



2025 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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Introduction

This report is the Environmental, Social, and Governance (ESG) Report for 2025 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.

Reporting Scope

This report covers the period from 1 January 2025 to 31 December 2025. Some content appropriately traces historical performance and data or includes forward-looking statements. The report encompasses the overall business operations of the Company 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(January 2026 Revision)
- Appendix C2 (Environmental, Social and Governance Reporting Code) of the Listing Rules of the Main Board of the Hong Kong Exchanges and Clearing Limited
- The Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards)
- The United Nations Sustainable Development Goals (SDG) Compass
- The Taskforce on Climate-Related Financial Disclosures (TCFD)
- World Gold Council's Responsible Gold Mining Principles (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 2025 Annual Report. All data are subject to the final interpretation of the Company.

Reporting Principles

This report is prepared in accordance with the following principles:

Materiality: This report has identified key stakeholders and their ESG concerns, with targeted disclosures made based on their significance.

Quantitative: All key performance indicators in this report are derived from relevant statistical reports or documents, with explicit disclosure of measurement criteria, methodologies, assumptions, and calculation tools.

Balance: This report endeavors to present the positive and negative ESG information and support performance transparently and objectively, avoiding selective disclosure or omission.

Consistency: Data disclosed in this report adopts consistent statistical methodologies with previous years to ensure comparability.

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 websites of the Shanghai Stock Exchange (www.sse.com.cn) and the Hong Kong Stock Exchange (www.hkexnews.hk), and the Company's website (www.cfgold.com).

This report is provided in both Chinese and English versions. In case of any discrepancies between the Chinese original and the English translation, the Chinese version of this 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.

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Definitions

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) Limited
Chixia Laos	Chixia Laos Holdings Limited

Board of Directors' Statement

As the Company's highest decision-making body for Environmental, Social, and Governance (ESG) matters, the Board of Directors of Chifeng Gold is committed to establishing a governance framework aligned with global sustainability trends. By embedding ESG considerations into strategic decision-making and operational processes, we ensure that sustainability goals are fully integrated with long-term value creation. The Board holds ultimate responsibility for the ESG management system, including approving the ESG strategy, major policies, and the annual sustainability report, and it oversees the implementation of ESG issues through regular reviews. The Company's 2025 ESG Report was approved by the Board of Directors on 20 March 2026.

To ensure effective governance, the Board has established a Strategy and Sustainability Committee, which reports directly to the Board. This committee is responsible for researching

and recommending long-term development strategies, major investment decisions, and sustainability policies.

Reporting to the Strategy and Sustainability Committee is the ESG Working Group, which ensures operational compliance and supports daily ESG activities. The working group implements ESG-related tasks, monitors and assists various departments in achieving ESG targets, and reports progress to management periodically. The Group's ESG affairs are overseen by Ms. Yang Yi-fang, Vice Chairman and Executive Director of the Company. We recognize that achieving sustainable development requires a collective effort.

We will work hand-in-hand with shareholders, partners, and the broader community to proactively address global challenges such as climate change, translating ESG value into a driver for our long-term development and building a more resilient future.



CEO's Message

The profound shifts in the global landscape and the urgent challenge of climate change continued to test corporate resilience and responsibility in 2025. In this complex and ever-changing environment, Chifeng Gold remains steadfast in viewing sustainable development as the fundamental path to overcoming challenges and delivering long-term value. Guided by our vision of "To be a prominent gold producer well recognized around the world" and our core value of "To benefit more people through the development of Chifeng Gold" we are committed to balancing robust operations with a deep commitment to environmental and social responsibility.

A robust governance system is the bedrock of our commitment. We have established a three-tier ESG governance structure—the "Board of Directors - Strategy and Sustainability Committee - ESG Working Group"—ensuring that our ESG objectives are implemented from the strategic level down to our mines. We adhere to the highest standards of governance transparency to maintain the trust placed in us. Our ESG disclosures now comply with the requirements of both the Shanghai Stock Exchange and the Hong Kong Stock Exchange, as well as the GRI Standards, and our ESG ratings have improved significantly, setting an industry benchmark.

To solidify our operational foundation and ensure efficiency and compliance, we continue to strengthen our quality management mechanisms. We have established a dedicated Total Quality Management Office to coordinate, implement, oversee, and improve quality management processes across the board. This fosters the application of advanced methodologies and full participation, ensuring quality control from R&D to service delivery and providing a solid foundation for our sustainable operations.



The future of the mining industry is inseparable from green Transition. We are firmly committed to our "2030 Carbon Peak, 2055 Carbon Neutrality" goals. In 2025, our environmental protection investment reached RMB 171.8987 million. We are steadily transitioning our energy structure toward lower carbon emissions, systematically upgrading production processes to save energy, and leveraging digital and intelligent mining technologies to enhance energy efficiency. While expanding our green power procurement, we are also increasing our capacity for self-generated green electricity. We place great importance on ecological protection and restoration, continuously rehabilitating mining areas and surrounding zones to enhance carbon sinks, striving to build mines that exist in harmony with nature. Furthermore, we participated in drafting two industry group standards in the PRC: *the General Principles for ESG Information Disclosure of Mining Enterprises* and *the ESG Governance Capability Rating Standards for Mining Enterprises under the China Mining Association*. This has allowed us to integrate our international operational experience into the standard framework, marking our evolution from a standard follower to a standard setter.

We treat safe production and the principle of "safety first" as paramount. We have set and are pursuing the goals of "zero major safety incidents and zero occupational disease incidents". We seek to continuously refine our safety management system, centered around the Safety Production Committee, driving accountability and achieving comprehensive safety management that involves all employees, all processes, and all operations. Through rigorous safety supervision and inspections, regular contractor safety audits, enhanced safety training for all, and organized emergency drills, we seek to protect the safety of every individual who works with us.

We firmly believe that a company's true value lies in ensuring that its development benefits communities across borders. "To benefit more people through the development of Chifeng Gold" is our solemn commitment to all stakeholders. We actively fulfill our social responsibilities, promoting community engagement and empowerment. Overseas, we contribute by prioritizing local procurement, creating local employment, and improving infrastructure. Our innovative "Tailings Storage Facility to Oil Palm Plantation" project in Ghana not only received recognition from the United Nations Sustainable Development Goals case study but has also enabled hundreds of local farming households to achieve sustainable income growth. Domestically, we have invested approximately RMB 12 million in community well-being through initiatives such as building community hospitals and establishing educational funds, creating a virtuous cycle of "corporate growth and community prosperity".

Mining is a long-term commitment to nature and society. Looking ahead, Chifeng Gold will continue to balance economic, environmental, and social benefits. We aim to be not just a gold producer, but a responsible and respected value creator. I extend my sincere gratitude to every stakeholder for your trust and partnership. Let us join hands to move towards a greener, more inclusive, and sustainable future.

Gao Bo Chief Executive Officer



About Chifeng Gold

- Company Profile
- Main Industrial Footprint
- Historical Highlights
- External Awards
- Industry Association

Company Profile

Chifeng Jilong Gold Mining Co., Ltd. is a rapidly growing international gold producer in the global gold mining industry, principally engaged in the mining, processing, and sales of gold. Classified under the non-ferrous metal mining and beneficiation sector, our main products include gold and other precious metals, as well as non-ferrous metals such as electrolytic copper. Our core business is mining, processing, and sales of gold, as well as polymetallic mining and resource recycling. We operate six gold mines and one polymetallic mine across China, Southeast Asia, and West Africa. Domestically, our subsidiaries Jilong Mining, Wulong Mining, Huatai Mining, and Jintai Mining focus on gold mining and beneficiation, while Hanfeng Mining specializes in polymetallic mining (zinc, lead, copper, and molybdenum). Our subsidiary in Laos, LXML, focuses on gold and copper mining and smelting. Our subsidiary in Ghana, Golden Star Wassa, focuses on gold mining. Additionally, our subsidiary, Guangyuan Technology, engages in resource recycling, specializing in the dismantling of waste electrical and electronic equipment.

As a growing international gold mining company, we are committed to our core value: "To benefit more people through the development of Chifeng Gold." We are dedicated to our development philosophy of being a "focused and professional gold mining company." We place great emphasis on environmental and safety performance while actively demonstrating human-centered care and fulfilling social responsibilities.

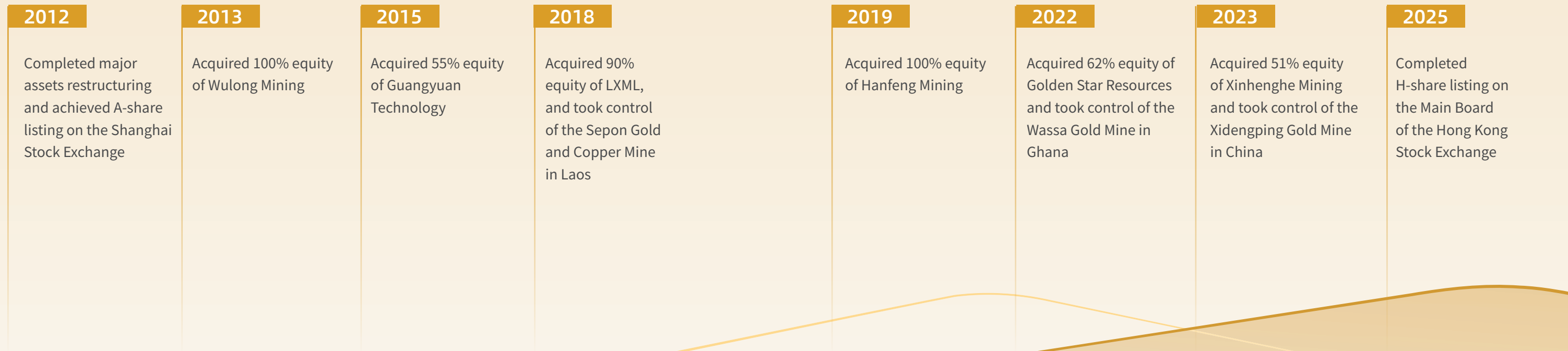
Through continuous management innovation, rigorous cost control, and proactive resource consolidation, Chifeng Gold is steadfastly pursuing internationalization and is steadily evolving into a globally recognized and welcomed major gold producer. In our future ESG practices, we will continue to deepen our ESG efforts and innovations, achieving our own sustainable development while setting an ESG benchmark for the industry, encouraging more companies to embrace ESG principles, and contributing to the achievement of global sustainable development goals.



Main Industrial Footprint



Historical Highlights



Awards

LXML

Certificate of Appreciation from the Governor of Savannakhet Province: Awarded in recognition of LXML's significant contributions to local health initiatives, reflecting the local government's appreciation of LXML's efforts to improve community healthcare conditions.



A+ Credit Rating Certificate from the Lao Ministry of Energy and Mines: The highest credit rating awarded by the industry regulatory authority, confirming LXML has achieved top-tier industry standards in mining compliance and comprehensive management.



Top 10 Employers in Laos Award: Awarded by 108 Jobs, the largest recruitment platform in Laos, honoring LXML's excellence in talent recruitment, work environment, and employer brand reputation.



Environmental Compliance Execution Certificate (Grade A): Issued by the Lao Ministry of Natural Resources and Environment, confirming LXML's high standards and strict requirements in environmental monitoring, protection, and compliance with national environmental regulations.



ASEAN-OSHNET Excellence Award: An international honor in the ASEAN region, presented by the Thai Ministry of Labor, specifically recognizing LXML's outstanding practices in occupational safety and health (OSH) management systems.



