of the reporting period, the Group has a total of 7,152 employees, among whom 6,911 are regular employees and 241 are contract workers, with geographic distribution across countries/regions as illustrated below:

Total Number of Employees

**7,152**

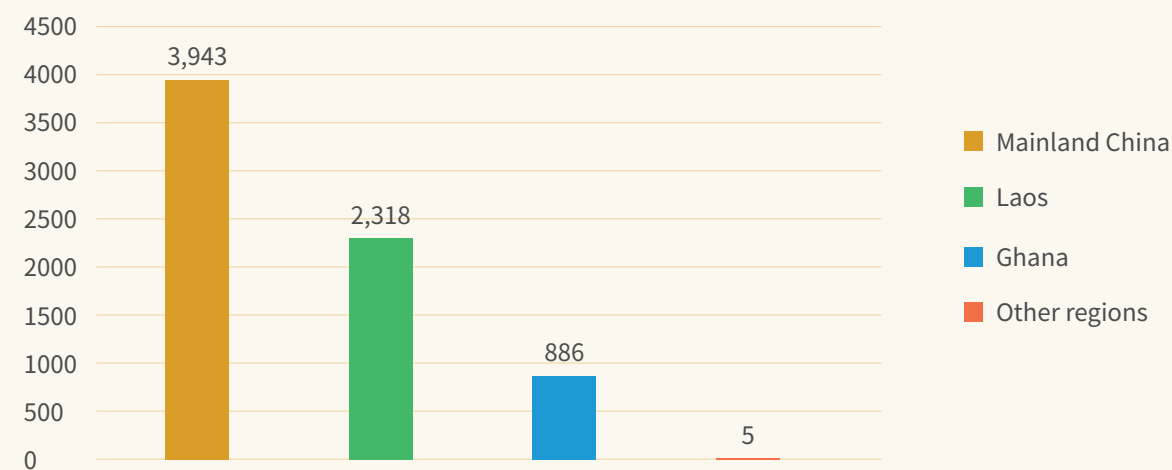
Regular Employees

**6,911**

Contract Workers

**241**

Employee Structure by Region



## Ethical Hiring and Inclusive Workplaces

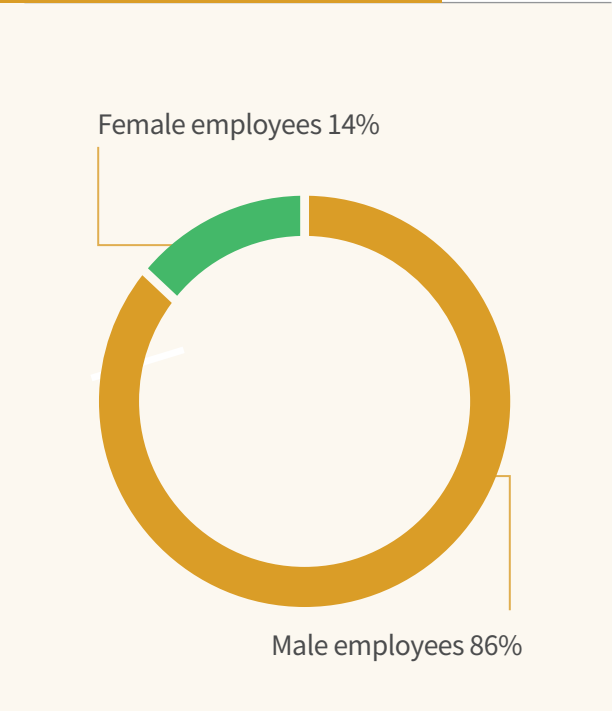
Based on compliance with laws and regulations such as the *Labor Contract Law of the People's Republic of China*, the *Labor Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, Chifeng Gold has issued and implemented internal management systems, including the *Chifeng Gold Labor Employment Management Measures* and the *Chifeng Gold Employee Recruitment and Employment Measures*, as the fundamental guarantee for implementing compliant employment and protecting employees' rights and interests. Furthermore, all domestic and overseas operations strictly adhere to applicable local laws and regulations, as well as international conventions, while developing localized employment policies tailored to regional contexts. This approach ensures lawful and compliant hiring practices and fosters harmonious, stable labor relations.

In our recruitment and hiring processes, we adhere to the fundamental principles of equal opportunity, transparency, merit-based selection, and versatile competency development. We provide diverse and equitable employment opportunities, employing comprehensive and scientific evaluation mechanisms to select talent with both professional competence and moral integrity. We strictly prohibit any form of discrimination or unfair competition based on gender, age, ethnicity, geographic origin, religion, or other factors. We rigorously review the identity information of job applicants and sign labor contracts with employees based on the principles of equality, voluntariness, and consensus through negotiation. We completely eliminate the use of child labor and forced labor, extending this requirement to contractors, suppliers, and other relevant stakeholders. Should any instance of child or forced labor be identified, the company will immediately conduct a full investigation, terminate the offending employment arrangement, and hold responsible parties accountable in accordance with applicable laws and regulations. Concurrently, we will comprehensively review and strengthen our employment processes and oversight mechanisms to prevent recurrence.

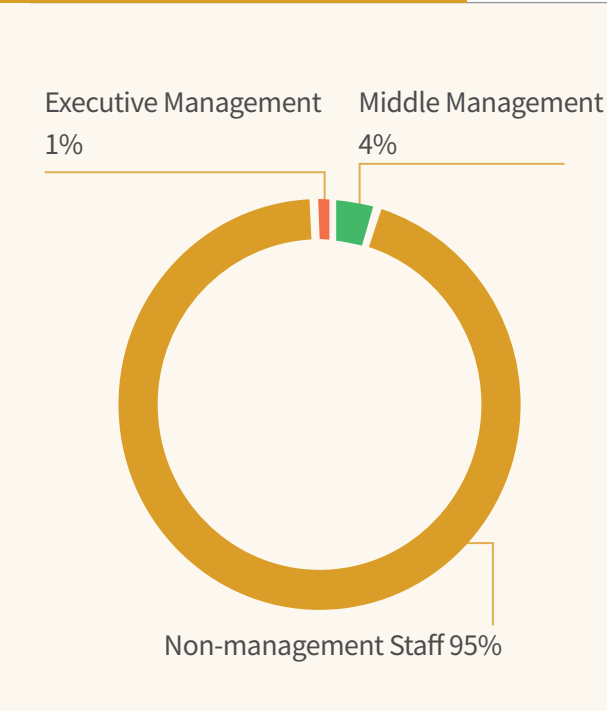




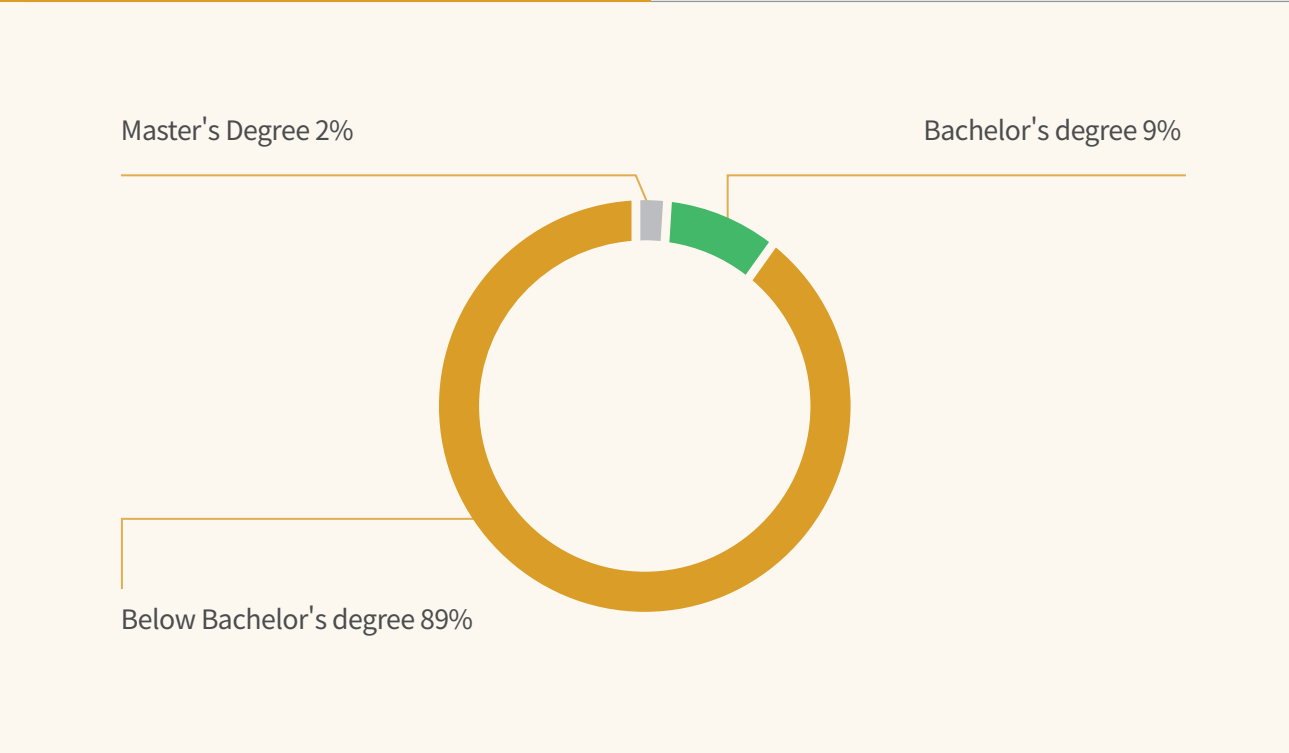
Employee Composition by Gender



Employee Breakdown by Job Level

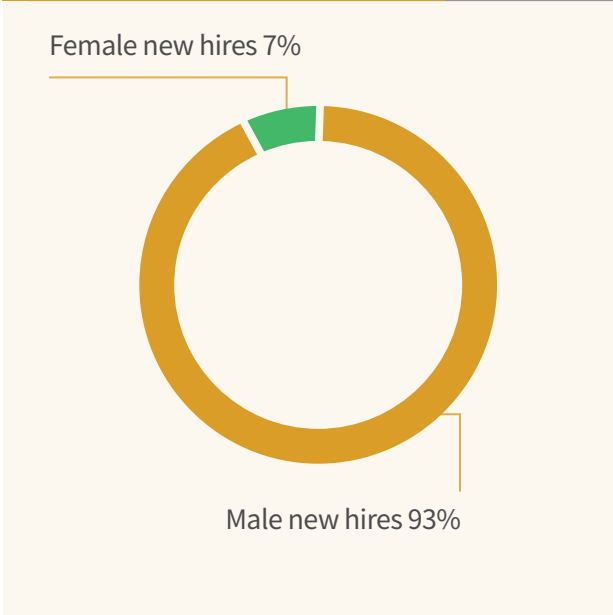


Employee Distribution by Educational Attainment

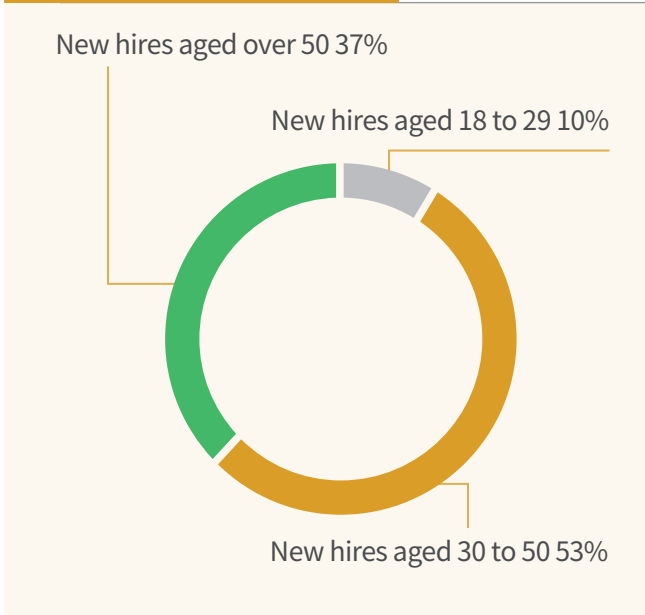


Chifeng Gold places high priority on talent acquisition and development, with a total of 2,459 new employees onboarded in 2024. To precisely align with position requirements and effectively mitigate employment risks, we strategically leveraged internal talent resources, resulting in 111 internal candidates successfully filling vacant positions during the reporting period. This approach provides robust support for the Company's sustainable growth.