2025 ASEAN Mineral Award: LXML was awarded the "Second Vice Chairman's Award" for Best Practice in Metallic Mineral Mining at the awards hosted by the Lao Ministry of Industry and Trade, highlighting its exemplary role in regional mining technology and management.



First-Class Certificate of Merit from the Lao Ministry of Finance: Awarded in recognition of LXML's outstanding contributions to fulfilling fiscal obligations like taxes, highlighting LXML's sense of responsibility as a major economic pillar of the country.



2024 Lao Business Leader Award: Awarded by the Lao National Chamber of Commerce and Industry (LNCCI), affirming LXML's business leadership, industry driving force, and profound impact on local economic development.



Awards

Golden Star Wassa

Ghana Chamber of Mines (GCM) 11th Mining Awards: Boatemaa Hammond, Head of Corporate Affairs, won 3rd place (Runner-up) in the Women in Mining Professional (Non-Technical) category for her outstanding contributions to regulatory compliance leadership and corporate communications reporting systems.



GCM 2025 National Mine First Aid & Safety Competition: The Golden Star Wassa team won the National Championship with a score of 89, achieving their third consecutive victory and a historic seventh championship for the team.



Golden Star Wassa

Ianmatsun Global 2025 HESS Award: Golden Star Wassa won the "Best Environmental Management Practice Award" for its effective implementation of the PDCA management system, excelling in climate change response and enhancing environmental safety standards.



Ianmatsun Global 2025 HESS Award: Golden Star Wassa won the "Corporate Social Responsibility (CSR) Excellence Award" for its outstanding contributions to ensuring the health and safety of employees, subcontractors, and stakeholders, and for its commitment to sustainable community development.



Wulong Mining

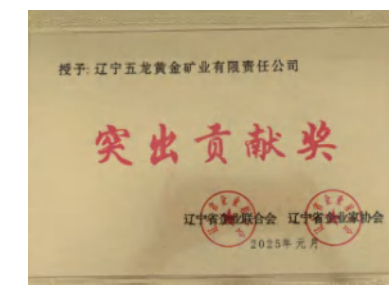
GCM 2025 Regional (Zone 2) Mine First Aid & Safety Competition: The Golden Star Wassa team performed consistently in practical and oral rounds, securing first place in the zone, showcasing top-tier emergency response capabilities.



Ianmatsun Global 2025 HESS Award: Golden Star Wassa won the "Environmental Leadership Excellence Award" for its innovative practices in harmonizing industrial production with natural environmental development and its leadership in maintaining ecological balance.



Outstanding Contribution Award: Jointly awarded by the Liaoning Provincial Federation of Enterprises and the Liaoning Provincial Federation of Entrepreneurs in January 2025.



AAA Credit Rating Certificate: Issued by the Enterprise Credit Rating AAA Credit Enterprise Zhongxin Runcheng (Beijing) International Credit Evaluation Change date formatting to: 21 October 2024 to 20 October 2027.



Executive Director Unit: Jointly awarded by the Liaoning Provincial Federation of Enterprises and the Liaoning Provincial Federation of Entrepreneurs, valid from March 2024 to April 2029.



Jilong Mining

In July 2025, Jilong Mining was honored as an "Official Sponsor of the 11th Traditional Games of Ethnic Minorities of the Inner Mongolia Autonomous Region."



In September 2025, Jilong Mining was awarded the title of "Cloud Plan Caring Organization for the Disabled" by the Inner Mongolia Autonomous Region Disabled Persons' Welfare Foundation.



In 2025, Jilong Mining was awarded the title of "Outstanding Private Enterprise of Chifeng City" by the People's Government of Chifeng City.



Jintai Mining

In April 2025, Jintai Mining was awarded the title of "Earthquake Relief, Hand in Hand, Loving Enterprise" by Niujie Township, Eryuan County, for its contribution to the "4·24" disaster relief efforts.



Guangyuan Technology

In 2025, Hefei Guangyuan Environmental Protection Technology Co., Ltd., a wholly-owned subsidiary of Guangyuan Technology, was included in Hefei's official statistics enterprises and received RMB 100,000 in incentive funds. Honors include: Executive Director Unit, Recycling Pilot Enterprise, Chair Unit, Hefei Safe Enterprise, etc.



Industry Association

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

Member of the Ghana Chamber of Mines

Council Member of Inner Mongolia Safety Production and Occupational Health Association

Member of the Association of China-Ghana Mining

2025 ESG Performance

- 2025 ESG Highlights
- UN Sustainable Development Goals (SDGs) Alignment

2025 ESG Performance

2025 ESG Highlights

Held 9 Board meetings with attendance rate of directors	Anti-corruption and business ethics training sessions	Coverage of employees, achieving coverage of directors and employees	Proportion of ethnic minority employees in domestic regular employees	Safety production investment in domestic subsidiaries	Year-on-year growth rate of safety production investment in domestic subsidiaries
100%	132	100%	9.69%	RMB 52.5935 million	36.86 %
Lawsuits or major administrative penalties due to business ethics violations	Mineral product qualification rate	Customer complaints	Average local employee ratio across mining areas exceeded	Average local employee ratio across Golden Star Wassa, LXML, and Jintai Mining exceeded	Training sessions
0	100%	0	80%	90%	1,397
Customer satisfaction	Annual R&D expenditure of approximately	Number of training participants	Total training hours	Volunteer activities	
99.75%	RMB 117.242 million	52,365	417,373 hours	97	
Clean energy usage	Total energy consumption	Volunteers Participated	Volunteer activities totaled 836 hours and number of beneficiaries	Community Dialogues Held	
360,337,440 kWh	24.90%	575	2,135	386	
Total environmental investment of approximately	Total ecological restoration investment of approximately	Community Visits	Stakeholders Engaged	Total community donations of approximately	
RMB 171.8987 million	RMB 138.61 million	1,549	3,167	RMB 9.0254 million	

UN Sustainable Development Goals (SDGs) Alignment

Chifeng Gold actively responds to the United Nations Sustainable Development Goals (SDGs), deeply integrating environmental, social, and governance (ESG) 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.

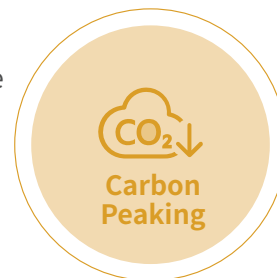


Core Value

To benefit more people through the development of Chifeng Gold.

ESG Development Strategy

In the context of global sustainable development, Chifeng Gold profoundly recognizes ESG as a crucial driver for long-term value creation and sustainable growth. Aligned with China's "dual carbon" goals, we have formulated a clear sustainability strategy: achieving carbon peak by 2030 and carbon neutrality by 2055. To realize this vision, we will seek to comprehensively optimize our energy mix, accelerate the adoption of clean energy, drive green technology innovation, and enhance resource efficiency. We will also seek to deepen the green Transition of our supply chain, collaborate with partners to build a low-carbon ecosystem, and integrate economic, social, and environmental value creation. Looking ahead, we will be driven by technological innovation and guided by green development, continuously promoting the harmonious coexistence of our business, society, and the environment.

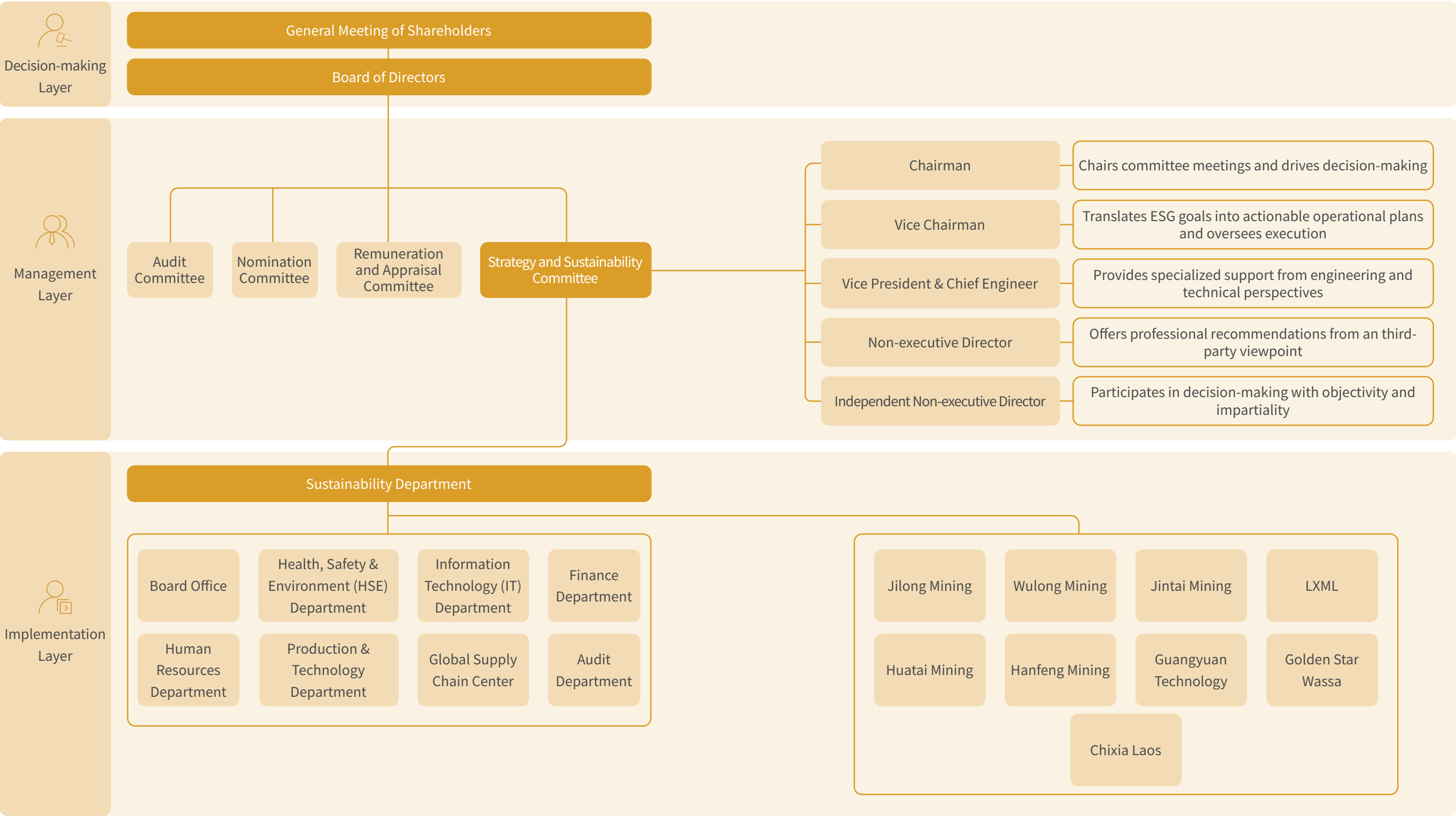


ESG Governance Framework

We continue to refine our three-tier ESG management system: "Board of Directors - Strategy and Sustainability Committee - ESG Working Group." The Board approves the ESG strategy and annual report. The Strategy and Sustainability Committee oversees target execution and tracks progress. The headquarters and mining area working groups report key performance data monthly. We also link director and executive compensation to ESG performance. Depending on their roles, ESG indicators account for 20% or more of individual performance assessments, using incentives to drive effective implementation of sustainability responsibilities.



Decision-making level	The shareholders' meeting and the Board of Directors serve as the highest decision-making bodies: • Approve ESG strategy, goals, and major matters, ensuring alignment with stakeholder interests. • Oversee the implementation of the ESG management system and approve the annual ESG report and KPIs, ensuring ESG integration into corporate governance.
Management	The Board's Strategy and Sustainability Committee is a specialized working body established under the Board of Directors, accountable to and reporting to the Board: • Research and advise on long-term development strategy from environmental, social, and governance perspectives. • Study, evaluate, and advise on major ESG trends and associated risks and opportunities. • Oversee the setting and implementation of ESG goals, including establishing KPIs, tracking progress, and advising on necessary actions.
Execution Layer	The ESG Working Group is established under the Board's Strategy and Sustainability Committee and consists of senior management and representatives from the Sustainability Department, Finance Department, and Board Office: • Responsible for daily operational support, including information collection and research for the Strategy and Sustainability Committee, as well as drafting proposals, regulations, and reports; • Coordinate daily activities, organize meetings, and manage documentation and related matters; • The Sustainability Department leads the day-to-day management and coordination of ESG matters, collects and analyzes ESG data, prepares ESG reports, and promotes the effective implementation of ESG-related initiatives and objectives. Meanwhile, all departments and subsidiaries cooperate in the implementation of ESG initiatives: • The head of each headquarters department takes primary responsibility for ESG matters within the department, developing and implementing relevant measures in accordance with ESG objectives; • Each subsidiary appoints an ESG liaison to advance ESG practices in line with headquarters' requirements and local conditions, regularly reporting progress and providing feedback on issues.



Chifeng Gold ESG Management Structure Diagram

Stakeholder Engagement

Chifeng Gold prioritizes stakeholder engagement as a key element of our ESG management, committed to building efficient and transparent two-way communication channels to effectively respond to stakeholder concerns. In 2025, we continuously identified and assessed the needs of core stakeholders – including shareholders, employees, customers, suppliers, and communities – across our operations and value chain. We actively integrate stakeholder insights into our ESG strategy and business decisions to foster consensus and advance sustainable development.

Stakeholder Categories	Stakeholder Concerns	Communication Channels
Shareholders and Investors	• Anti-bribery and Anti-corruption • Risk and Compliance Management • Corporate Governance • Environmental Compliance Management	• Regular Financial Reporting • Annual & Extraordinary Shareholder Meetings • Investor Relations Hotline & Dedicated Email • Investor Q&A Sessions and Roadshows
Government and Regulatory Authority	• Anti-unfair Competition • Rural Revitalization • Risk and Compliance Management • Addressing Climate Change	• Periodic Reporting & Data Submissions • Scheduled Meetings/Stakeholder Briefings • Government/Stock Exchange Consultations • Regulatory Inspections & Surveys
Directors and Senior Management	• Environmental Compliance Management • Product & Service Safety and Quality • Innovation-driven Development • Social Value Contribution	• Periodic Reporting & Data Submissions • Board Meetings • Board Committees • Management Special Reports • Workshops & Internal Briefings
Community and Public	• Social Value Contribution • Community Relations • Rural Revitalization • Ecosystem & Biodiversity Conservation	• Public Disclosures • Community Grievance Mechanisms • Community Philanthropy & Open House Events • Corporate Website & Social Media

Stakeholder Categories	Stakeholder Concerns	Communication Channels
Employees	• Employee Development & Training • Labor Standards Compliance • Occupational Health & Safety • Inclusive Employment Practices	• Staff Meetings • Union Activities & Meetings • Employee Satisfaction Surveys • Internal Communication & Grievance Platforms
Experts	• Addressing Climate Change • Emissions Management • Energy Resource Management • Ecosystem & Biodiversity Conservation	• Industry Forums & Seminars • Joint Research Initiatives • Academic Publications & Conference Presentations • Regular Expert Advisory Exchanges
Business Partners	• Product & Service Safety and Quality • Supply Chain Security • Fair Treatment of SMEs • Data Security & Customer Privacy Protection	• Supplier & Partner Meetings • Joint Training Programs • Industry Symposiums • Daily Business Communications
Non-Governmental Organizations	• Tailings Management • Waste Management • Environmental Compliance Management • Community Relations	• Public Disclosure Activities • Charitable Program Participation/Support • Collaborative Sustainability Initiatives

Double Materiality Assessment

In 2025, Chifeng Gold strictly adhered to *the Guidelines No.14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies - Sustainability Report (Trial)* and related guidance, continuously improving our double materiality assessment mechanism. We assessed each sustainability topic from two core dimensions – financial materiality and impact materiality. The assessment process consists of three phases: business context analysis, identification of potential topics, and topic evaluation and finalization.

Contextual Analysis of Operational and Value Chain Linkages

We conducted a comprehensive review of our operations and core value chain, taking into account the macroeconomic environment in 2025 and the latest trends in the mining industry. We analyzed the material impacts of key business activities on financial performance and sustainable development, closely followed the latest regulatory policy directions, and extensively gathered the demands and expectations of key stakeholders.

Preliminary Materiality Assessment Matrix Development

We identified a preliminary list of material topics based on SSE double materiality requirements and major international ESG standards, while reflecting the characteristics of the gold and polymetallic mining industry. For each topic, we analyzed its potential scope of impact, related risks, and opportunities, forming the 2025 sustainability topic list.

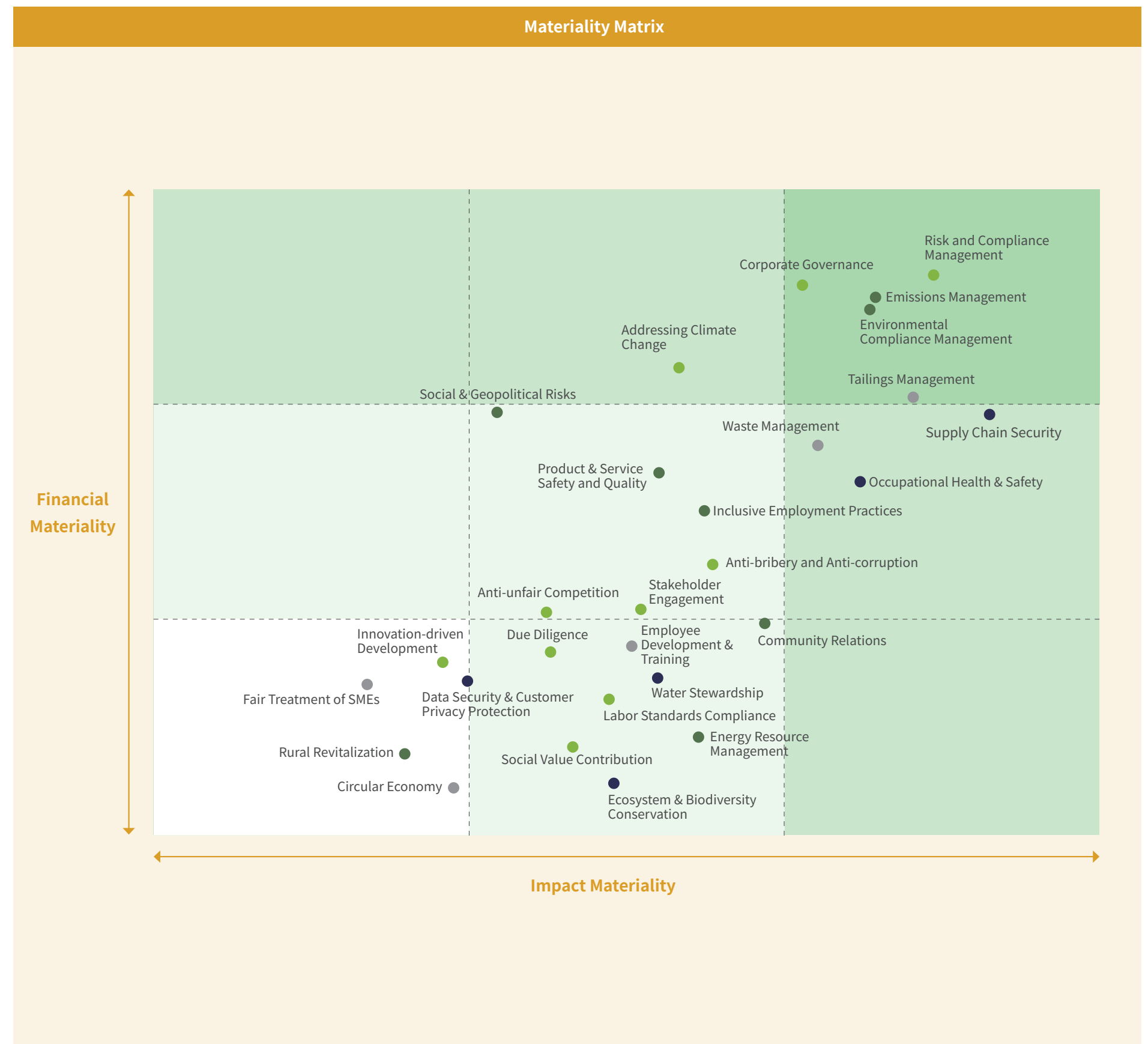
Comprehensive Evaluation and Finalization of the Topic Matrix

Based on the identified topic list, we designed detailed surveys and conducted in-depth consultations with internal management, external experts, and stakeholders.

- **Impact Materiality Assessment:** We distributed surveys to stakeholders (shareholders, employees, communities, regulators, suppliers, etc.) to assess the significant actual or potential impacts of Chifeng Gold's performance on the surrounding ecosystem, social groups, and economic environment.

- **Financial Materiality Assessment:** We surveyed core groups such as senior management, investors, and the finance department to evaluate whether each sustainability topic was expected to significantly impact our overall strategy, cash flow, financing costs, operating results, and long-term business model.

We consolidated results across both dimensions to develop the 2025 Materiality Matrix and submitted it to management for final approval.



Risks and Opportunities of Financially Material Issues

Topic	Impact Period	Risk	Opportunity
Risk and Compliance Management	Short, medium, and long term	Management Gaps: Failure to identify or control key risks could lead to major operational incidents or financial losses. Increased Costs: Optimizing internal management requires investment in resources, potentially increasing short-term operational costs. Reputational Risk: Failure to keep up with a rapidly changing legal environment can lead to non-compliance, resulting in lawsuits, fines, or permit suspensions.	Efficiency Gain: Optimized management and internal controls can reduce waste and improve operational efficiency, lowering costs. Trust Building: Strong risk management fosters confidence among customers and partners regarding long-term stability.
Corporate Governance	Short, medium, and long term	Financial Risk: Ineffective governance can lead to resource waste and financial losses, impacting financial health.	Trust Building: Strong corporate governance builds confidence among investors and customers about the Company's stability.

Topic	Impact Period	Risk	Opportunity
Pollutant Emissions	Medium and long term	Environmental Damage: Uncontrolled discharge of pollutants (e.g., heavy metals, reagents) can harm ecosystems. Compliance Risk: Stricter regulations mean exceeding emission limits can lead to heavy fines, shutdowns, or permit revocation. Reputational Risk: Media exposure of emission exceedances can damage community relations and brand value. Health Risk: Contaminants from tailings can pose health risks to nearby communities.	Tech Innovation: Investing in R&D for emission control can reduce impact, potentially leading to new products or services. Green Development: Strong emission control enhances our green image, meeting market demand for responsible production. Industrial Upgrade: Addressing emission challenges encourages process and equipment upgrades, improving resource efficiency. Collaboration: Opens opportunities to partner with research institutions, equipment suppliers, and peers to advance industry standards.