Gender Composition of New Hires



Age Composition of New Hires



In addition, we actively implement localized hiring policies, with all domestic and overseas operations prioritizing the recruitment of local employees. This approach provides diverse employment opportunities and professional skills training for local workforces, fostering healthy and stable cooperative relationships with host communities while delivering substantial support for regional economic development and livelihood security. As of the reporting period, local employees accounted for an average of 80.5% of total workforce across all mining sites, with particularly high proportions at key operations: 97.8% at Golden Star Wassa and 93.3% at LXML.

Average Proportion of Local Employees across All Mining Areas

80.5 %

- Local Employee Proportion in Golden Star Wassa

97.8 %

- Local Employee Proportion in LXML

93.3 %



Case LXML's Local Employment Initiatives

LXML strictly complies with host government regulations on local employment promotion, actively creating job opportunities for neighboring communities. The operation prioritizes employing and upskilling residents with limited employability, who currently constitute 17% of its total workforce. All local hires receive comprehensive pre-employment training, with continuous skills development integrated into their work assignments to ensure progressive competency building.

Upholding Human Rights with Equity

Chifeng Gold recognizes and complies with international human rights standards and guiding principles, such as the *Universal Declaration of Human Rights* of the United Nations, the *Guiding Principles on Business and Human Rights*, and the *Declaration on Fundamental Principles and Rights at Work* of the International Labor Organization. Chifeng Gold formulates and issues the *Policy on Human Rights and Anti-Violent Conflict*, respects and protects the legitimate rights and interests of employees of Chifeng Gold, contractors, and suppliers. Chifeng Gold adopts a zero-tolerance policy towards behaviors such

as sexual harassment, workplace discrimination, and violent punishment. By clarifying the reporting procedures for relevant incidents, establishing relevant reporting, handling, and corrective procedures, and carrying out regular communication, counseling, and support regarding human rights protection, Chifeng Gold makes efforts to prevent the occurrence of such improper behaviors.

We believe that the management principles of democracy and equality can stimulate employees' innovative vitality, drive Chifeng Gold's sustainable development, and contribute to social progress at the same time. We actively hire employees from ethnic minorities, provide equal development opportunities for employees from different cultural backgrounds, and create a diverse and inclusive working environment. We attach great importance to the career development of female employees. Through sound policy support and a fair promotion mechanism, we ensure that male and female employees in the same positions with comparable performance receive the same compensation, creating an equal workplace environment for female employees and helping them achieve their career aspirations. As of the end of this reporting period, Chifeng Gold has a total of 373 employees from ethnic minorities, accounting for 9.84% of the total number of full-time employees in the domestic region. There are 971 female employees in total, accounting for 14.05% of the Company's employees. There are 4 female employees at the management level (accounting for 9.52%), 17 female employees at the middle management level (accounting for 6.25%), and 950 female employees at the grassroots level (accounting for 14.4%).

Ethnic Minority Employees

373

Proportion of Ethnic Minority Employees among Regular Employees in Domestic Regions

9.84 %

Total Female Employees

971

Proportion of Female Employees among Total Regular Employees

14.05 %

Female Middle Managers

17

Proportion of Female Middle Managers in Middle Management

6.25 %

Female Executives

4人

Proportion of Female Executives in Executive Management

9.52 %

Female Non-managerial Employees

950

Proportion of Female Non-managerial Employees among Total Non-management Employees

14.4 %



We have established a sound human rights risk detection procedure to identify and assess the potential human rights impacts on employees during the Company's operation, and take appropriate measures based on the degree of such impacts. For example, Wulong Mining conducts regular human rights risk assessments to identify potential human rights risk points; Golden Star Wassa incorporates human rights factors into its environmental and social impact assessments to ensure that it can identify and manage potential impacts. In the event of a human rights risk incident, each subsidiary/mining area will activate the emergency response plan and form a corresponding emergency response team to coordinate and handle the incident. If the incident involves specific business activities, such as violations in the supply chain, the relevant activities will be immediately suspended to prevent further damage.

In addition, we attach great importance to the training on the protection of employees' human rights. By regularly organizing professional training courses, we help employees gain a comprehensive understanding of the basic concepts of human rights, international human rights standards, and relevant laws and regulations. Guangyuan Technology hires an external law firm to carry out relevant human rights legal consultation activities and popularize legal knowledge of labor human rights among employees. Taking the Voluntary Principles on Security and Human Rights as the guideline, Golden Star Wassa regularly trains all security personnel, contractors, and employees on the aspects related to human rights. Wulong Mining conducts regular group training for employees and continuously improves the training content and methods based on the training effectiveness.

Chifeng Gold maintains multiple communication channels—including union activities and negotiations, compliance whistleblowing mechanisms, and employee satisfaction surveys—to foster democratic governance and encourage workforce participation in corporate operations and decision-making, thereby ensuring sustainable and healthy development. Chifeng Gold and its subsidiaries have established labor unions that allow voluntary employee membership, with ad hoc and regular meetings conducted to promptly address workforce concerns. Employees may report suspicious activities—such as fraud, coercion, bribery, or other violations of compliance policies—through written correspondence, email, phone, or in-person complaints. Verified reports are rewarded based on the severity of associated compliance risks.

We conduct regular employee satisfaction/engagement surveys to gather feedback on the workplace environment, compensation and benefits, career development, cultural atmosphere, and value alignment. By addressing employees' legitimate concerns, we continuously enhance job satisfaction while strengthening organizational cohesion and morale. All domestic subsidiaries have signed collective bargaining agreements with labor unions, while local employees at overseas operations participate in local union systems.





**Case Golden Star Wassa's Collective Bargaining Agreement with the Ghana Mineworkers' Union**

As a Ghana-based subsidiary of Chifeng Gold, Golden Star Wassa has entered into a collective bargaining agreement with the Ghana Mineworkers' Union to establish wage structures and employment terms, ensuring fair and effective collective negotiations. The agreement stipulates provisions for union activities and meetings, while clearly defining employee rights regarding compensation, benefits, leave entitlements, and healthcare coverage. It further safeguards workforce professional development and occupational health and safety standards.

Total Number of Employee Turnover

**1,215**

Number of Voluntary Departures

**1,136**

Employee Turnover Rate

**14.95 %**

Voluntary Turnover Rate

**93.5 %**

Chifeng Gold strictly complies with applicable national labor laws and regulations to ensure fair, transparent, and compliant termination processes. Upon receiving resignation requests, direct supervisors or HR department conduct in-depth exit interviews to understand departure reasons and provide necessary support. Following confirmation, Chifeng Gold executes standardized offboarding procedures to fully protect employees' legitimate rights and benefits. During the reporting period, Chifeng Gold recorded 1,215 regular employee separations, of which 1,136 were voluntary departures. The annual total attrition rate stood at 14.95%, with voluntary separations accounting for 93.5% of all cases.



## 3.2 Workplace Safety & Health

Chifeng Gold treats workplace health and safety as fundamental to sustainable operations, strictly adhering to the *Law of the People's Republic of China on Work Safety* and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* while continuously enhancing safety management systems and protocols. Chifeng Gold implements structured safety inspections and supervision programs to strengthen employee awareness and ensure robust protection of workers' health and lives. In 2024, domestic subsidiaries invested CNY 38.4287 million in work safety initiatives, representing a 61.89% year-on-year increase. The table below details Chifeng Gold's safety investment over the past four years:





## Robust Systems and Governance

Chifeng Gold upholds a safety-first development philosophy by establishing and continuously enhancing occupational health and safety management systems. During the reporting period, it completed the revision of the Measures for Work Safety Management and Assessment Standards, established a dual prevention mechanism for risk classification control and hazard investigation and treatment in each mining area, and introduced relevant clauses such as occupational health and safety management requirements in contractors' contracts. In accordance with the certification standards of the ISO 45001 Occupational Health and Safety Management System, it has established and continuously improved a standardized health and safety management system covering both employees and contractors.

Chifeng Gold has established a comprehensive work safety management system, headed by a Work Safety Committee (hereinafter referred to as "WSC") chaired by the Company's CEO with subsidiary general managers as members. As the supreme decision-making and coordination body, the WSC oversees occupational health, production safety, and security/fire protection management. The WSC operates through a dedicated Office that provides group-wide safety supervision and guidance. Furthermore, each mining site maintains local safety management units staffed with full-time safety officers, implementing a tiered safety control system across all operations.

During the reporting period, Chifeng Gold established and successfully maintained its "Three Zero" safety objectives: zero fatalities, zero major equipment accidents, and zero significant fire incidents. Chifeng Gold implemented rigorous target assessments, supervisory inspections, and accountability mechanisms to prevent occupational disease hazards. Through institutionalized protocols, tiered risk controls, and clearly assigned responsibilities as outlined in executive safety pledges, Chifeng Gold achieved comprehensive workplace safety management covering all employees, processes, and operations. In 2024, our domestic subsidiaries recorded zero work-related fatalities with 10 total occupational injuries. Both the Lost Time Injury Frequency Rate (LTIFR) and Total Recordable Injury Frequency Rate (TRIFR) stood at 1.4 per million hours, reflecting a year-on-year reduction.



zero fatalities



zero major equipment accidents




zero significant fire incidents




## Continuous Audits and Upskilling

Chifeng Gold sets and implements the safety management requirements of "zero blind spots" in hazard investigation and "zero gaps" in responsibility implementation. The Group's headquarters conducts patrol safety inspections on the subsidiary mining areas, investigating potential hazards in aspects such as personnel, mechanical equipment, the working environment, and production management. Based on the safety hazards discovered during the investigation, a list of problems, a list of responsibilities, and a list of rectification measures are formed, and a report on hazard investigation and control is compiled. The inspection results and rectification opinions are fed back to the inspected subsidiaries through on-site office meetings, and the implementation of rectification is supervised during the next safety inspection, achieving closed-loop management of safety hazards.


Subsidiaries across mining areas continue to refine localized safety management systems, actively advancing the development of informatized safety production. They integrate diversified, digitalized, and intelligent safety management approaches, diligently carrying out routine safety supervision and inspections, including:




Formulating annual, quarterly, and monthly safety supervision plans, clarifying key focus areas, scope, and frequency.




Conducting regular inspections to ensure compliance of operational environments, equipment performance, and personnel practices with safety requirements.




Prioritizing monitoring of critical systems and zones such as mine ventilation, drainage, and hoisting transportation.



Performing regular hazard identification and corrective actions through joint professional inspections, specialized audits, and other methods.



Establishing comprehensive emergency response plans for safety production and organizing drills.



Conducting audits to evaluate the completeness and implementation of corporate safety management systems.



Case **Ensuring Work Safety with Information Technology**

**Jilong  
Mining**

During the reporting period, Jilong Mining established an intelligent video analysis platform. This platform is equipped with a wealth of AI algorithm models and has functions such as real-time reasoning and analysis of video streams. By organically integrating artificial intelligence technology and computer vision technology into all aspects of mine safety management, it effectively reduces the number of non-compliant behaviors of employees working underground and promptly detects potential hazards of work safety accidents.

**Wulong  
Mining**

Wulong Mining has established a 5G digital dispatching and command center, which can monitor the production situation of the mine in real time, including the operation status of equipment, the location information of personnel, the production environment, the start-stop status of underground equipment and other production situations of the mine, providing strong data support for work safety.



**Hanfeng  
Mining**

Based on the intelligence of each subsystem in the mine, Hanfeng Mining, through new technologies such as data interconnection, integration and sharing, and cloud computing, has constructed an integrated information platform for intelligent management and control of mines with functions such as intelligent equipment management, automated remote control, safety monitoring, personnel positioning, operation of the dual prevention system, and a data factory. This realizes intelligent centralized operation, centralized monitoring, and dynamic dispatching of each production system.





We continuously promote the cultivation of safety culture, actively carry out safety education and training as well as publicity and implementation activities of work safety, and constantly improve employees' safety awareness and safety literacy. During the reporting period, the subsidiary mining areas actively carried out three-level occupational health and safety training for newly recruited employees, regular safety training for all employees, and other special skill training. Through written examinations, practical operation assessments and other means, we tested employees' mastery of safety knowledge and skills to ensure that employees possess the corresponding safety capabilities.

In June 2024, closely centering around the theme of the "Work Safety Month", we held a series of activities such as a safety pledge conference, publicity of work safety information, investigation and control of potential hazards, work safety knowledge contests, and evaluation of excellent work teams, fully implementing the responsibilities for work safety and creating a strong atmosphere of work safety. In addition, we carried out fire evacuation drills, mine rescue and emergency drills, simulating emergency scenarios such as fires, mine collapses, exposure to toxic gases, and equipment failures, to ensure that employees have the emergency response capabilities in critical situations.



Activities during the "Work Safety Month"

## Holistic Health and Safety

We attach great importance to the health status of our employees. We provide pre-employment, in-service, and post-resignation occupational health examinations for employees, establish employees' occupational health files, and track the changes in their health conditions. If employees are affected by hazard factors in the mine working environment, such as dust, harmful gases (such as gas, etc.), and noise, and show early symptoms of occupational diseases like pneumoconiosis, we will promptly provide them with medical assistance and arrange for job transfers.

We provide employees with necessary personal protective equipment. For example, we equip employees working in a dusty environment with dust masks, provide employees working in high-noise areas with earplugs or earmuffs, and offer corresponding protective gloves and protective clothing to employees exposed to toxic and harmful chemicals.

In addition, we actively carry out health promotion activities such as health lectures and mental health counseling, publicize knowledge about the prevention of occupational diseases and mental health to employees, help employees alleviate the physical impacts and psychological pressures caused by the working environment, and safeguard employees' occupational health through diverse approaches.





### 3.3 Employee Career Development

In the process of adhering to the ESG concept, Chifeng Gold deeply recognizes that employees are the core force driving the Company's sustainable development. Chifeng Gold builds a fair and reasonable compensation and performance system to motivate employees' outstanding performance, establishes a scientific and transparent rank promotion system to facilitate employees' career growth, and creates a comprehensive and diverse training system to continuously enhance employees' professional skills and comprehensive qualities. In all aspects, it helps employees realize their personal values on the Company's platform and promotes the Company and employees to jointly move towards a bright future of sustainable development.

#### Talent-Centric Career Growth

Chifeng Gold has established a diversified career development pathway and is committed to creating an open and transparent internal promotion mechanism for its employees. Chifeng Gold's career pathways are categorized into the management track, technical track, and professional track. Each track has clearly defined employment conditions and promotion criteria, ensuring the standardization

and predictability of employees' career development. Employees are matched with the corresponding promotion track according to their job types. Driven by the Company's business development needs, if an employee's capabilities meet the requirements of a higher-level position and the employee has the intention to be promoted as well, the employee can achieve a smooth promotion after passing the internal evaluation.

Meanwhile, through the dual mechanisms of internal policy constraints and internal supervision and reporting, we effectively guarantee the fairness and transparency of the promotion process, creating a just and healthy career development environment for employees.

Talent Promotion Mechanism	
Establish multi-dimensional promotion channels	In addition to the traditional management promotion channel, multiple parallel promotion paths in professional and technical fields, etc. are also set up, enabling different types of talents to find development directions suitable for themselves.
Introduce a 360-degree evaluation mechanism	During the promotion evaluation, comprehensive evaluation opinions from superiors, colleagues, subordinates, stakeholders and other parties are taken into account to comprehensively and objectively understand employees' work performance and capabilities.
Set up a system for exceptional promotion	For employees who have demonstrated outstanding performance, made significant contributions or achieved innovative results at work, break through the limitations of conventional promotion years and conditions, and provide them with opportunities for exceptional promotion.
Build a talent reserve pool	Through talent assessment, identify the list of employees with promotion potential and include them in the talent reserve pool. Provide them with targeted cultivation and development opportunities and regard them as the priority candidates for future promotion.





As an enterprise that has always upheld social responsibility and corporate accountability, Chifeng Gold has a profound insight that talents are the core driving force for the green transformation and high-quality development of the industry. In 2024, in accordance with our global development strategy, we launched the first phase of the "Golden Seeds" Graduate Cultivation Program targeting major universities, aiming to attract outstanding university graduates to join Chifeng Gold, build a broad platform for them to realize their career aspirations, and facilitate their growth into a new force that contributes to the Company's innovative development and the progress of the industry. We are committed to making contributions to social talent cultivation and actively promoting a virtuous cycle of the industry's talent ecosystem.

In 2024, Chifeng Gold received more than 1,000 resumes from university graduates across China. After multiple rounds of interviews and evaluations, we finally signed tripartite employment agreements with 8 graduates. In 2024, the Rare Earth Project in LXML recruited a total of 3 local Lao graduates.

Furthermore, to fully mobilize employees' sense of responsibility toward the Company, attract and retain outstanding management talent and core employees, and further enhance staff cohesion and corporate vitality, Chifeng Gold has implemented a phased employee stock ownership plan (ESOP). In compliance with relevant laws and regulations, the program reasonably defines participation scope and scale as a long-term incentive mechanism, promoting shared benefits between labor and capital while enabling more stakeholders to benefit from Chifeng Gold's growth. In 2024, the ESOP covered directors (excluding independent directors), supervisors, senior management, and core employees at both the group headquarters and subsidiaries. The third phase of the plan included a total of 194 participants.

Graduate Resumes Received Over

**1,000**

ESOP Participants (Phase III)

**194** Employees

## Merit-Based Fair Compensation

### Remuneration System

Chifeng Gold has established a differentiated pay structure across various job levels to drive employee motivation through scientifically designed incentives. For managerial and technical roles, the compensation framework includes performance-based pay, which is contingent upon meeting predefined KPIs, reinforcing a results-driven culture to enhance management efficiency and technological innovation. In 2024, 100% of full-time employees in managerial and technical roles were covered by performance-linked incentives. For frontline production staff, Chifeng Gold adopts a piece-rate wage system, directly linking compensation to output to ensure fairness and motivation through a "more work, more pay" approach. This multi-tiered compensation structure caters to the diverse needs of different positions while effectively boosting engagement across all levels, laying a solid foundation for overall corporate performance improvement.

### Performance Evaluation System

Chifeng Gold has implemented a systematic, scientific, and transparent performance evaluation framework. For annual assessments, the headquarters adopts differentiated evaluation templates tailored to various employee groups, conducting comprehensive reviews for all executives, department managers, and frontline staff. Chifeng Gold also applies 360-degree feedback for key personnel in routine performance management and role evaluations, allowing peers, direct reports, and other stakeholders to provide subjective behavioral feedback, reinforcing collaborative goal achievement. In 2024, the group headquarters conducted annual evaluations for all headquarters employees, domestic subsidiary management teams, and overseas subsidiary leaders, while subsidiaries independently assessed remaining staff and submitted results for headquarters review.





2024 Chifeng Gold Employee Performance Evaluation Metrics

Headquarters Executives (Non-expatriate)	Consolidated company operational performance + Individual performance (job execution, position-specific skills, work attitude)
Headquarters Executives (Overseas Subsidiary Assignees)	Consolidated company operational performance + Assigned subsidiary performance + Individual performance (job execution, position-specific skills, work attitude)
Overseas Subsidiary Heads	Assigned subsidiary performance + Individual performance (job execution, position-specific skills, work attitude)
Domestic Subsidiary Management Team Members	Assigned subsidiary performance + Individual performance (job execution, position-specific skills, work attitude)
Headquarters Middle Management	Consolidated company operational performance + Individual performance (job achievements, position-specific skills, work attitude)
Headquarters Junior Staff	Consolidated company operational performance + Individual performance (job achievements, position-specific skills, work attitude)

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Chifeng Gold maintains an open approach to listening to every employee's voice. Both annual performance evaluations and 360-degree assessments are directly communicated to employees through face-to-face feedback sessions. These interviews allow the organization to understand employees' perspectives while clearly conveying performance expectations and improvement areas, fostering continuous growth.

Furthermore, we integrate behavioral standards/compliance awareness into internal evaluations. Under the "work attitude" assessment dimension, "integrity and self-discipline" is explicitly included as a measurable criterion, linking directly to employee rewards, disciplinary actions, and career advancement decisions.



## Development Programs for Advancement

We believe talent is the core driver of corporate development, and our employee training system serves as the power source of our human capital strategy. In 2024, we implemented comprehensive training initiatives to foster employee growth, enhance team capabilities, and drive sustainable development:

### Mentorship Program

Paired new hires and high-potential employees with experienced mentors for one-on-one guidance, accelerating onboarding and professional development.

### Action Learning Projects

Formed cross-functional teams to solve real business challenges through iterative cycles of practice, reflection, and learning—building competencies while delivering results.

### Credit-Based Training System

Assigned credits to courses and linked completion targets to performance evaluations and promotions, incentivizing continuous learning.

### Global Exchange Opportunities

Partnered with leading international corporations and institutions to provide overseas training, broadening employees' global perspectives and exposure to advanced practices.

### Internal Knowledge-Sharing Platform

Encouraged employees to share expertise, case studies, and insights, cultivating a culture of collaborative learning and knowledge transfer.

In 2024, Chifeng Gold delivered comprehensive training programs across multiple domains, including professional skills development, general management training, corporate culture immersion, information security education and compliance & anti-corruption programs.

### Training Pictures



Fire Safety Training at  
Wulong Mining



Explosives Safety Skills & Legal  
Compliance Training at Jilong Mining



Safety Management Training at  
Wulong Mining



Occupational Health Training at  
Jilong Mining



Chifeng Gold recognizes young employees as the core driving force of corporate development. Through initiatives like the "Golden Seed" Program and "Jinying" Program, we have dedicated resources to create a thriving professional ecosystem that accelerates their growth and value realization. In 2024, Chifeng Gold conducted 106 onboarding training sessions for new hires.

Case "Golden Seed" Program - Embarking on a New Journey

In 2024, Chifeng Gold conducted comprehensive onboarding training for graduates under its "Golden Seed" Program, strengthening talent structure optimization and building a sustainable talent pipeline to support the Company's long-term growth. The training for the "Golden Seeds" trainees mainly included courses on the Company's general situation, development history, corporate culture, business philosophy, organizational structure, industrial layout, safety laws and regulations, office systems, etc., as well as career development training on topics such as the transition from students to new employees in the workplace, career development and planning, and teamwork. Additionally, a one-day team-building activity was incorporated to enhance cohesion and lay the foundation for effective workplace collaboration.

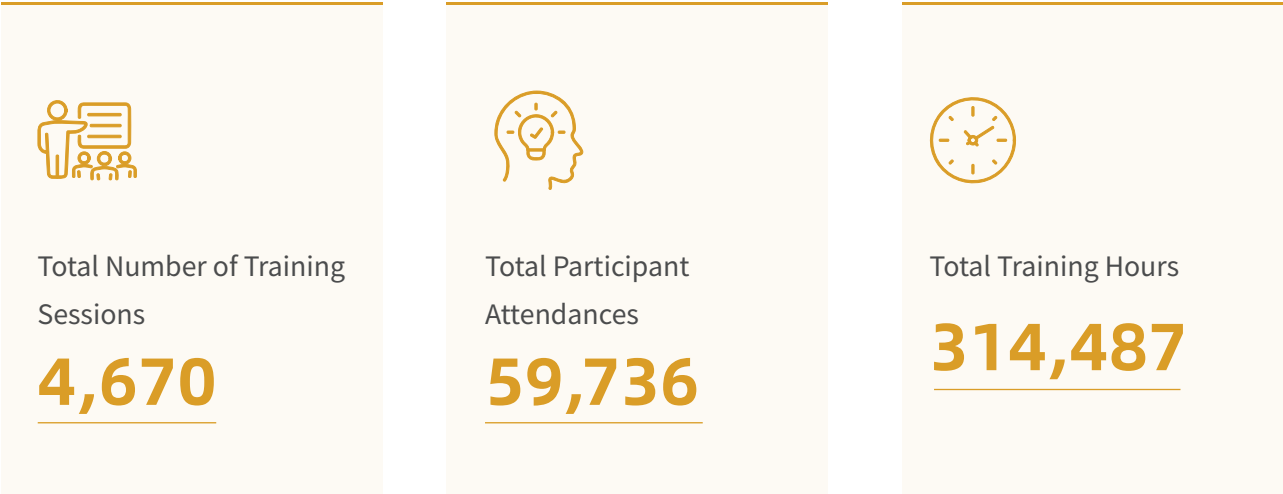
Chifeng Gold's executive training focuses on enhancing listed company compliance and risk management capabilities. Through specialized courses, we strengthen management's ability to prevent and respond to information security risks, while raising awareness of insider trading and data leakage prevention. This ensures operational resilience and lays a solid foundation for sustainable corporate development.