Topic	Impact Period	Risk	Opportunity
Environmental Compliance Management	Short, medium, and long term	Regulatory Penalties: Stricter environmental regulations increase risks of fines, production cuts, or shutdowns if non-compliance occurs. Cost Pressure: Meeting new requirements requires investment in pollution control and monitoring, increasing operational costs. Reputational Risk: Environmental violations can damage brand image, leading to customer loss and investor concerns.	Green Supply Chain Advantage: Strong environmental management meets the green supply chain requirements of downstream customers, enhancing competitiveness. Technology Upgrade: Drives adoption of clean production and energy-saving technologies, improving efficiency and reducing long-term costs.
Tailings Management	Short, medium, and long term	Compliance Risk: Dam failure, leakage, or illegal discharge can cause pollution, leading to penalties, shutdowns, or lawsuits. Reputational Risk: Tailings-related incidents can trigger community protests and negative media coverage, harming social license to operate.	Green Mining Development: Effective tailings management supports achieving Green Mine certification, enhancing our industry brand and competitiveness.

For risks and opportunities related to climate change, please refer to the "Addressing Climate Change" section.



To benefit more people through the development of Chifeng Gold

01

Integrity & Compliance

ESG Performance

Held **9** Board meetings with **100%** attendance.

Convened **19** Board Committee meetings and **3** Independent Director meetings.

Conducted **132** anti-corruption and business ethics training sessions, covering **7,257** employees, achieving **100%** coverage of directors and employees.

100% mineral product qualification rate.

Zero customer complaints; customer satisfaction rate of **99.75%**.

Annual R&D expenditure of approximately RMB **117.242** million.

UN SDGs

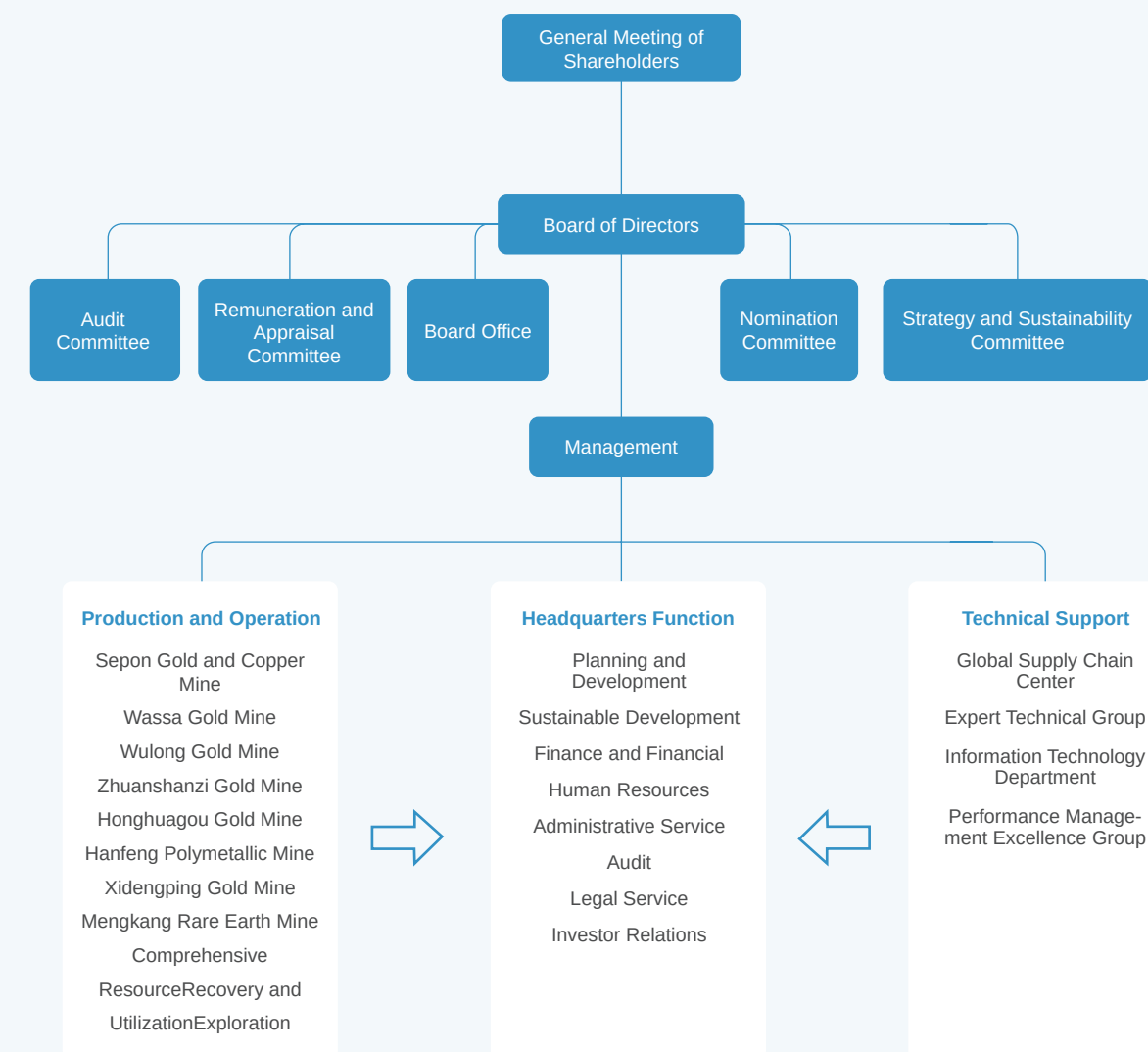


1.1 Enhancement of Corporate Governance

Chifeng Gold strictly adheres to national laws and regulations, including the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code of Corporate Governance for Listed Companies*, the *Listing Rules of the Shanghai Stock Exchange*, and the Listing Rules of the Hong Kong Stock Exchange, and other regulatory requirements of our listing jurisdictions. We have systematically built a governance structure and internal management system characterized by clear rights and responsibilities, effective checks and balances, and smooth operations. By ensuring the coordinated functioning of all governing bodies and effective internal and external oversight, we safeguard the interests of all stakeholders, laying a solid foundation for long-term value creation and sustainable development.

Corporate Governance Framework

Chifeng Gold operates strictly within its governance framework, forming a closed-loop decision-making, execution, and supervision system with legally defined and transparent procedures. This ensures clear separation of powers and effective checks and balances among the Shareholders' Meeting, Board of Directors, and management. The Board has established four specialized committees: the Strategy and Sustainability Committee, Audit Committee, Nomination Committee, and Remuneration and Appraisal Committee, alongside the Board Office. These form professional and efficient governance pillars. By clarifying the management policies and decision-making procedures of each governing body, we continuously promote efficient and standardized governance operations.



Chifeng Gold Governance Structure Diagram

Strategy and Sustainability Committee

Responsible for researching and advising on the Company's medium- and long-term development strategies, major investment decisions, key ESG trends, and related risks and opportunities.

Audit Committee

Responsible for establishing and implementing the Company's risk management systems, processes, and standards; organizing risk monitoring, evaluation, and assessment; guiding and supervising the first line of defense in fulfilling risk management duties; and promoting continuous improvement of the risk management system.

Nomination Committee

Responsible for developing and maintaining policies on Board and employee diversity; formulating selection criteria and procedures for directors and senior management; evaluating candidates for directors and senior management; and assessing the performance of directors and senior management.

Remuneration and Appraisal Committee

Responsible for developing remuneration policies and evaluation standards for directors and senior management; reviewing remuneration policies and plans, including decision-making mechanisms, processes, and arrangements for payment and clawback.

We strictly adhere to decision-making procedures stipulated in our *Articles of Association*, *Shareholders' Meeting Rules of Procedure*, and *Board of Directors Rules of Procedure*. During the reporting period, we held 3 Shareholders' Meetings, ensuring that the rights of all shareholders, especially minority shareholders, were fully exercised. In June 2025, we held the 2024 Annual General Meeting, which reviewed and approved the *Proposal on Determination of the Remuneration of Directors for 2024 and Remuneration Plan for 2025* developed by the Remuneration and Appraisal Committee, ensuring that the remuneration policy is subject to full shareholder participation and legal compliance.

We held 9 Board meetings with 100% attendance, discussing major issues such as corporate governance, internal controls, regular reports, major investments, major financing, and external guarantees. We convened 19 Board Committee meetings, including 4 Strategy and Sustainable Development Committee meetings, 8 Audit Committee meetings, 4 Nomination Committee meetings, and 3 Remuneration and Appraisal Committee meetings, ensuring the efficient operation of each committee. Additionally, we held 3 Independent Director meetings, providing professional support for the Board's decision-making.

Shareholders' Meetings

3

Board Meetings

9

Director Attendance Rate
at Board and Shareholders'
Meetings

100 %

Board Committee Meetings

19

Strategy and Sustainability
Committee Meetings

4

Audit Committee Meetings

8

Nomination Committee
Meetings

4

Remuneration and Appraisal
Committee Meetings

3

Independent Director Meetings

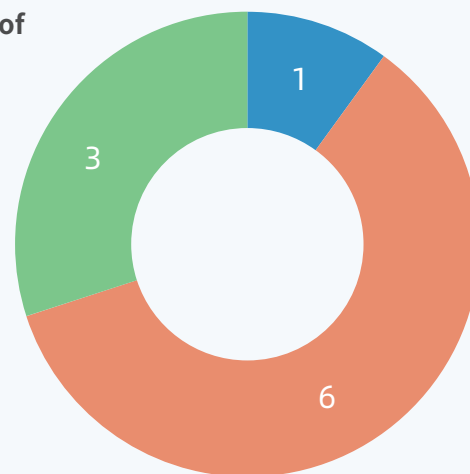
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Board Diversity

Chifeng Gold places great importance on board diversity. We have developed and continuously refine the Policy on Diversity of Board Members and Employees, integrating diversity deeply into our governance practices. We consider factors such as gender, ethnicity, nationality, language, cultural and educational background, industry experience, and professional expertise when selecting directors, aiming to build a diverse, well-rounded, and professionally competent Board. Our directors possess diverse professional backgrounds, encompassing finance, economics, mining, law, technology, accounting, risk management, corporate management, and sustainable development. This diverse perspective and combined expertise provide robust support for our strategic decision-making, risk management, and long-term development.

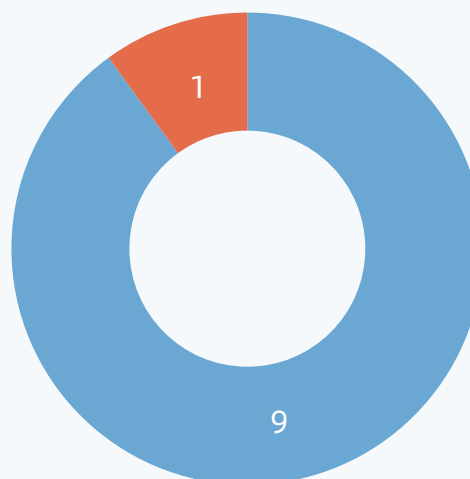
Educational Background of Board Members

- Bachelor's Degree
- Master's Degree
- PhD



Gender Composition of Board Members

- Male
- Female



Board Independence

We place high importance on Board independence. In accordance with relevant laws, regulations, and listing rules regarding Board independence, we have established and adhere to internal policies such as the *Working System for Independent Directors*, *Related Party Transaction Management Policy*, *Audit Committee Working Rules*, *Nomination Committee Working Rules*, *Remuneration and Appraisal Committee Working Rules*, and *Board of Directors Rules of Procedure*. We assess the independence of each Independent Director annually and issue a dedicated opinion. As of the end of the reporting period, the Board comprised 10 members, including 5 Executive Directors (including the Chairman), 1 Non-executive Director, and 4 Independent Directors, with Non-executive and Independent Directors accounting for 50%.