Case Cybersecurity and Listed Company Insider Trading & Information Security Training

On March 15, 2024, Chifeng Gold conducted a training session on cybersecurity awareness, insider trading prevention, and information security protection. Participants included directors, supervisors, and senior executives of Chifeng Gold, management teams of domestic subsidiaries, heads of headquarters departments, and relevant staff. During this training, cybersecurity experts analyzed cybersecurity incidents and explained prevention skills and measures. Legal experts analyzed regulatory policies, popularized knowledge about insider information, and put forward measures to optimize internal information security in combination with the actual situation of Chifeng Gold.

This initiative deepened participants' understanding of cybersecurity and compliance, strengthened risk prevention capabilities, and advanced Chifeng Gold's commitment to compliant operations and high-quality development.

During the reporting period, the Group conducted 4,670 training sessions, reaching 59,736 participants with 314,487 cumulative training hours.





### 3.4 Employee Wellbeing Enhancement

Chifeng Gold is committed to building a holistic employee care ecosystem. We strengthen protection through enhanced insurance benefits, optimize leave policies to ensure work-life balance, implement targeted assistance programs for employees in need, and organize diverse cultural/sports activities to foster physical/mental wellbeing and team cohesion. These initiatives systematically enhance employee belonging and happiness, driving shared sustainable development while demonstrating our dedication to social responsibility.

#### Competitive Benefits Package

Chifeng Gold complies with national regulations by providing social insurance for all domestic employees and workplace accident liability insurance for mining operations. Overseas subsidiaries adhere to local legal requirements for social insurance coverage. In addition, Chifeng Gold has also insured its local foreign employees working in the locations of its global subsidiaries, as well as domestic employees who need to travel overseas frequently for work, with commercial medical insurance and transportation & accident insurance, providing employees with comprehensive welfare protection. In the period from 2024 to 2025, the Company invested CNY 3,688,343 in supplemental commercial health insurance premiums.



Applicability of Supplementary Insurance for Chifeng Gold Overseas Projects		
Accident & Travel Insurance Program	<ul style="list-style-type: none"> <li>Non-local expatriate employees at Chifeng Gold overseas subsidiaries.</li> <li>Employees with frequent international travel requirements as approved by overseas project leaders and the CEO.</li> <li>Employees with special contractual provisions.</li> </ul>	
Global Medical Insurance Program	Overseas Mines & Offices	<ul style="list-style-type: none"> <li>Expatriate employees (non-local) and their family members relocating to host countries for mine/office assignments.</li> <li>Expatriate employees (non-local) at offices (without mine-site medical services) without family relocation.</li> </ul>
	Chifeng Gold Headquarters & Offices	<ul style="list-style-type: none"> <li>Headquarters executives on overseas assignments <math>\geq 6</math> months/year (including dependents).</li> <li>Expatriate employees working in China <math>\geq 6</math> months/year.</li> <li>Frequent international business travelers.</li> </ul>
	<ul style="list-style-type: none"> <li>Employees with verified business needs (approved by overseas project lead and CEO) or special contractual terms.</li> </ul>	

In addition to insurance benefits, Chifeng Gold provides annual health examination benefits for domestic employees, who may select appropriate medical institutions for check-ups based on personal needs. Each mining operation maintains an occupational hospital with professional psychological counseling services, while the company has established confidential complaint reporting channels to deliver enhanced protection and support services for all employees.



## Flexible Time-Off Policies

To safeguard employee rights and enhance workplace satisfaction, Chifeng Gold provides comprehensive leave benefits in full compliance with regulations, including annual leave, compensatory leave, sick leave, marriage leave, maternity leave, nursing leave, work injury leave, bereavement leave, and personal leave. All domestic and international subsidiaries establish tailored leave policies in accordance with local legal requirements, cultural norms, and operational needs to ensure both regulatory compliance and employee wellbeing.

In implementing our ESG principles, Chifeng Gold prioritizes employee wellbeing with particular attention to female workforce support. Chifeng Gold strictly complies with national regulations regarding maternity leave while proactively implementing compassionate measures such as extended nursing leave. Annually on International Women's Day, our Chairman and CEO lead corporate-wide recognition initiatives for female employees at headquarters, fostering mutual growth and injecting human-centric values into our sustainable development framework.

## Chifeng Gold Headquarters Leave Benefits

### Annual Leave

- 5 days for employees with 1-10 years of service.
- 10 days for employees with 10-20 years of service.
- 15 days for employees with 20+ years of service.

### Compensatory Leave

- Employees may utilize compensatory leave without disrupting normal operations, with leave days offset against accrued overtime hours. All unused compensatory leave balances will be automatically reset on December 31<sup>st</sup> annually.

### Sick Leave

- 10 days of paid sick leave annually.

### Marriage Leave

- 10-day marriage leave for legally eligible employees (men  $\geq$  22 years, women  $\geq$  20 years) upon submission of marriage certificate.

### Maternity Leave

- Female employees are entitled to  $\geq$  98 days of maternity leave (extendable by 15 days for difficult deliveries), including 15 days of prenatal leave.

### Nursing Leave

- Nursing mothers with infants under 1 year receive two 30-minute nursing breaks per workday, which may be combined into one session.

### Work Injury Leave

- Employees certified with work-related injuries by medical institutions shall receive treatment leave generally not exceeding 12 months. For severe or special cases, the leave may be extended appropriately but shall not exceed an additional 12 months. During this period, original salary and benefits shall remain unchanged and be paid monthly.

### Bereavement Leave

- 3 days for immediate family members (parents, spouse, and children).
- 3 days may be granted at discretion for passing of parents-in-law or spouse's parents.

### Personal Leave

- Employees may apply in advance for personal leave due to private matters. For unforeseen circumstances, immediate telephone notification must be made to the department manager for verbal approval, followed by submission of a formal "Leave Request" application upon return to work.





## Employee Support Networks

Chifeng Gold has consistently prioritized support for employees in need as a cornerstone of its workforce care initiatives. In 2022, Chifeng Gold established an Assistance Fund Management Committee and implemented the *Chifeng Gold Employee Assistance Fund Guidelines*. Since then, the Group management has annually developed targeted assistance plans to uphold its fundamental principle: *No employee family living below the local poverty line, no employee family unable to afford medical treatment, and no employee's child deprived of education.*

To benefit more people through the development of Chifeng Gold

In 2024, Chifeng Gold's labor union organized group-wide assistance activities under the principle of "comprehensive identification and full support" for financially distressed employees. Through a rigorous process involving employee applications, subsidiary-level documentation, verification visits, and preliminary reviews, the program identified 48 beneficiaries - primarily frontline underground workers - including 11 from Jilong Mining, 25 from Wulong Mining, 11 from Hanfeng Mining, and 1 from Huatai Mining. The total assistance amounted to CNY 190,000 funded through donations by group executives and labor unions across headquarters and all participating subsidiaries.

### Case

### Annual Employee Assistance Program by Chifeng Gold

In January 2024, Chifeng Gold conducted its annual employee assistance initiative. Subsidiary labor unions distributed financial aid to beneficiaries during the New Year and Spring Festival period, while management teams conducted visits to employees' homes and workplaces. During these visits, company representatives delivered assistance funds and heartfelt acknowledgments, expressing gratitude for employees' maintained dedication during challenging circumstances. They emphasized that such commitment represents invaluable organizational assets and driving forces for progress, while reaffirming the company's solidarity in overcoming difficulties together.





## Wellness and Engagement Initiatives

Chifeng Gold's subsidiaries proactively organize diverse team-building activities tailored to local contexts, effectively enhancing physical wellbeing and team cohesion. These programs strengthen employee engagement and operational effectiveness while fostering a positive work environment, thereby supporting sustainable organizational development through human capital optimization.



International Women's Day  
Celebration at Group Headquarters



International Women's Day  
Flower Tribute at Mining Sites



Cultural Activities at Mining Sites



Sports Events at Mining Sites



04

Chapter 4

Shared Value,  
Collective Prosperity

ESG Highlights

- Maintained partnerships with **3,904** active suppliers in 2024, with **236** new vendors onboarded during the reporting period
- Organized **109** volunteer initiatives (**853** participants), benefiting **4,630** individuals
- Held **650** community meetings, received **2,589** community visits, engaged **3,862** stakeholders
- Total community donations: CNY **2.67** million

回应 UN SDGs

1 NO POVERTY

6 CLEAN WATER AND SANITATION

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS



# 4.1 Green Responsibility in Action

As a global mining enterprise, Chifeng Gold embeds sustainability principles throughout its supply chain operations. We maintain transparent procurement practices to build mutually beneficial partnerships with upstream and downstream collaborators based on trust and stability. Guided by our core value of "To benefit more people through the development of Chifeng Gold", we actively promote sustainable supply chain practices, empowering partners to adopt responsible operations as we collectively advance toward an environmentally conscious future.

## Sustainable Procurement in Practice

Chifeng Gold consistently adhered to the *Material Procurement Management Regulations and Tendering Management Measures* throughout our procurement activities. As of the reporting period, Chifeng Gold maintained partnerships with 3,904 suppliers, including 236 new suppliers added during the year.

We implement rigorous vetting mechanisms during supplier selection, requiring submission of relevant certifications and conducting comprehensive evaluations across multiple criteria including operational scale, product quality, service levels, and pricing to identify optimal partners aligned with our standards.

Total Number of  
Suppliers

3,904

Total New Suppliers  
Added

236

Supplier Selection Criteria	
Supplier Quantity Requirements	For single or batch procurement, a minimum of three qualified suppliers shall participate in competitive bidding (excluding exceptional cases such as exclusive suppliers or general agents).
Supplier Scale & Tier Classification	Supplier evaluations shall compare quality, pricing, and service levels, prioritizing in this order: corporate entities over organizations, organizations over individuals; manufacturers over agents, agents over retailers.
Supplier Creditworthiness Assessment	Credit investigations shall be conducted on suppliers, with authorized third-party agencies engaged when necessary to conduct such evaluations.

Chifeng Gold requires all procurement departments at subsidiaries to establish formal supplier registries, creating stable, reliable, and high-credibility supply chains with optimized operational efficiency.



Supplier Registry Management Principles	
Supplier List Finalization	Generate a preliminary supplier list through collaboration history or market research, collect relevant documentation, and establish a shortlist via interviews, virtual communications, site visits, and downstream user verification. Finalize the approved supplier directory upon designated approvers' review and endorsement.
Supplier Evaluation	Form category-specific evaluation committees to conduct annual supplier assessments, including qualitative and contract performance reviews for active partners.
Supplier List Updates	Update the supplier registry based on evaluation results following the "retain high-performers, remove underperformers" principle, with procurement departments coordinating cross-functional approvals.

Chifeng Gold prioritizes suppliers' ESG performance, having established clear ESG disqualification criteria within supplier requirements to ensure sustainable and high-quality supply chain development. Subsidiaries are mandated to blacklist suppliers demonstrating the following conditions:

Social Responsibility

Suppliers causing major product defects, construction failures, safety incidents, or significant negative social impacts shall be blacklisted.

Ethical Compliance

Suppliers with chronic delivery failures, service deficiencies, or unjustified bid non-responsiveness shall be disqualified.

Overseas Supplier Management Practices

LXML Supplier Code of Conduct

To build a supply chain ensuring health/safety, environmental protection, and integrity, LXML mandates all suppliers comply with its ESG standards. Requirements include legal ESG compliance, established management procedures, environmental risk monitoring/prevention, human rights protections, safe workplaces, and anti-bribery measures.

Golden Star Wassa Eco-Procurement

Prioritizes products/services with ENERGY STAR, LED, or Ecolabel certifications. Partners with clean energy providers (wind/hydro) to enhance resource efficiency and environmental sustainability.



## Advancing Responsible Sourcing Initiatives

Chifeng Gold established a Global Supply Chain Center during the reporting period to advance centralized procurement, enhancing operational efficiency, resource allocation, and cost optimization while ensuring global operational consistency and sustainability. This strategic initiative drives transparent and standardized supply chain management, aligning economic performance with environmental and social benefits to contribute meaningfully to global sustainable development.

Global Supply Chain Center- Centralized Procurement Supplier Onboarding Mechanism	
Basic Qualification Review	Verify business licenses, tax registration, industry permits and compliance with national safety/environmental regulations.
Production Capacity Evaluation	Assess production line automation, output scale, and technical capabilities against mining industry requirements.
Financial Capability Assessment	Analyze balance sheets, income statements and cash flow statements for high-value suppliers to ensure financial stability and contractual performance.

We will progressively refine our supplier assessment system, conducting periodic evaluations and maintaining dynamic updates to the approved supplier registry based on standardized scoring criteria.

## 4.2 Community Development through Partnership

Chifeng Gold recognizes the intrinsic connection between its operations and societal development, acknowledging proactive social responsibility as fundamental to sustainable growth. The Company prioritizes open community dialogue channels, safeguards indigenous cultures, and actively incorporates community perspectives. Guided by the principle of "collaborative development for shared benefits", it implements deep partnerships in infrastructure, education, local employment, and ecological initiatives. Through targeted philanthropy focused on vulnerable groups, Chifeng Gold demonstrates its commitment to social accountability while upholding the legacy of charitable stewardship.

### Harmony and Cultural Preservation

Chifeng Gold views community culture as the foundation of collective identity and social cohesion. We operationalize the principle of "people-centric, harmonious coexistence" through cultural preservation initiatives that foster mutual development for both business and society.

Chifeng Gold strictly adheres to international conventions and local legal frameworks, implementing indigenous culture protection policies. LXML prioritizes engagement with surrounding native communities, particularly regarding cultural heritage conservation, land rights protection, and sustainable community development—all guided by principles of respect, inclusivity, and sustainability. LXML further ensures adaptive responsiveness to socio-environmental changes through periodic policy reviews and dynamic strategic adjustments, maintaining equilibrium between progress and cultural safeguarding.





LXML's Indigenous Culture Protection Measures	
Identification of Affected Indigenous Residents	<b>Community Mapping:</b> Collaboration with local authorities and community leaders to document indigenous territories and resident groups. <b>Participatory Research:</b> Direct engagement with communities to document demographics, cultural practices, and land use patterns.
Assessment of Local Engagement Practices	Prioritizes respect for local customs, traditions, and cultural practices. Conducts regular community meetings and workshops to maintain open dialogue.
Determination of Participation Principles	Upholding the Principles of <b>Free, Prior, and Informed Consent (FPIC)</b> , provides clear, accessible information about project impacts and benefits to ensure indigenous communities can make informed decisions.
Prior Informed Consent	<b>Formal Consent Agreements:</b> Documented agreements are established to record indigenous communities' understanding and authorization. <b>Continuous Engagement:</b> Maintains dialogue throughout project phases to address evolving community concerns.
Relocation/Resettlement Evaluation	<b>Impact Evaluation:</b> Conducts comprehensive Environmental and Social Impact Assessments (ESIAs) to analyze relocation implications. <b>Participatory Planning:</b> Engages affected communities in developing relocation strategies that safeguard cultural assets, ensure fair compensation, and establish sustainable livelihoods. <b>Transition Support:</b> Delivers tailored assistance programs to facilitate community adaptation in resettlement areas.
Compensation & Community Support Programs	Enhanced Compensation Framework Development (Superior to Lao People's Democratic Republic statutory mandates and sector benchmarks), comprising: <b>Land Compensation:</b> Fair remuneration for land acquired for project development. <b>Livelihood Restoration:</b> Active facilitation of employment opportunities and alternative income generation. <b>Social Infrastructure:</b> Guaranteed access to essential services including healthcare and education. <b>Economic Empowerment:</b> Strategic investments in local development programs to strengthen community resilience.

Case

LXML's Donation to Nanglao Stupa Festival in Vilabouly District for Cultural Preservation

LXML contributed LAK 10,000,000 to the Pha That Nang Lao Festival in Vilabouly District, demonstrating its commitment to safeguarding community cultural heritage and sustaining traditional celebrations. This initiative reflects LXML's strategic alignment of operational growth with community development and cultural conservation objectives.





We have established a comprehensive community impact assessment framework to identify and mitigate potential risks associated with new developments. Domestic mining subsidiaries such as Huatai Mining and Jilong Mining conduct social risk assessments prior to new operations to preempt cultural conflicts. Overseas subsidiaries, including Golden Star Wassa, perform mandatory environmental impact assessments in full compliance with local regulations like *Ghana's Environmental Protection Agency Act*, ensuring mineral resource development aligns with legal requirements.

### Golden Star Wassa Community Impact Assessment Mechanism

- ① **Identification of Affected Communities and Stakeholders:** Conduct community mapping and stakeholder analysis to determine those whose livelihoods may be impacted by mining activities, with corresponding compensation measures.
- ② **Assessment of Local Environmental and Social Impacts:** Perform Environmental Impact Assessments, Social Impact Assessments, and risk evaluations.
- ③ **Grievance Mechanism Establishment:** Implement accessible and transparent complaint channels through leaders, committees (CCT and CMCC), written submissions, and in-person reporting.

### LXML Community Impact Assessment Mechanism

- ① **Stakeholder Identification & Scoping:** Collaborates with local communities to identify all potentially affected stakeholders through public consultations, focus group discussions, and interviews with impacted communities, local governments, NGOs, and community leaders.
- ② **Environmental & Social Impact Assessment (ESIA):** Conducts rigorous ecosystem studies including biodiversity surveys, water quality testing, and air quality monitoring to evaluate mining's environmental implications. Assesses socioeconomic impacts on livelihoods, potential displacement, and community health. Incorporates cumulative impact analyses of concurrent/proposed regional projects.
- ③ **Reporting & Accountability:** Maintains ongoing stakeholder engagement via progress updates through public forums and written reports. Implements monitoring programs tracking environmental/social impacts with publicly disclosed results to ensure transparency and accountability throughout project cycles.
- ④ **Community Development Commitments:** Supports local infrastructure (roads, schools, medical facilities) as part of CSR initiatives. Develops ecological restoration programs including reforestation and wildlife conservation projects.

We believe that open and effective communication is fundamental to genuinely understanding community needs and expectations. Accordingly, all Chifeng Gold subsidiaries and mining operations have established diversified, multi-tiered community communication channels.

### LXML

Maintains a dedicated Community Relations Office for grievance submission. Operates a Community Liaison Committee (CLC) with community representatives, local government, and company officials for regular issue resolution and development planning. Establishes independent Third-Party Review Committees for impartial oversight. Collaborates with Community Development Committees to address socioeconomic needs.

### Golden Star Wassa

Forms Community Consultative Teams (CCT) for conflict resolution and updates. Utilizes Community Mining Advisory Councils (CMCC) to develop localized initiatives. Conducts Board of Trustees (BoT) meetings for decision-making.

### Domestic Operations

Wulong Mining hosts regular forums and online updates for operational transparency. Hanfeng Mining organizes community dialogues for joint decision-making. Jilong Mining and Huatai Mining Implement face-to-face representative engagement.



Case

## LXML's Community Engagement Channels

### Public Meetings

Regularly scheduled open forums update communities on project progress, plans, and developments while addressing questions and concerns from all residents.

### Community Outreach

The Vilabouly-based Community Relations Office facilitates continuous dialogue by disseminating information and collecting stakeholder feedback through structured engagement programs.

### Digital Communication

Active social media platforms provide real-time operational updates and foster transparent community interaction.

### Quarterly Newsletters

Detailed reports covering operational milestones, strategic plans, and corporate achievements are distributed to residents, local authorities, and key stakeholders.

### Immediate Communication Channel

Maintain direct liaison with village leaders and local authorities to ensure timely resolution of community concerns.

Case

## Community Forum at Wulong Mining





## Human Rights and Community Advocacy

Chifeng Gold prioritizes community human rights as a core component of its social responsibility, implementing concrete measures to foster equitable, inclusive, and harmonious community environments. During the reporting period, Chifeng Gold conducted 650 community meetings, engaged with 3,862 stakeholder representatives, and received 2,589 community visits.

The Group Headquarters established the *Policy on Human Rights and Anti-Violent Conflict* applicable to all employees, contractors, and suppliers, articulating its unequivocal stance against discrimination, violence, and conflict. Chifeng Gold adheres to internationally recognized standards including the *Universal Declaration of Human Rights* of the United Nations, the *Guiding Principles on Business and Human Rights*, and the *Declaration on Fundamental Principles and Rights at Work* of the International Labor Organization. All domestic and international subsidiaries implement localized human rights policies aligned with host country regulations to safeguard community rights.

### Golden Star Wassa Human Rights Protection Policy

1. Ensure leadership cultivates an organizational culture embedding community relations and human rights protection into all operational, performance, and contract management systems across both short- and long-term horizons.
2. Implement comprehensive training programs for employees and contractors to deepen understanding of community obligations, operational objectives, and the critical importance of cultivating sustainable partnerships with local stakeholders as a core business imperative.
3. Safeguard indigenous peoples' socioeconomic and cultural rights while advancing women and youth participation in community development, maintaining constructive relationships through respectful conflict resolution dialogues.
4. Foster enduring partnerships grounded in mutual trust, conducting transparent, accurate, and timely bilateral consultations to address stakeholder concerns through near- and long-term action plans.
5. Develop operational standards exceeding baseline legal requirements and international protocols where practicable.
6. Implement sustainable livelihood programs and capacity-building initiatives that generate lasting socioeconomic value from our operations.
7. Conduct periodic reviews and audits of internal and supply chain performance against community relations commitments.
8. Publicly report performance on community relations matters.

## Empowerment for Community Prosperity

As a socially responsible enterprise, Chifeng Gold embraces community empowerment as a core mission. Through concrete initiatives, we catalyze mutual growth with local communities, delivering transformative momentum for sustainable prosperity.

### Local Employment Promotion

Chifeng Gold's domestic and international operations have implemented comprehensive community employment programs, generating substantial job opportunities for residents. Jilong Mining and Hanfeng Mining prioritize local hiring in recruitment processes, while Guangyuan Technology has conducted community-based job fairs and outreach initiatives, creating over 220 positions. Jintai Mining employed more than 40 local workers in 2024 and employed more than 10 villagers on a long-term basis who are responsible for greening the mining area.

In Ghana's Western Region where Golden Star Wassa operates, prevalent ASM activities (locally termed "galamsey") face regulatory gaps, resulting in significant environmental degradation, particularly water resource depletion affecting local communities. To address this, Golden Star Wassa implements multifaceted initiatives including local employment generation and the 1,000+ hectare Golden Star Oil Palm Plantation (GSOPP) project that converts ASM-disturbed lands into commercial plantations. The company maintains collaborative engagements with Ghana Chamber of Mines and governmental authorities to responsibly manage ASM activities within its concession, advancing sustainable community development and environmental stewardship. No artisanal mining occurs at our domestic operations or LXML.

### Integrated Community and Industrial Development

Chifeng Gold actively aligns its operational needs with local industrial growth to foster high-quality community economic development. LXML has invested USD 5 million in road rehabilitation projects, while Jilong Mining prioritizes sourcing materials and supplies from local vendors. Guangyuan Technology establishes strategic partnerships with neighboring community enterprises to enhance information sharing and collaborative exchange.



Case

### LXML's USD 5 Million Road Rehabilitation Initiative

In 2004, LXML initiated construction of the 41km Route 28A to address critical infrastructure gaps for heavy equipment transportation, investing over USD 20 million between 2004 — 2011. By 2024, the 20-year-old roadway required comprehensive restoration, prompting a USD 5 million allocation from the company's rehabilitation fund after government consultations. With 15km remaining, this project has enhanced community mobility while strengthening regional economic connectivity through improved logistics and transit networks.