Board Members

10

Executive Directors

5

Non-executive Director

1

Independent Directors

4



Board Elections and Effectiveness

The Board of Directors is subject to rotation elections every three years, in accordance with the regulatory requirements of our listing jurisdictions. Directors are elected or replaced by the Shareholders' Meeting and can be removed before the expiry of their term. Their term is three years, and they are eligible for re-election upon term completion. None of our directors hold more than four directorships in other listed companies.

On October 31, 2025, we successfully completed the election of the 9th Board of Directors, its specialized committees, and senior management. As of the end of the reporting period, the average tenure of our directors was 5.85 years.

We place great emphasis on Board effectiveness. The Nomination Committee is responsible for selecting, reviewing, and nominating candidates for directors and senior management. Its evaluation criteria include, but are not limited to, candidates' diverse perspectives, professional skills, management experience, and their potential contribution to Board diversity. The Nomination Committee reviews the Board's structure, size, and composition (including knowledge, skills, and experience) annually, assists the Board in conducting the annual review of Independent Director independence, and conducts a systematic evaluation of the Board's overall performance at least every two years.



1.2 Stewardship of Regulatory Compliance

Compliance is a core pillar of Chifeng Gold's governance system. Through systematic policies, continuous compliance management, strict conduct codes, and robust oversight mechanisms, we integrate compliance requirements and business ethics into every aspect of our operations. We are committed to building an open, transparent, and responsible corporate image, laying a solid governance foundation for sustainable development.

Enhancing Compliance Governance

We continuously refine our compliance management system. We have established and implemented internal policies such as the *General Rules for Compliance Management*, *Implementation Measures for Compliance Performance Appraisal*, *Management Measures for Compliance Supervision*, *Trade Sanctions Policy*, and *Anti-Money Laundering Management Policy*, creating a systematic and standardized compliance management mechanism to strictly prevent compliance risks in our operations. We regularly identify compliance risks in key areas and, based on risk assessments, determine differentiated processing procedures and reporting paths, ensuring precise and effective compliance control.

Regarding compliance performance management, guided by the principles of "seeking truth from facts, objectivity and fairness, democratic transparency, and focus on performance," we conduct annual compliance performance reviews for employees. The results are applied to annual comprehensive evaluations, promotions, awards and recognitions, and performance bonuses, reinforcing compliance requirements, fostering a compliance mindset, and ensuring lawful operations.

We also enhance employee awareness and competence through continuous compliance training and corporate culture building. During the reporting period, we achieved full coverage of regular compliance training for all employees, with a special focus on high-compliance-risk personnel, actively cultivating a culture of proactive compliance.



Seeking truth
from facts



Objectivity
and fairness



Democratic
transparency



Focus on
performance

Upholding Business Ethics

We view business ethics as a cornerstone of governance and maintain "zero tolerance" for any unethical conduct, including corruption, bribery, embezzlement, fraud, extortion and unfair competition. We are dedicated to fostering an open, transparent, and honest business environment. Through robust systems, personnel management, training, audits, and whistleblowing mechanisms, we integrate ethical standards throughout our operations.

The Board of Directors serves as the highest supervisory and decision-making body for business ethics. We strictly comply with laws and regulations such as the *Civil Code of the People's Republic of China*, *Supervision Law of the People's Republic of China*, *Criminal Law of the People's Republic of China*, *Anti-Unfair Competition Law of the People's Republic of China*, and *Anti-Monopoly Law of the People's Republic of China*. We regularly review and update internal policies like the *Chifeng Gold Code of Business Conduct*, *Anti-Corruption and Anti-Bribery Policy*, and *External Donation Management Measures*, ensuring all operations run within a compliant framework. We maintain high transparency, effectively preventing risks and remaining open to stakeholder oversight.

We embed ethical standards into our operational processes. For key positions and roles, we require employees to sign the Anti-Bribery and Anti-Corruption Commitment Letter, making adherence a key factor in performance reviews and appointments. We also require suppliers and partners to sign a *Letter of Commitment to Integrity*, creating a dual-layered accountability system. During the reporting period, there were no concluded corruption-related lawsuits against the Company.

We have established regular, systematic oversight and review mechanisms for business ethics and compliance. The Audit Committee monitors the conduct of the Company and its directors and senior management, operating a dual-track system of "regular reporting + dynamic alerts". This system covers regular supervision and captures potential risks through whistleblowing channels, forming a closed loop of "prevention, monitoring, and remediation" to ensure rigorous and effective oversight.



Review the internal audit department's work reports on a quarterly basis to ensure continuity and depth of oversight.



By receiving and reviewing the company's reporting email, promptly obtain information on potential violations, enhancing the timeliness and accuracy of oversight.

Chifeng Gold opposes unfair competition, believing in winning through performance and lawful conduct. We strictly prohibit employees from engaging with competitors in illegal anti-competitive activities related to pricing, bidding, market allocation, or customer sharing, and prohibit the misuse of trade secrets.

In terms of culture and capability building, we actively organize comprehensive anti-corruption and ethics training for Board members, senior management, all employees, and contractors. During the reporting period, we conducted 132 anti-corruption and business ethics training sessions, covering 7,257 employees, achieving 100% coverage of directors and employees. We also extend our ethical standards to our value chain, encouraging suppliers and partners to comply with business ethics and legal requirements, jointly reinforcing the defense against corruption.

During the reporting period, we had no incidents of business ethics or code of conduct violations related to corruption, bribery, discrimination, harassment, customer data breaches, conflicts of interest, money laundering, insider trading, or unfair competition. There were no lawsuits or major administrative penalties resulting from business ethics violations.



Whistleblowing Mechanism

We have established and continuously improve a robust whistleblowing mechanism, governed by the *Whistleblowing Management Measures and Whistleblower Policy Statement*. We follow a strict closed-loop management process involving acceptance, preliminary verification, investigation, feedback, and protection, ensuring open and effective oversight channels.



Tax Compliance Management

We place high importance on tax compliance, strictly adhering to the tax policies and relevant regulations of our jurisdictions. We commit to complying with the tax laws of our host countries, refraining from using tax structures lacking commercial substance and applying the arm's length principle in transfer pricing.

1.3 Strengthening of Risk Resilience

Robust risk management is fundamental to our stability and success, as well as crucial for achieving strategic goals and sustainable development. We integrate risk management deeply into our governance and operations, continuously improving our risk system. We embed risk management requirements into daily business activities and management decisions, enabling timely risk identification, prudent assessment, dynamic monitoring, and effective response, providing a solid foundation for navigating uncertainty.



Risk Governance Structure

We continuously improve our risk governance structure, strengthening the "Three Lines of Defense" to enhance overall risk management effectiveness:



Risk Review Mechanism

To ensure the effectiveness and continuous improvement of our risk management system, we have established a regular risk review mechanism that spans business execution and independent oversight. Departments and business units conduct regular self-assessments and evaluations. Working with the risk management team, they identify and develop targeted response plans for strategic, operational, financial, and legal risks. Based on risk identification results, we continuously improve internal controls and implement corrective actions. The Audit Department exercises its oversight function by regularly auditing and evaluating the risk management of various departments and business units, focusing on key positions and critical operations. Audit results are reported to the Board and Audit Committee. We have also established a communication and reporting mechanism for risk information across departments, ensuring timely, accurate, and complete information flow, supporting continuous risk management monitoring and improvement, and forming a management loop.



Identification of Major and Emerging Risks

Based on our risk identification, our primary risks cluster around four areas: changes in overseas policies, declining mine resource grades, stricter compliance regulations, and gold price volatility. During the reporting period, we proactively addressed these risks by participating in domestic mining industry standard setting, exploring overseas resources, and improving our ESG ratings, ensuring long-term sustainable development.

Environment Ecological Restoration & Carbon Emissions in Overseas Mines

Core Impact

Mines require investment in solar power plants and vegetation restoration, directly increasing operational costs.

Countermeasures

Reduce carbon emissions through green technology upgrades (e.g., solar projects). Participate in industry ESG standard setting. Innovate with models like "mining land conversion to agriculture" to achieve ecological and community co-benefits.



Social

Community Conflict & Security Management Overseas

Core Impact

Cultural differences at Ghana site previously hindered communication. Increased safety training costs raise administrative expenses.

Countermeasures

Actively participate in local community events. Strengthen communication to understand and respect local culture. Promote local hiring. Build community hospitals and education funds. Adhere to international safety standards and link ESG performance to executive compensation.



Governance

Disclosure Compliance & Shareholder Returns

Core Impact

Dual listing requires meeting multiple disclosure standards, potentially affecting investor confidence.

Countermeasures

Establish a three-tier oversight system. Enhance market trust through transparent communication mechanisms and improved ESG ratings.



1.4 Advancement of Quality Assurance

We view quality management and customer service as critical pillars of our commitment to excellence. Driven by a systematic quality management system and a customer-centric service model, we continuously strengthen our operations and build market trust. Based on comprehensive quality control, we have built an efficient, transparent, closed-loop customer service and privacy protection system, creating stable, reliable value for our customers and promoting high-quality development.

Strengthening Quality Management

Chifeng Gold has built a systematic, standardized quality management system covering all business processes, featuring clear responsibilities and closed-loop management. Our quality management is overseen by the Total Quality Management Office, reporting to the General Manager. Guided by the principle of total quality management, we have a clearly defined scope of duties, authority, and responsibilities, creating a model of company-wide participation, full-process control, and full-element coverage.

We develop and dynamically update quality development plans, inspect quality management across all departments, organize employee-led quality initiatives and recognition programs, and promote advanced quality methods and control techniques. We establish and improve a full-process quality assurance system covering product R&D, manufacturing, and after-sales service. We analyze product quality, track corrective actions, and supervise the implementation of the quality assurance system centered on accountability.

Through refined quality control processes and advanced technical tools, we ensure quality performance at every stage meets our standards, providing reliable assurance for enhancing product competitiveness and customer satisfaction.

Laboratory Establishment

- Laboratories are established at mining sites to test ore and tailings samples, providing scientific support for mineral resource development, processing, and sales.

Process Standardization

- Subsidiaries develop specific implementation rules for operational procedures, defining roles and responsibilities to ensure work standardization.

Regular Reporting

- Daily reports, monthly summaries, and dedicated manager oversight ensure data traceability.

Arbitration Mechanism

- Uses comparative analysis of internal assays, external tests by national centers, and sales assays. Arbitration mechanisms enhance transparency and comparability. Large deviations trigger secondary arbitration.

Intelligent Management

- Uses data from our intelligent management platform for quantitative analysis, improving the efficiency and accuracy of secondary arbitration.

Performance & Recognition

- Integrates test result discrepancies into performance criteria. Conducts annual assessments to improve laboratory quality and staff competence.