Case

### Jilong Mining's Agricultural Support Program

During 2024, Jilong Mining advanced rural revitalization through the purchase of 210 cases of Chifeng specialty millet (CNY 12,180), directly supporting local agricultural economies and demonstrating tangible commitment to China's "Agriculture, Rural Areas, Farmers" development priorities.

## Philanthropy and Hope Building

Chifeng Gold upholds its core philosophy of "To benefit more people through the development of Chifeng Gold" prioritizing community welfare as a fundamental pillar of its social responsibility. Through targeted philanthropic initiatives, the Company supports vulnerable groups and fosters equitable, inclusive communities. During the reporting period, Chifeng Gold contributed approximately CNY 2,668,326.95 in donations, organized 109 volunteer activities involving 853 participants (totaling 1,735 service hours), and benefited 4,630 individuals.

In education, we empower sustainable development through strategic funding. Wulong Mining allocated CNY 5,000 to Banshi Village Primary School for facility improvements, while LXML spearheaded local school renovation projects. Jilong Mining donated CNY 10,000 to Aohanqi Special Education School. Hanfeng Mining provided essential supplies to community schools during Lunar New Year.

Total Community Donations (CNY)

2,668,326.95

Donation Amount to Banshi Village Primary School (CNY)

5,000

Donation Amount to Aohanqi Special Education School (CNY)

10,000





Case

## LXML's School Renovation Initiative in Vilabouly District

In support of Phadang Primary School's infrastructure upgrades near the Sepon mine, LXML spearheaded a community-driven initiative that successfully engaged village councils and 53 local families. Through collective action, the renovation project was completed within 30 days, with total costs of LAK 69,361,000 (approximately USD 3,365.88) fully funded by LXML.



Chifeng Gold demonstrates exemplary social responsibility through proactive disaster management, consistently standing with communities during natural calamities and public emergencies. Our rapid response mechanisms ensure immediate support, exemplified by LXML's USD 10,000 donation to the Ministry of Energy and Mines for flood relief, and Jilong Mining's mobilization of emergency teams to assist local governments in flood mitigation efforts.

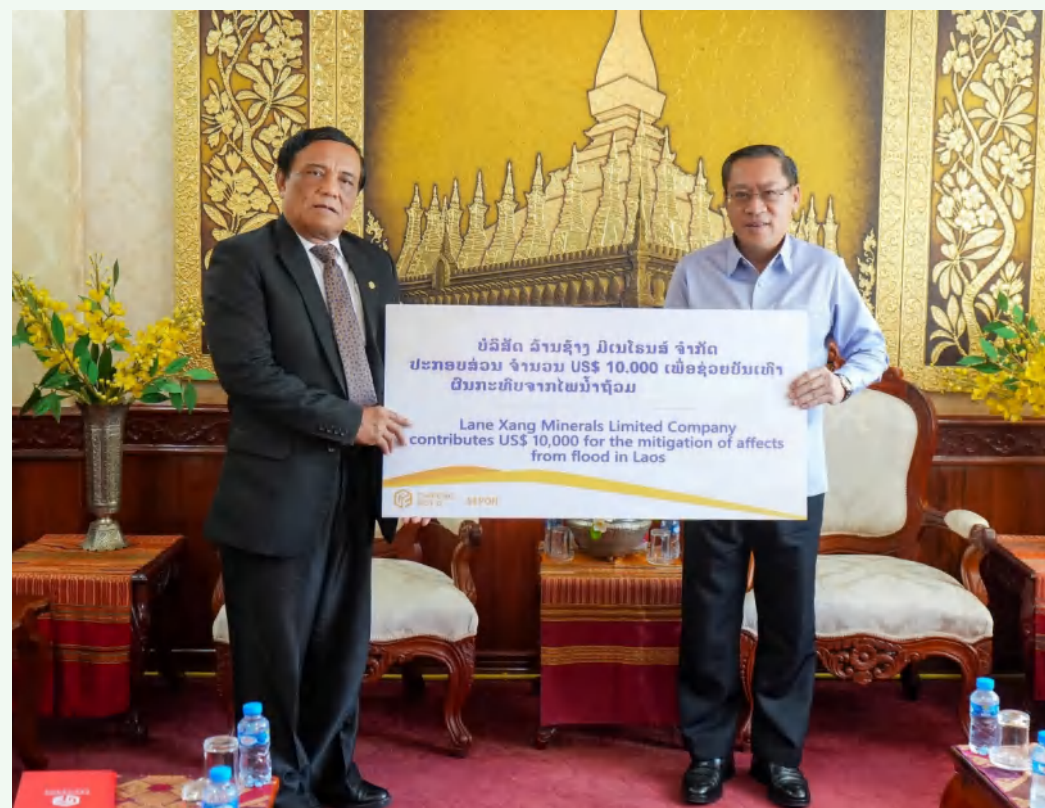




Case

## LXML's Flood Relief Donation to Ministry of Energy and Mines, Lao PDR

LXML contributed USD 10,000 to the Lao PDR Ministry of Energy and Mines to alleviate hardships faced by flood victims. The donation was presented by Managing Director Mr. Saman Aneka and received by Minister H.E. Phoxay Sayasone, demonstrating LXML's sustained commitment to supporting local communities and addressing urgent needs during crises.



Chifeng Gold collaborates with communities through targeted investments to improve natural environments and infrastructure. Jilong Mining organized employee-led afforestation programs, while Wulong Mining conducted neighborhood cleanups. Guangyuan Technology partnered on "Zero-Waste Community" campaigns and e-waste recycling. Hanfeng Mining installed outdoor fitness equipment and indoor ping-pong facilities. Huatai Mining allocated CNY 300,000 each to Yushulinzi and Aobao villages for road upgrades. LXML invested USD 7,165 in water systems, USD 2,227 in irrigation repairs, and USD 33,986 in sanitation facilities across villages, alongside educational infrastructure projects.

Case

## LXML's Sponsorship of Phuthai Festival in Vilabouly District

LXML contributed LAK 50,000,000 (approximately USD 2,289.37) funding and provided equipment/supplies valued at LAK 114,500,000 (approximately USD 5,242.66) to support the three-day Phuthai cultural festival at Latsavong Stadium in December 2024. This investment celebrates local heritage while enhancing community infrastructure and quality of life, demonstrating the company's commitment to both cultural preservation and socioeconomic advancement in Savannakhet Province.





Case

## LXML's Biosand Water Filtration System in Menglang Village

The biosand filtration system project, a key component of LXML's community development strategy, provides clean water infrastructure for villages near the Sepon mine. With a daily production capacity of 90,000 liters, the USD 110,965 initiative delivers hygienically safe drinking water while improving living standards. The system includes pumps and piping networks to ensure reliable water access for households and local schools.



Case

## Golden Star Wassa's Community Health Screening Initiative

Golden Star Wassa conducted comprehensive health screenings across 12 communities, providing complimentary Pap smear tests alongside free NHIS registration and renewal services to promote preventive healthcare access.



Case

## Hanfeng Mining's Community Sports Equipment Initiative





# ESG Performance Metrics

- Environmental Data
- Social Data



Environmental Data

1.Climate Change Metrics

Indicator		Unit	2024
Greenhouse Gas Emissions	Total Direct GHG Emissions (Scope 1) <sup>①</sup>	tCO <sub>2</sub> e	110,576.66
	Total Indirect GHG Emissions (Scope 2) <sup>②</sup>	tCO <sub>2</sub> e	179,725.91
	Total Other Indirect GHG Emissions (Scope 3) <sup>③</sup>	tCO <sub>2</sub> e	181.49
	Total GHG Emissions <sup>④</sup>	tCO <sub>2</sub> e	290,484.05
	GHG Emissions Intensity <sup>⑤</sup>	tCO <sub>2</sub> e/CNY 10,000 revenue	0.32

- ① : Total direct greenhouse gas emissions (Scope 1) cover both domestic and overseas entities.
- ② : Total indirect greenhouse gas emissions (Scope 2) cover both domestic and overseas entities.
- ③ : Total indirect greenhouse gas emissions (Scope 3) currently only include data from LXML.
- ④ : Greenhouse gas emissions data are presented in carbon dioxide equivalent (CO<sub>2</sub>e), calculated using the 2022 CO<sub>2</sub> Emission Factors for Electricity Generation published by Ministry of Ecology and Environment of the People's Republic of China and Applicable coefficients from GB/T 2589-2020 General Rules for Comprehensive Energy Consumption Calculation.
- ⑤ : Greenhouse gas emission intensity = Total greenhouse gas emissions / CNY 10,000 revenue.

2. Energy & Resource Consumption<sup>⑥</sup>

Indicator		Unit	2024
Energy Consumption	Total Gasoline Consumption	L	131,272.12
	Total Diesel Consumption	L	41,431,453.56
	Total Natural Gas Consumption	m <sup>3</sup>	88.56
	Purchased Electricity	kWh	334,934,606.40
	Renewable Energy Procurement	kWh	327,190,000
	Clean Energy Consumption	kWh	327,190,000
	Comprehensive Energy Consumption <sup>⑦</sup>	tce	77,306.08
	Comprehensive Energy Consumption Intensity <sup>⑧</sup>	tce/CNY 10,000 revenue	0.09
Resource Consumption	Total Water Withdrawal	t	4,667,227.50
	Total Water Discharge	t	4,246,732.80
	Total Water Consumption	t	420,494.70
	Water Recycling/Reuse Volume	t	1,262,660.00
	Water Use Intensity <sup>⑨</sup>	t/CNY 10,000 revenue	5.17

- ⑥ : Energy and resource data cover both domestic and overseas entities.
- ⑦ : The standard coal conversion coefficient for comprehensive energy consumption refers to GB/T 2589-2020.
- ⑧ : Comprehensive energy consumption intensity = Total comprehensive energy consumption / CNY 10,000 revenue.
- ⑨ : Water use intensity = Total water withdrawal / CNY 10,000 revenue.



### 3.Emissions Inventory<sup>⑩</sup>

Indicator		Unit	2024
Emissions	Total SO <sub>2</sub> (Sulfur Dioxide) Emissions	t	0.49
	NO <sub>x</sub> (Nitrogen Oxides) Emissions	t	675.32
	PM (Particulate Matter) Emissions	t	5,147.18
	Total Wastewater Discharge	m <sup>3</sup>	73,012,231.00
	Total Tailings Generation	t	11,803,151.66
	Total Waste Rock Generation	t	22,694,740.24
	Hazardous Waste Generation	t	3,633.32
	Hazardous Waste Emission Intensity <sup>⑪</sup>	t/CNY 10,000 revenue	0.004025
	Non-Hazardous Waste Generation	t	4,893,878.16
	Non-Hazardous Waste Emission Intensity <sup>⑫</sup>	t/CNY 10,000 revenue	5.42

⑩ : Emission data covers both domestic and overseas entities.

⑪ : Hazardous waste emission intensity = Total hazardous waste emissions / CNY 10,000 revenue.

⑫ : Non-hazardous waste emission intensity = Total non-hazardous waste emissions / CNY 10,000 revenue.

### 4.Environmental Protection Investment

Indicator		Unit	2024
Total Environmental Protection Investment	Domestic	CNY 10k	1,867.49
	LXML	kUSD	14,181.65
	Golden Star Wassa	kUSD	5,350.00
	Total <sup>⑬</sup>	CNY 10k	15,907.63
Ecological Restoration Investment	Domestic	CNY 10k	846.54
	LXML <sup>⑭</sup>	kUSD	13,050.00
	Golden Star Wassa	kUSD	750.00
	Total	CNY 10k	10,766.53

⑬ : Data for LXML and Golden Star Wassa are reported in USD, with consolidated figures converted using the USD-CNY exchange rate as of December 31, 2024.

⑭ : The significant year-on-year increase in ecological restoration investment at LXML reflects the commencement of pit backfilling projects by their mining team in 2024.