Each subsidiary has established its own production standards and quality control systems, ensuring efficient, compliant operations within the unified quality framework:

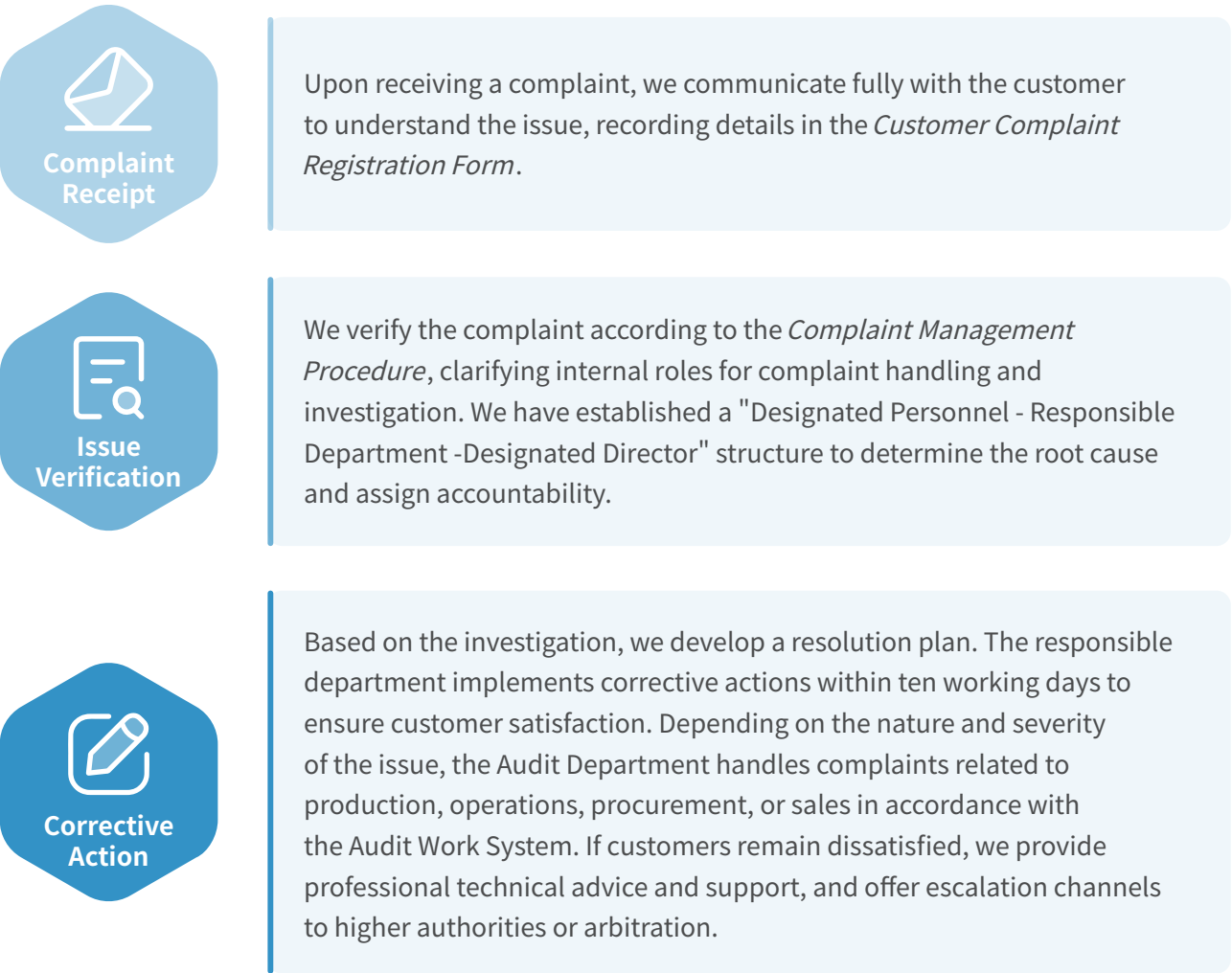
Subsidiary	Quality Management Policies
Huatai Mining	Follow the <i>GB16423-2020 Safety regulation for metal and nonmetal mines</i> . Establish control systems based on production characteristics. Achieve full-process quality control (mining, beneficiation) through sampling, sample preparation, moisture, and grade testing.
Hanfeng Mining	Build quality management system per ISO 9001:2015. Establish quality policy covering the entire process from raw ore intake to concentrate storage/shipment for its copper-lead-zinc-molybdenum plant. Develop quality assurance and product recall procedures.
Guangyuan Technology	Develop internal quality management systems like the <i>Guidelines for Standard Dismantling Operations and Production Management of Waste Electrical and Electronic Equipment</i> . Set inspection standards.
Jilong Mining	Follow the <i>GB16423-2020 Safety regulation for metal and nonmetal mines</i> . Achieve ISO 9001 certification during the reporting period.
Jintai Mining	Develop and implement the <i>Management Measures for Metal Balance in the Heap Leaching Process</i> .
LXML	Develop and implement internal policies such as <i>Quality and Materials Management Policy</i> , <i>Production and Maintenance Standards</i> , <i>Management Review Procedures</i> , and <i>Service Agreement Procedures</i> .

During the reporting period, Chifeng Gold achieved a 100% product qualification rate, with no product recalls due to safety or health reasons.

Optimizing Customer Service

Chifeng Gold is committed to continuously improving the customer service system, encouraging subsidiaries to establish and follow standardized service control procedures to ensure high-quality, reliable service. We value customer feedback, maintaining open communication via phone, instant messaging, email, and other channels. We conduct regular post-delivery customer follow-ups, systematically collecting, organizing, responding to, and relaying customer information. During the reporting period, we received zero customer complaints.

To protect customer rights and promptly address issues, we have a clear customer complaint handling procedure: "Complaint Reception - Issue Verification - Corrective Action."



Each subsidiary continuously improves its customer service system, systematically collecting feedback on product quality and service through formal post-sale follow-up. We have a customer satisfaction survey mechanism and conduct annual assessments. In 2025, the customer satisfaction rate across our subsidiaries was 99.75%, with no customer complaints related to safety or health issues.

We also prioritize customer privacy and data security. We sign confidentiality agreements with customers and take comprehensive measures to prevent data leakage, tampering, or unauthorized access during storage, transmission, and use, building a strong defense for information security.

1.5 Exploration of Frontier Technologies

Chifeng Gold has built an R&D management system covering the entire innovation process. We actively engage in industry-academia-research collaboration, continuously improve our intellectual property protection mechanisms, and inspire innovation across the Company. We also maintain an information security management system aligned with ISO 27001 standards, ensuring data security and business continuity.



Technological Innovation and Process Upgrades

We prioritize technological innovation. We have developed and implemented internal policies such as the *R&D Management System and Science and Technology Incentive Measures*, establishing a multi-layered R&D and innovation system covering the entire innovation process, driving independent innovation and commercialization. We have implemented a standardized R&D management process covering project initiation, team formation, planning, implementation and rollout. We have dedicated budget control and independent audits to ensure compliant and efficient R&D activities. We provide incentives like "Science and Technology Progress Awards", "Technical Innovation Awards", and "Special Achievement Awards" to motivate employees at different innovation levels, with a focus on frontline technical staff. Through a combination of robust policies, standardized processes, and effective incentives, we continuously stimulate innovation across the Company, providing solid technical support and momentum for high-quality growth. During the reporting period, R&D expenditure was approximately RMB 117.242 million.



Case

Hanfeng Mining Production Technology Upgrade

To address challenges like fine disseminated ore, close mineral associations, insufficient liberation due to grinding fineness, excessive concentrate content, and low recovery rates, Hanfeng Mining implemented various technology and process optimization measures:

- **Grinding Optimization**

Implemented "multi-stage ball loading + dynamic replenishment," installed automatic water valves and cyclone pressure controls, ensuring grinding fineness (-0.074mm) $\geq 80\%$ and reducing micro-fines content.

- **Classification Upgrade**

Added slag removal devices and baffles at spiral classifier overflows, adjusted slurry pipeline gradients, stabilized grinding concentration, and reduced flotation fluctuations.

- **Process Innovation**

Adopted a "Cu-Pb bulk flotation - Cu-Pb separation - fast asynchronous Zn flotation" low-alkalinity process, combined with synchronous activation and deactivation control, inhibiting sphalerite activation by secondary copper ions, reducing impurities in zinc concentrate.

Following optimization, the proportion of easily liberated minerals increased by 5.11%, while micro-fines content decreased by 5.77%. Lead and zinc recoveries increased by 0.01% and 0.02%, respectively. For complex ore, impurities in Cu-Pb-Zn concentrates were significantly reduced, and zinc recovery increased by 2%.

We actively collaborate with universities and other enterprises on in-depth industry-academia-research projects, continuously bringing in cutting-edge technologies and innovative ideas to empower our R&D system. Through these collaborations, we cultivate and train high-quality technical talent with comprehensive skills for key departments like production and technology, building an open, collaborative innovation ecosystem.

Intellectual Property Protection

Chifeng Gold has systematically built and continuously improve its intellectual property protection mechanisms, gradually forming a management system covering the entire lifecycle of patents (application, licensing, transfer, maintenance, termination). Through institutionalized and standardized operations, we protect our proprietary patents and guard against legal and operational risks.

 Ownership	IP rights for employee inventions (including beneficiation processes, equipment modifications) belong to the Company. Key personnel sign IP Ownership Agreements and confidentiality agreements.
 Full-Process Protection	Pre-development patent searches to avoid infringement; timely patent filing for results; classified protection for sensitive technology (physical isolation, encrypted storage, strict access control).
 Enforcement & Management	Subsidiaries lead patent applications and maintain records. The Legal Department handles disputes and conducts regular IP training.

Ensuring Information Security

We prioritize information security and data protection, systematically building and continuously enhancing our information security management system. We strictly adhere to international standards such as ISO 27001 and ISO 27002 and applicable laws and regulations, and have obtained IS 27001 certification. We have developed and implemented internal policies, *including the Information Security Management Manual, Information Security Policy, Personal Information Protection Policy, Information Security Risk Assessment Protocols, and System Patch Management Standards*. These define the composition and reporting structure of the Information Security Management Team and drive deep integration with our business operations. The Board of Directors holds ultimate responsibility for information security.

Guided by the information security policy of "integrated defense mechanisms, standardized operations, continuous improvement, and fulfilment of internal stakeholder security requirements," we classify information into three levels: Confidential, Internal, and Public. We employ strict access controls, password management, account reviews, network isolation, and firewalls to prevent unauthorized access, misuse, or data leakage, ensuring the integrity, availability, and confidentiality of our data assets. We regularly conduct information security target management, risk assessment and treatment, management reviews, and performance evaluations to continuously improve our information security system.

We regularly test our information systems backup and recovery to ensure business continuity and data recoverability. We have built a complete, dynamic, and effective information security defense system through multi-layered testing, including physical environment protection (e.g., UPS power failure alerts), network link switching, and application system recovery.

To ensure the continued effectiveness of our information security system, we conduct at least one internal audit annually in accordance with the *Information Security Internal Audit Management Procedure*. This process covers planning, establishing, implementing, and maintaining the audit program, and defines audit frequency, methods, responsibilities, and reporting requirements. Each audit defines its scope and criteria, ensuring objectivity and fairness. Audit results are reported to management, and records are maintained.

Regarding information security culture, we systematically enhance employee security awareness through onboarding, annual training, internal communications, and simulated drills (e.g., phishing simulations). We conduct email attack simulations for Office 365 users to improve their ability to identify and respond to malicious emails, providing targeted security awareness training for identified risk users.

We also strengthen information security management for supply chain partners. The *Supplier Management Policy* includes information security requirements and review cycles, enabling us to build a secure and reliable value chain ecosystem with our partners.