Social Data

5.Workforce Demographics

Indicator		Unit	2024
Employees			
Total Number of Employees <sup>(15)</sup>		persons	7,152
By Region	Mainland China	persons	3,943
	Laos	persons	2,318
	Ghana	persons	886
	Other Regions <sup>(16)</sup>	persons	5
By Employment Type	Regular Employees	persons	6,911
	Contract Workers	persons	241
By Gender	Male Employees	persons	5,940
	Female Employees	persons	971
By Educational Level	Employees with a Master's Degree	persons	111
	Employees with a Bachelor's Degree	persons	641
	Employees with an Education Level below a Bachelor's Degree	persons	6,159

Indicator		Unit	2024
By Professional Discipline	Production Staff	persons	5,014
	Technical Staff	persons	847
	Sales & Marketing Staff	persons	5
	Finance Professionals	persons	60
	Administrative and Managerial Staff	persons	985
By Job Level	Executive Management	persons	42
	Middle Management	persons	272
	Non-Managerial Employees	persons	6,597
Ethnic Minority Employees <sup>(17)</sup>		persons	373
Female Managers	Female Executives	persons	4
	Proportion of Female Executives	%	9.52
	Female Middle Managers	persons	17
	Proportion of Female Middle Managers	%	6.25
	Female Non-managerial Staff	persons	950
	Proportion of Non-Managerial Employees	%	14.4



Indicator		Unit	2024
New Hires			
Total Number of New Hires		persons	2,459
By Gender	Male New Hires	Persons	2,298
	Female New Hires	persons	161
By Age	Number of New Hires Aged 18 to 29	persons	231
	Number of New Hires Aged 30 to 50	persons	1,310
	Number of New Hires Aged over 50	persons	918

⑮: The total number of employees is calculated as the sum of employees in domestic and overseas entities, including both regular employees and contract workers. Employment data by category is counted based on regular employees only.

⑯: "Other regions" refers to countries or regions other than Mainland China, the Lao People's Democratic Republic, and the Republic of Ghana.

⑰: Ethnic minority data applies only to Mainland China, and this portion of statistics is based on domestic entities.

6.Employee Turnover Metrics

Indicator		Unit	2024
Total Number of Employee Turnover <sup>⑱</sup>		persons	1,215
Employee Turnover Rate <sup>⑲</sup>		%	14.95
By Region	Mainland China	persons	1,031
	Laos	persons	162
	Ghana	persons	22
By Gender	Number of Male Employee Turnover Cases	persons	1,132
	Number of Female Employee Turnover Cases	persons	83
By Age	Number of Turnover Cases among Employees Aged 18 to 29	persons	97
	Number of Turnover Cases among Employees Aged 30 to 50	persons	607
	Number of Turnover Cases among Employees Aged over 50	persons	511
By Reason for Departure	Number of Voluntary Departures	persons	1,136
	Voluntary Turnover Rate	%	93.5
	Number of Involuntary Departures	persons	79
	Involuntary Turnover Rate	%	6.5

⑱: The total employee turnover count is calculated as the sum of regular employee departures from both domestic and overseas entities.

⑲: Employee turnover rate = (Number of departures during reporting period) / (Headcount at period-end + Number of departures) × 100%.



## 7.Training & Development Hours

Indicator		Unit	2024
Total Number of Training Sessions		sessions	4,670
Total Participant Attendances <sup>②①</sup>		participants	59,736
Total Training Hours		hours	314,487
Percentage of Trained Employees by Job Level	Percentage of Management Trained	%	100
	Percentage of Frontline Employees Trained	%	100
Percentage of Trained Employees by Gender	Percentage of Male Employees Trained	%	100
	Percentage of Female Employees Trained	%	100
Average Training Hours Completed per Employee by Job Level	Average Training Hours per Manager	hours	86.72
	Average Training Hours per Frontline Employee	hours	25.12

Indicator		Unit	2024
Average Training Hours Completed per Employee by Gender	Average Training Hours per Male Employee	hours	27.23
	Average Training Hours per Female Employee	hours	5.20
Total Number of Ethics & Anti-Corruption Training Sessions		sessions	175
Number of Directors/Supervisors/Executives Trained in Ethics & Anti-Corruption		persons	14
Percentage of Directors/Supervisors/Executives Receiving Ethics & Anti-Corruption Training		%	100
Total Employees Trained in Ethics & Anti-Corruption Programs		persons	3,623
Employee Participation Rate in Ethics & Anti-Corruption Training		%	52.42

②① : The total number of training participants includes employees and contractors from both domestic and overseas entities.



8.Health & Safety Statistics<sup>②①</sup>

Indicator		Unit	2024	2023	2022	2021
Total Work-Related Injuries/Deaths		persons	10	9	8	6
Total Work-Related Fatalities		persons	0	1	1	0
Work-Related Fatality Rate		%	0.00	0.03	0.03	0.00
Workplace Injuries/Fatalities by Personnel Category	Employee Fatalities (Direct Employees)	persons	0	1	1	0
	Contractor Fatalities (Third-party Workers)	persons	0	0	0	0
	Employee Lost-Time Injury Cases	persons	10	9	5	4
	Contractor Recordable Injury Cases	persons	0	0	3	2
Total Lost Workdays Due to Workplace Injuries		days	660	6,472	6,433	425
Total Work Hours by Personnel Category	Direct Employees	hours	7,136,980	6,386,144	4,289,856	4,232,208
	Third-party Workers	hours	50,960	9,600	2,175,264	1,602,720

Indicator		Unit	2024	2023	2022	2021
Lost-Time Injury Frequency Rate (LTIFR) by Personnel Category <sup>②③</sup>	Direct Employees	occ./million hours	1.40	1.41	1.17	0.95
	Third-party Workers	occ./million hours	-	-	1.38	1.25
Total Recordable Injury Frequency Rate (TRIFR) by Personnel Category <sup>②③</sup>	Direct Employees	occ./million hours	1.40	1.41	1.17	0.95
	Third-party Workers	occ./million hours	-	-	1.38	1.25
Total Number of Work Safety Incidents		occurrences	0	1	1	0
Work Safety Incidents by Severity Level	Tier 1 Process Safety Events	occurrences	0	0	0	0
	Other Safety Incidents	occurrences	0	1	1	0
Work Safety Investment		CNY 10k	3,842.87	2,373.71	2,589.85	2,193.60

②①: Health and safety data statistics cover all domestic subsidiaries.

②②: LTIFR by category = (Lost time injuries × 1,000,000) / Annual hours worked.

②③: TRIFR by category = (Recordable injuries × 1,000,000) / Annual hours worked.



9.Supplier Screening Metrics

Indicator		Unit	2024
Total Number of Suppliers <sup>②④</sup>		number	3,904
By Category	Material Suppliers	number	2,729
	Service Suppliers	number	1,091
	Other Supplier Types	number	84
Total New Suppliers Added		number	236

②④: The statistical scope of supplier data is the scope of the entire group, including suppliers for centralized procurement by the headquarters, as well as suppliers in cooperation with domestic and overseas subsidiaries.

10.Community Development Contributions

Indicator	Unit	2024
Volunteer Programs Conducted	sessions	109
Volunteer Participation	participants	853
Volunteer Hours Contributed	hours	1,735
Beneficiaries Reached	participants	4,630
Community Dialogues Held	sessions	650
Stakeholder Engaged	participants	3,862
Community Visitors Received	participants	2,589

Indicator		Unit	2024
Total Community Donations	Mainland China	CNY	1,001,000
	Laos	USD	101,269
	Ghana	USD	130,677.88
	Total <sup>②⑤</sup>	CNY	2,668,326.95

②⑤: Data for LXML and Golden Star Wassa are reported in USD, with consolidated figures converted using the USD-CNY exchange rate as of December 31, 2024.



Appendix 1: SSE ESG Key Disclosure  
Topics Index

Dimension	Number	Topic	Report Section Index
Environment	1	Climate change tackling	2.2 Climate Change Mitigation ESG Performance Metrics- Environmental Data-Climate Change Metrics
	2	Pollutant discharge	2.5 Waste Circular Management ESG Performance Metrics- Environmental Data-Emissions Inventory
	3	Waste disposal	2.5 Waste Circular Management ESG Performance Metrics- Environmental Data-Emissions Inventory
	4	Ecosystem and biodiversity protection	2.4 Maintenance of Ecological Balance
	5	Environmental compliance management	2.1 Environmental Management System
	6	Energy usage	2.3 Prudent Resource Utilization ESG Performance Metrics- Environmental Data-Energy & Resource Consumption
	7	Usage of water resources	2.3 Prudent Resource Utilization ESG Performance Metrics- Environmental Data-Energy & Resource Consumption
	8	Circular economy	2.3 Prudent Resource Utilization 2.5 Waste Circular Management
Society	9	Rural revitalization	4.2 Community Development through Partnership

Dimension	Number	Topic	Report Section Index
Society	10	Contributions to the society	4.2 Community Development through Partnership ESG Performance Metrics-Community Development Contributions
	11	Innovation-driven	1.5 Exploration of Frontier Technologies
	12	Ethics of science and technology	N/A <sup>②⑥</sup>
	13	Supply chain security	4.1 Green Responsibility in Action
	14	Equal treatment to small and medium-sized enterprises	N/A <sup>②⑦</sup>
	15	Safety and quality of products and services	1.4 Advancement of Quality Assurance
	16	Data security and customer privacy protection	1.5 Exploration of Frontier Technologies
	17	Employees	3.1 Protection of Employee Rights 3.2 Workplace Safety & Health 3.3 Employee Career Development 3.4 Employee Wellbeing Enhancement
Sustainability-related governance	18	Due diligence	ESG due diligence has not yet been initiated. However, the Group has assessed the impacts, risks, and opportunities of relevant ESG topics and continues to monitor potential negative impacts or risks in daily operations.
	19	Communications with stakeholders	ESG Management System-Stakeholder Engagement
	20	Anti-commercial bribery and anti-corruption	1.2 Stewardship of Regulatory Compliance
	21	Anti- unfair competition	1.2 Stewardship of Regulatory Compliance

②⑥ : Due to the nature of its operations, the Group is not involved in technology ethics-related matters.

②⑦ : During the reporting period, the Group did not meet the disclosure scope requirements under Article 46 of the *Guidelines No. 14 of the Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)*.



# Appendix 2: HKEX ESG Key Performance Indicators Reference Table

Number	Indicator Description	Disclosure Status	Report Section Index
A1: Emissions	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Hazardous wastes are those defined by national regulations.	Disclosed	2.5 Waste Circular Management
A1: Emissions	KPI A1.1 The types of emissions and respective emissions data.	Disclosed	ESG Performance Metrics- Environmental Data-Emissions Inventory
A1: Emissions	KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	ESG Performance Metrics- Environmental Data-Emissions Inventory
A1: Emissions	KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	ESG Performance Metrics- Environmental Data-Emissions Inventory

Number	Indicator Description	Disclosure Status	Report Section Index
A1: Emissions	KPI A1.5 Description of emission target(s) set and steps taken to achieve them.	Disclosed	2.5 Waste Circular Management
A1: Emissions	KPI A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Disclosed	2.5 Waste Circular Management
A2: Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	Disclosed	2.3 Prudent Resource Utilization
A2: Use of Resources	KPI 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).	Disclosed	ESG Performance Metrics- Environmental Data-Energy & Resource Consumption
A2: Use of Resources	KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility)	Disclosed	ESG Performance Metrics- Environmental Data-Energy & Resource Consumption
A2: Use of Resources	KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Disclosed	2.3 Prudent Resource Utilization



Number	Indicator Description	Disclosure Status	Report Section Index
A2: Use of Resources	KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Disclosed	2.3 Prudent Resource Utilization
A2: Use of Resources	KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A	N/A <sup>28</sup>
A3: The Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	Disclosed	2.1 Environmental Management System
A3: The Environment and Natural Resources	KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Disclosed	2.1 Environmental Management System
B1: Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Disclosed	3.1 Protection of Employee Rights 3.3 Employee Career Development 3.4 Employee Wellbeing Enhancement

<sup>28</sup>: Our core business focuses on the sale of metal raw materials, with no involvement in the use of packaging materials.

Number	Indicator Description	Disclosure Status	Report Section Index
B1: Employment	KPI B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	Disclosed	ESG Performance Metrics- Social Data-Workforce Demographics
B1: Employment	KPI B1.2 Employee turnover rate by gender, age group and geographical region.	Disclosed	ESG Performance Metrics- Social Data-Employee Turnover Metrics
B2: Health and Safety	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 providing a safe working environment and protecting employees from occupational hazards.	Disclosed	3.2 Workplace Safety & Health
B2: Health and Safety	KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Disclosed	ESG Performance Metrics- Social Data-Health & Safety Statistics
B2: Health and Safety	KPI B2.2 Lost days due to work injury.	Disclosed	ESG Performance Metrics- Social Data-Health & Safety Statistics
B2: Health and Safety	KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Disclosed	3.2 Workplace Safety & Health



Number	Indicator Description	Disclosure Status	Report Section Index
B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer	Disclosed	3.3 Employee Career Development
B3: Development and Training	KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Disclosed	ESG Performance Metrics- Social Data-Training & Development Hours
B3: Development and Training	KPI B3.2 The average training hours completed per employee by gender and employee category.	Disclosed	ESG Performance Metrics- Social Data-Training & Development Hours
B4: Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Disclosed	3.1 Protection of Employee Rights
B4: Labour Standards	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Disclosed	3.1 Protection of Employee Rights
B4: Labour Standards	KPI B4.2 Description of steps taken to eliminate such practices when discovered.	Disclosed	3.1 Protection of Employee Rights
B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Disclosed	4.1 Green Responsibility in Action

Number	Indicator Description	Disclosure Status	Report Section Index
B5: Supply Chain Management	KPI B5.1 Number of suppliers by geographical region.	Disclosed	ESG Performance Metrics- Social Data-Supplier Screening Metrics
B5: Supply Chain Management	KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Disclosed	4.1 Green Responsibility in Action
B5: Supply Chain Management	KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	4.1 Green Responsibility in Action
B5: Supply Chain Management	KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	4.1 Green Responsibility in Action
B6: Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Disclosed	1.4 Advancement of Quality Assurance
B6: Product Responsibility	KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons	Disclosed	1.4 Advancement of Quality Assurance



Number	Indicator Description	Disclosure Status	Report Section Index
B6: Product Responsibility	KPI B6.2 Number of products and service related complaints received and how they are dealt with.	Disclosed	1.4 Advancement of Quality Assurance
B6: Product Responsibility	KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	Disclosed	1.5 Exploration of Frontier Technologies
B6: Product Responsibility	KPI B6.4 Description of quality assurance process and recall procedures	Disclosed	1.4 Advancement of Quality Assurance
B6: Product Responsibility	KPI B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosed	1.4 Advancement of Quality Assurance
B7: Anti-corruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Disclosed	1.2 Stewardship of Regulatory Compliance
B7: Anti-corruption	KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Disclosed	1.2 Stewardship of Regulatory Compliance
B7: Anti-corruption	KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Disclosed	1.2 Stewardship of Regulatory Compliance

Number	Indicator Description	Disclosure Status	Report Section Index
B7: Anti-corruption	KPI B7.3 Description of anti-corruption training provided to directors and staff.	Disclosed	1.2 Stewardship of Regulatory Compliance
B8: Community Investment	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.	Disclosed	4.2 Community Development through Partnership
B8: Community Investment	KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Disclosed	4.2 Community Development through Partnership
B8: Community Investment	KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	Disclosed	4.2 Community Development through Partnership ESG Performance Metrics-Community Development Contributions
Climate-related Disclosures	Governance Responsible for overseeing climate-related risks and opportunities of Information on the governing body (which may include the Board of directors, committees, or other equivalent governing bodies); the role of management in the governance processes, monitoring measures, and procedures used to monitor, manage, and supervise climate-related risks and opportunities.	Disclosed	2.2 Climate Change Mitigation



## Appendix 3: GRI Standards Index

Number	Indicator Description	Disclosure Status	Report Section Index
Climate-related Disclosures	Strategy Climate-related risks and opportunities, business models and value chains, strategies and decisions, financial condition, financial performance, and cash flows, climate resilience.	Disclosed	2.2 Climate Change Mitigation
Climate-related Disclosures	Risk Management The processes and related policies used by the issuer to identify, assess climate-related risks, and to determine their priority and maintain monitoring; the processes used by the issuer to identify, assess climate-related opportunities, and to determine their priority and maintain monitoring (including information on how the issuer may and how to use climate-related scenario analysis to identify climate-related opportunities); how the identification, assessment, prioritization, and monitoring processes of climate-related risks and opportunities are integrated into the issuer's overall risk management process, and the extent of this integration.	Disclosed	2.2 Climate Change Mitigation
Climate-related Disclosures	Indicators and Goals Greenhouse gas emissions, climate-related transition risks and opportunities, capital deployment, internal carbon pricing, compensation, industry benchmarks, climate-related targets.	Disclosed	ESG Performance Metrics- Environmental Data-Climate Change Metrics

Indicator number	Indicator content	Report Section Index
General Disclosures		
GRI 2: General Disclosures		
Organization and its Reporting Practice		
2-1	Organizational details	About Chifeng Gold
2-2	Entities included in the organization's sustainability reporting	Instruction
2-3	Reporting period, frequency, and contact point	Instruction
2-4	Restatements of information	ESG Performance Metrics
2-5	External assurance	/
Activities and Workers		
2-6	Activities, value chain, and other business relationships	About Chifeng Gold
2-7	Employees	3.1 Protection of Employee Rights
2-8	Workers other than employees	3.1 Protection of Employee Rights



Indicator number	Indicator content	Report Section Index
<b>Governance</b>		
2-9	Governance structure and composition	ESG Management System-ESG Governance Framework 1.1 Enhancement of Corporate Governance
2-10	Nomination and selection of the highest - governing body	1.1 Enhancement of Corporate Governance
2-11	Chair of the highest - governing body	1.1 Enhancement of Corporate Governance
2-12	Oversight role of the highest - governing body in managing impacts	1.1 Enhancement of Corporate Governance
2-13	Delegation of responsibility for managing impacts	1.1 Enhancement of Corporate Governance
2-14	Role of the highest - governing body in sustainability reporting	ESG Management System-ESG Governance Framework 1.1 Enhancement of Corporate Governance
2-15	Conflicts of interest	1.1 Enhancement of Corporate Governance 1.2 Stewardship of Regulatory Compliance
2-16	Communication of material concerns	ESG Management System-Stakeholder Engagement
2-17	Collective knowledge of the highest - governing body	ESG Management System-ESG Governance Framework 1.1 Enhancement of Corporate Governance
2-18	Performance evaluation of the highest - governing body	ESG Management System-ESG Governance Framework

Indicator number	Indicator content	Report Section Index
2-19	Remuneration policies	ESG Management System-ESG Governance Framework 1.1 Enhancement of Corporate Governance 3.3 Employee Career Development
2-20	Procedures for determining remuneration	ESG Management System-ESG Governance Framework 1.1 Enhancement of Corporate Governance 3.3 Employee Career Development
2-21	Ratio of total annual compensation	Refer to Chifeng Gold's 2024 Annual Report
<b>Strategy, Policies, and Practices</b>		
2-22	Statement on sustainability strategy	ESG Management System-ESG Development Strategy
2-23	Policy commitments	Board of Directors' Statement
2-24	Embedding policy commitments	Board of Directors' Statement
2-25	Processes to remediate negative impacts	1.3 Strengthening of Risk Resilience
2-26	Mechanisms for seeking advice and raising concerns	3.1 Protection of Employee Rights
2-27	Compliance with laws and regulations	1.2 Stewardship of Regulatory Compliance
2-28	Membership associations	About Chifeng Gold-Industry Associations



Indicator number	Indicator content	Report Section Index
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	ESG Management System-Stakeholder Engagement
2-30	Collective bargaining agreements	3.1 Protection of Employee Rights
GRI 3: Material Topics		
3-1	Process for determining material topics	ESG Management System-Double Materiality Assessment
3-2	List of material topics	ESG Management System-Double Materiality Assessment
3-3	Management of material topics	ESG Management System-Double Materiality Assessment
Topic-Specific Standards		
201	Economic performance	ESG Management System-Double Materiality Assessment ESG Performance Metrics
202	Market presence	3.1 Protection of Employee Rights
203	Indirect economic impacts	ESG Management System-Double Materiality Assessment 4.2 Community Development through Partnership
204	Procurement practices	4.1 Green Responsibility in Action

Indicator number	Indicator content	Report Section Index
205	Anti - corruption	1.2 Stewardship of Regulatory Compliance
206	Anti - competitive behavior	1.2 Stewardship of Regulatory Compliance
207	Tax	Refer to Chifeng Gold's 2024 Annual Report
301	Materials	2.5 Circular Management of Waste
302	Energy	2.3 Prudent Resource Utilization ESG Performance Metrics- Environmental Data-Energy & Resource Consumption
303	Water and effluents	2.3 Prudent Resource Utilization ESG Performance Metrics- Environmental Data-Energy & Resource Consumption
304	Biodiversity	2.4 Maintenance of Ecological Balance
305	Emissions	2.1 Environmental Management System 2.5 Circular Management of Waste ESG Performance Metrics- Environmental Data-Climate Change Metrics ESG Performance Metrics- Environmental Data-Emissions Inventory
306	Waste	2.5 Circular Management of Waste ESG Performance Metrics- Environmental Data-Emissions Inventory
307	Environmental compliance	2.1 Environmental Management System
308	Supplier environmental assessment	4.1 Green Responsibility in Action



Indicator number	Indicator content	Report Section Index
401	Employment	3.1 Protection of Employee Rights 3.4 Employee Wellbeing Enhancement
402	Labor/management relations	/
403	Occupational health and safety	3.2 Workplace Safety & Health
404	Training and education	3.3 Employee Career Development
405	Diversity and equal opportunity	1.1 Enhancement of Corporate Governance 3.1 Protection of Employee Rights
406	Non-discrimination	3.1 Protection of Employee Rights
407	Freedom of association and collective bargaining	3.1 Protection of Employee Rights
408	Child labor	3.1 Protection of Employee Rights
409	Forced or compulsory labor	3.1 Protection of Employee Rights
410	Security practices	3.2 Workplace Safety & Health
411	Indigenous rights	4.2 Community Development through Partnership
412	Human rights assessment	4.2 Community Development through Partnership
413	Local communities	4.2 Community Development through Partnership
414	Supplier social assessment	4.1 Green Responsibility in Action

Indicator number	Indicator content	Report Section Index
415	Public policy	N/A
416	Customer health and safety	N/A
417	Marketing and labeling	N/A
418	Customer privacy	1.4 Advancement of Quality Assurance



# ESG Feedback Form

Dear Reader,

We sincerely appreciate your time in reviewing *Chifeng Gold's 2024 Environmental, Social, and Governance (ESG) Report*. Your feedback on our ESG management practices and disclosures is invaluable to us, as it serves as a critical foundation for our continuous improvement in sustainable development. Your comments and suggestions are most welcome and will be highly regarded.

## Multiple-Choice Questions (Please tick your selection accordingly)

Choices	Scoring		
1. Does this report adequately reflect Chifeng Gold's significant economic, social, and environmental impacts?	<input type="checkbox"/> Yes	<input type="checkbox"/> Partially	<input type="checkbox"/> No
2. Is the stakeholder identification and relationship analysis in this report accurate and comprehensive?	<input type="checkbox"/> Yes	<input type="checkbox"/> Partially	<input type="checkbox"/> No
3. Is the information provided in this report sufficiently comprehensive?	<input type="checkbox"/> Yes	<input type="checkbox"/> Partially	<input type="checkbox"/> No
4. Is the information in this report presented in a readable and understandable manner?	<input type="checkbox"/> Yes	<input type="checkbox"/> Partially	<input type="checkbox"/> No

## Open-ended Questions

We welcome you to put forward any other opinions and suggestions regarding *Chifeng Gold's 2024 Environmental, Social, and Governance (ESG) Report*.

You can respond to this questionnaire by mail, email, or fax, or you can directly call us to provide your feedback. We will consider your opinions and suggestions.

Address: No.7 Xiaojingjia, Wanfeng Road, Fengtai District, Beijing

Tel: 010-53232310

Email: IR@cfgold.com