To benefit more people through the development of Chifeng Gold

02

Sustainability & Eco-Responsibility

ESG Performance

Total environmental investment: approximately RMB **171.8987** million, including approximately RMB **138.61** million for ecological restoration.

Location-based GHG emissions: **1,119,763.17** tCO₂e.

GHG intensity (location-based): **0.89** tCO₂e / RMB 10,000 revenue.

Market-based GHG emissions: **1,049,376.10** tCO₂e.

GHG intensity (market-based): **0.83** tCO₂e / RMB 10,000 revenue.

Total water recycled: **7,271,415** t.

Total energy consumption: **177,878.27** tce.

Energy intensity: **0.14** tce / RMB **10,000** revenue.

Clean energy usage: **360,337,440** kWh, accounting for **24.90%** of total energy consumption.

UN SDGs



2.1 Environmental Management System

Chifeng Gold embraces the principle that "lucid waters and lush mountains are invaluable assets" and integrates environmental protection into all aspects of our operations. We prioritize environmental stewardship as a core component of our production and operational management. Guided by our objectives of energy conservation and carbon reduction, prevention-first, comprehensive management, and the development of green mines, we continuously refine our environmental management policies and execution mechanisms. We drive the effective implementation of environmental requirements across all business processes.

We strictly comply with national environmental and resource protection laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Mineral Resources Law of the People's Republic of China*, and the *Regulations on Environmental Management of Construction Project*. We manage waste gas, wastewater, solid waste, and other environmental aspects according to relevant industry standards such as the *Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste*, *Integrated Emission Standard of Air Pollutants*, and the *Environmental Quality Standard for Surface Water*. This ensures our operations comply with all applicable local laws and regulatory requirements.

We integrate environmental management requirements throughout the project lifecycle—planning, construction, and operation. By strengthening pollution prevention, resource conservation, and process control, we continuously reduce the impact of our activities on the surrounding environment and natural resources, promoting coordinated development between resource extraction and environmental protection.

Environmental Governance

Chifeng Gold has established a top-down environmental governance structure with clear responsibilities, integrating environmental management into our overall governance and operational system. We define the roles and responsibilities of decision-making, management, and execution levels to ensure effective implementation of environmental requirements across the Group.

The Environmental Protection Committee serves as the highest decision-making and coordination body for environmental management. The CEO chairs the Committee, with Vice Presidents and the Safety Director serving as Deputy Chairs. Heads of functional departments and general managers of subsidiaries act as members. The Committee oversees and coordinates major environmental matters across Chifeng Gold. Its primary responsibilities include:



Implementing national and local environmental protection policies, laws, and regulations; reviewing the Company's environmental development plan, annual work plans, and key environmental management policies.



Coordinating major environmental issues, including approving major pollution control projects, ecological restoration projects, and the use of dedicated environmental protection funds.



Organizing the deployment of environmental accident response, approving response plans, and coordinating rescue resources.



Regularly reviewing the Company's environmental performance, evaluating the implementation of environmental tasks by subsidiaries and departments, and determining rewards or penalties.

At the management level, relevant departments collaborate on environmental management. The Health, Safety & Environment (HSE) Department is the lead, responsible for implementing environmental policies, conducting regular inspections, and coordinating related work. The Production Technology Department integrates environmental requirements into production organization and technical management. The Finance Department manages the allocation and use of environmental funds. The Board Office provides comprehensive coordination and support. The Global Supply Chain Center manages procurement of environmental supplies and promotes environmental requirements within the supply chain. The Human Resources Department oversees staffing and training related to environmental management, enhancing employee capabilities.

At the operational level, subsidiaries and production units are responsible for their own environmental performance. The General Manager of each subsidiary is the primary person responsible for environmental protection, tasked with implementing the Company's environmental management system, annual targets, and specific measures, and bears direct responsibility for their unit's environmental performance and compliance.

During the reporting period, Chifeng Gold's total environmental investment was approximately RMB 171.8987 million, with overall stable environmental management across its subsidiaries. However, Wulong Mining was penalized for failing to fulfill its statutory obligation for entrusted solid waste disposal and for commencing operations before completing acceptance of environmental protection facilities. We treated this matter with high priority and completed comprehensive rectification and credit information restoration during the reporting period. We continue to strengthen environmental management across all subsidiaries and conduct ongoing self-inspections and corrective actions to prevent similar incidents from recurring.



Policies and Systems

Led by the Group's HSE Department, Chifeng Gold has established and continuously improves its Ecological Environmental Protection Management System. This core document sets out the requirements for construction project environmental management, pollution prevention, environmental facility operation, environmental monitoring and disclosure, environmental risk control and emergency management, and reward/penalty mechanisms. It covers the entire mining lifecycle—exploration, infrastructure construction, mining (underground and open-pit), beneficiation, tailings facility operation and closure, and ecological restoration. It applies to all subsidiaries, functional departments, employees, and contractors working within the mining areas, establishing unified environmental standards and behavioral requirements.

In designing our management framework, we place legal compliance as our top priority. We align strictly with national and local environmental protection laws, regulations, and relevant standards. We establish clear accountability mechanisms based on the principles of "who develops, protects; who pollutes, governs; and who damages, restores," and we cascade environmental management responsibilities across all levels to ensure effective implementation. We focus on source prevention and process control, identifying environmental risks early during project planning, design, construction, and operation phases, and implementing targeted measures to minimize the likelihood of pollution and ecological damage. Through departmental collaboration and system compliance checks, we ensure that production operations and environmental protection proceed in harmony. Regular evaluation and continuous improvement mechanisms further optimize our environmental management.

Environmental protection systems and measures during project construction and operation

We systematically implement environmental protection requirements throughout the project lifecycle, integrating them into engineering management and production operations.

During Construction

We strictly enforce the "Three Simultaneities" principle for environmental protection, ensuring that environmental protection facilities are designed, constructed, and commissioned concurrently with the main project. This addresses pollution prevention and ecological protection from the source. After project completion, we conduct environmental protection facility acceptance checks as required, ensuring effective implementation.

During Operation

We implement "green production" controls measures tailored to mining activities. In the mining process, we promote the use of backfilling mining methods, reducing waste rock discharge and surface disturbance by backfilling mined-out areas, minimizing ecological impact. In the mineral processing stage, we prioritize low-pollution, low-toxicity reagents to reduce pollutant generation and the environmental burden of wastewater treatment. Regarding production and transportation management within the mining area, measures such as road paving and greening are implemented to effectively suppress dust emissions and improve environmental quality in and around the mining area.

Case Wulong Mining: Construction of an Intelligent Mining System

Wulong Mining has implemented a 5G intelligent control platform. Six key mine systems are now fully deployed, including tailings online monitoring, water quality monitoring stations, water treatment stations, dam displacement meters, PM2.5 sensors, and systems for collecting wastewater, exhaust gas, noise, and tailings safety data. These systems trigger alerts for exceedances, enabling real-time monitoring and timely risk control, ensuring full traceability of environmental data.

Case Jilong Mining: Achieved ISO 14001 Environmental Management System Certification in July 2025



Environmental Impact Monitoring

We have established and continuously refine an environmental issue supervision and audit mechanism, forming a three-tier oversight structure comprising "headquarters supervision + subsidiary self-monitoring + third-party monitoring." At the headquarters level, inspections are conducted quarterly on the operation of environmental protection facilities across all subsidiaries, with a focus on assessing the operational effectiveness of critical facilities such as wastewater treatment plants and dust collectors. At the subsidiary level, monthly environmental compliance self-inspections are carried out, covering key processes such as wastewater discharge and solid waste disposal, with findings compiled into an Environmental Monitoring Report for submission and record-keeping. Additionally, we engage qualified third-party agencies to conduct pollutant emission testing semi-annually, with tested parameters including key environmental indicators such as chemical oxygen demand (COD), particulate matter, and heavy metals.

Regarding audits, we conduct an annual internal environmental audit covering all subsidiaries, assessing the implementation status of our environmental management system and compliance risks. In 2025, we further engaged an external organization for a dedicated ESG audit.

We continuously strengthen environmental protection awareness and capacity building through diverse training activities. During World Environment Day 2025, (5 June 2025), we organized a themed "Green Mine" campaign. We displayed informational boards at the mines, included content in employee handbooks, and shared environmental knowledge on our official WeChat account, fostering a culture of environmental participation. We also conducted specialized environmental training for subsidiaries, with environmental personnel attending "Mine Pollution Control Technology" sessions to enhance their expertise in pollution prevention, technology application, and compliance.



2.2 Addressing Climate Change

Chifeng Gold recognizes the profound and far-reaching impacts of climate change on society and our operations. We consider climate change response an integral part of our sustainable development and long-term strategy, continuously advancing related initiatives and practices. We are gradually strengthening greenhouse gas emission monitoring and reduction efforts in our daily operations and supply chain management, promoting the synergistic development of climate action and business growth. We have integrated climate-related risks and opportunities into our enterprise-wide risk management system, linking them with our existing processes for risk identification, assessment, monitoring, and response. This allows us to systematically identify and evaluate potential physical and transition risks, as well as opportunities, using the results to inform strategic decisions and resource allocation, continuously enhancing our ability to manage uncertainty and adapt to change. Aligned with China's "dual carbon" strategic goals and our business characteristics, we have set climate-related targets and established mechanisms for ongoing tracking and assessment. We regularly review progress, improve our data foundation, strengthen internal coordination and management, steadily advancing our emission reduction and climate management efforts.

We follow the recommendations of the *Task Force on Climate-related Financial Disclosures (TCFD)*, the *Implementation Guidance for Climate Disclosures under HKEX ESG reporting framework, Corporate Sustainable Disclosure Standards NO.1 – Climate (Trial)*, and *Shanghai Stock Exchange Self-Regulatory Guidance for Listed Companies No. 4 – Preparation of Sustainability Reports (Revised in January 2026)*. This ensures comprehensive, accurate, transparent, and consistent climate-related information disclosure to our stakeholders.

Climate Change Governance Structure

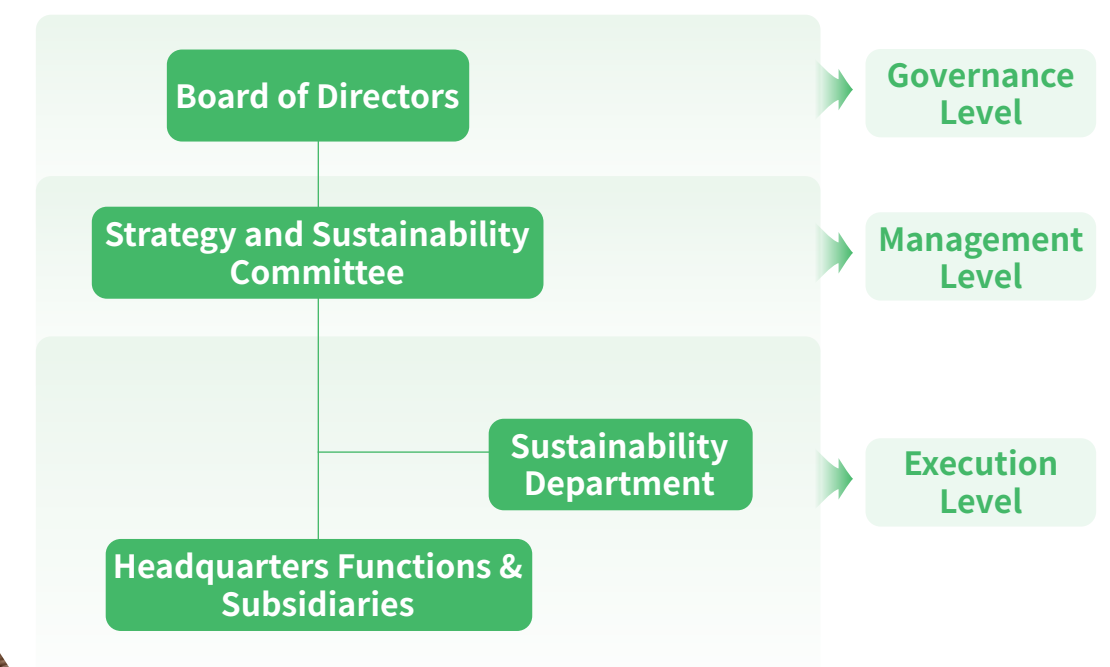
Chifeng Gold has established a climate change governance structure covering decision-making, management, and execution levels, clearly defining roles and responsibilities to systematically integrate climate issues into our governance and operations.

Decision-making Level: The Board of Directors is the highest decision-making body for climate change, responsible for reviewing and overseeing major climate-related matters, including strategic direction, targets, and significant actions. The Board bears primary responsibility for setting and implementing the Company's climate strategy.

Management Level: The Strategy and Sustainability Committee (of the Board) acts as the management body for climate-related issues. Considering national and local climate policies, industry trends, and our operations, it identifies and evaluates key climate topics, assists the Board in shaping long-term climate strategy, and keeps the Board informed of climate policy trends and associated risks/opportunities through regular meetings.

Execution Level: The Sustainability Department, under the guidance of the Strategy and Sustainability Committee, coordinates and advances climate-related management. Headquarters Functions & Subsidiaries are the primary executors, translating the Company's climate strategy and annual plans into actions within their respective areas. They regularly report on progress, ensuring effective implementation across the Group.

Chifeng Gold Climate Change Governance Framework



Chifeng Gold's Governance Structure and Responsibilities for Climate Change Response

Management hierarchy	Institution	Responsibilities
Governance Level	Board of Directors	Integrate climate change into overall strategic planning, considering global climate policy, industry trends, and our business footprint.
		Formulate key policies related to climate change.
		Oversee climate-related work, ensuring effective measures are implemented.
		Review the annual climate-related report, ensuring alignment with disclosure standards and providing guidance on measuring and managing key risks/opportunities.
Management Level	Strategy and Sustainability Committee	Identify key climate issues and formulate medium/long-term plans and strategies based on business characteristics.
		Propose strategies for managing climate risks/opportunities.
		Communicate climate strategy and targets to management and execution levels, discussing policy trends and risks/opportunities in meetings.
		Promote internal collaboration on climate management and engage externally to enhance the Company's influence in climate issues.

Management hierarchy	Institution	Responsibilities
Execution Level	Sustainability Department	Assist the Strategy and Sustainability Committee in identifying key climate governance issues and developing practical strategies and plans.
		Monitor progress on climate targets, providing feedback to the Committee and supporting adjustments.
		Coordinate internal and external communications on climate governance to support the Committee's work.
	Headquarters Functions & Subsidiaries	Execute climate strategy and plans through concrete actions like energy saving, emission reduction, and promoting low-carbon products/services.
		Comply with climate management requirements in daily operations to meet energy-saving and emission reduction standards.
		Collect and report data on energy consumption, GHG emissions, and climate-related events, providing a basis for strategic planning.

To enhance our capacity to manage climate-related issues, we continuously strengthen the capabilities of the Board and all levels of the organization through specialized training, internal seminars, and expert exchanges. This enables the Board to effectively oversee climate-related strategy, risks, and targets, and further integrates climate factors into our governance and decision-making.

Climate Change Strategy

We actively respond to China's national "2030 Carbon Peak, 2060 Carbon Neutrality" strategy and the 2035 Nationally Determined Contributions (NDCs). We consider climate change response a vital part of our medium- and long-term strategy, promoting the synergy between low-carbon Transition and business growth.

For our own operations, we have set emission reduction targets based on a scientific and feasible pathway. We aim to achieve carbon peak by 2030 and, building on that, continue to deepen energy-saving and low-carbon technology applications, targeting carbon neutrality across our operations by 2055. We will continue to identify, monitor, and manage GHG emissions related to our value chain. By collaborating with supply chain partners and industry peers, we aim to drive emissions reduction across the value chain and enhance our long-term climate resilience.

Climate Risk and Opportunity Identification

Scenario Analysis

To systematically identify and assess the potential impacts of climate change on our business, operations, and strategy, we conducted climate scenario analysis using authoritative climate scenario frameworks tailored to our business characteristics. The analysis covers physical risks, transition risks, and transition opportunities, supporting our medium- and long-term strategic planning and risk management.

For physical risk scenario analysis, we selected the IPCC's SSP1-2.6 and SSP5-8.5 scenarios, representing low and high warming pathways, respectively. This helps us evaluate potential impacts under different climate trajectories. We focused on acute and chronic physical risks. Acute risks include extreme events like heatwaves, floods, typhoons, and water scarcity, which can impact operational continuity, infrastructure safety, and supply chain stability. Chronic risks include long-term temperature rise, sea-level rise, and changing precipitation patterns, which can gradually affect asset resilience, operational costs, and regional adaptability. Comparing outcomes under different warming targets allows for a more comprehensive assessment of long-term business impacts.

Chifeng Gold Physical Risk Scenarios and Parameter Sources

Physical scenario ¹	Definition
SSP1-2.6	Low-emission scenario, where radiative forcing stabilizes at approximately 2.6 W/m ² by 2100, limiting global warming to within 2° C by the end of the 21st century.
SSP5-8.5	In a high-emission scenario, radiative forcing is projected to reach approximately 8.5 W/m ² by 2100, potentially leading to global warming exceeding 4° C.

¹ Sources for physical risk scenario parameters: IPCC WGI Interactive Atlas, Climate Analytics - Climate Impact Explorer, WRI Aqueduct Floods, WRI Aqueduct Water Risk Atlas.

For transition risk and opportunity scenario analysis, we referenced the International Energy Agency's (IEA) Stated Policies Scenario (STEPS) and Net Zero Emissions by 2050 Scenario (NZE). These scenarios assess the impacts of different policy intensities and technological change paces during the global transition to a low-carbon economy. For transition risks, we identified policy and legal, technological, market, and reputational risks. These include potential challenges from stricter climate policies, rapid evolution of low-carbon technologies, changing market preferences, and increased stakeholder expectations regarding climate performance, which could affect our business model and cost structure. At the same time, we identified opportunities associated with the low-carbon transition, including resource efficiency, energy sourcing, products and services, markets, and resilience. These opportunities can help us create sustainable value during the transition by improving energy efficiency, expanding clean energy use, developing or optimizing low-carbon products and services, accessing new markets, and strengthening our ability to manage uncertainty.

Scenarios and Parameter Sources for Chifeng Gold's Transition Risks and Opportunities

Transition scenario ²	Definition
IEA Stated Policies Scenario	This scenario reflects the implementation of a broader range of policies, including those formally announced but not yet enacted, as well as other official strategic documents that signal future policy directions. Under this scenario, global warming exceeds 2° C around 2060 and reaches approximately 2.5° C by 2100.
IEA Net Zero Emissions Scenario for 2050	This scenario achieves net zero carbon dioxide emissions by 2050 and aligns with the long-term objective of limiting the rise in global average temperature to 1.5° C (with a 50% probability). Global warming peaks around 2050 at approximately 1.65° C and declines to below 1.5° C by 2100.

² Sources for transition risk/opportunity scenario parameters: IEA World Energy Outlook 2025, IEA Global Energy and Climate Model Documentation 2025, IEA Renewables 2025, IEA Energy Efficiency 2025, World Gold Council Gold and Climate Change Research.



Analysis is conducted across three timeframes: Short-term (up to 2030), aligned with our carbon peak goal; Medium-term (2030-2040); and Long-term (2040-2055), aligned with our carbon neutrality goal.



We cover both our own operations and the value chain. For our own operations, we focus on our mining activities. For the value chain, we consider the potential impacts of climate change on the stability of raw material supply, logistics, and downstream market demand.



The analysis focuses on our mining areas: Jilong Mining, Huatai Mining, Wulong Mining, Hanfeng Mining, Jintai Mining, LXML, and Golden Star Wassa.

Physical Risk Analysis and Response Strategies³

Risk Category	Risk Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Extreme high temperature, rising temperature	Increased frequency and duration of high-temperature weather have worsened working conditions in both open-pit and underground operations, posing challenges to equipment performance and employee health and safety.	Short, medium, and long term	Operations	Increased energy consumption and operating costs; higher investment in safety protection and health management.	Optimize work scheduling; enhance ventilation and cooling facilities; improve protective measures for high-temperature operations; advance energy conservation and efficiency management.

³ For detailed water resource risk analysis, refer to the "Water Resource Management" section.

Risk Category	Risk Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Flood	Increased extreme rainfall and heavy precipitation events may lead to risks such as pit ponding, damage to tailing dams, and road deterioration.	Short-term	Operations and Value Chain	Increased investment in infrastructure repair and flood control; potential asset losses and higher insurance costs.	Strengthen drainage and flood control facilities; enhance safety management of tailings storage facilities; incorporate extreme rainfall into emergency plans; strengthen daily inspections.
Typhoon	A severe typhoon, accompanied by heavy rain and strong winds, may cause damage to assets, facilities, and logistics systems in certain areas.	Short-term	Operations and Value Chain	Damage to production facilities and power systems; disruptions to logistics and supply chains; increased fixed asset repair costs.	Enhance disaster resilience of key facilities; improve shutdown and restart contingency plans; optimize supply chain and logistics.
Sea level rise	Global warming is causing a continuous rise in sea levels, which may indirectly affect the export of mineral products and the stability of supply chains by impacting the infrastructure safety of coastal ports, logistics corridors, and regions where certain assets are located.	Medium- to long-term	Operations and Value Chain	Greater uncertainty in transportation reliability and cycles, leading to higher logistics and transportation costs; delivery delays and revenue volatility risks due to supply chain disruptions.	Assess the dependency of supply chain and logistics operations on coastal infrastructure; optimize transportation routes and diversify logistics arrangements; incorporate sea-level rise considerations into supply chain planning.

Risk Category	Risk Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Changes in precipitation patterns	The spatiotemporal distribution of precipitation has changed, characterized by the coexistence of droughts and floods, increased rainfall concentration, and intensified seasonal variability, posing higher demands on water resource management and production stability in mining areas.	Medium- to long-term	Operations	Increased investment in upgrades to water intake and drainage facilities, resulting in higher operating costs.	Incorporate precipitation change trends into water resources and drainage system planning; enhance the adaptive capacity of tailings storage facilities and drainage systems; strengthen water resource monitoring and regulation management.



Case

Jintai Mining: Strengthening Flood Control to Enhance Climate Resilience

Anticipating the increased risk of extreme rainfall due to climate change, Jintai Mining systematically conducted climate risk assessments and implemented flood control upgrades. They scientifically planned and built several drainage ditches and flood channels in mining, waste dump, and production/living areas. By improving rainwater diversion and rapid drainage, they effectively reduced the impact of heavy rain on slope stability, road access, and production facilities, significantly enhancing the site's resilience to extreme weather events and ensuring safe operations.



Transition Risk Analysis and Mitigation Strategies

Through scenario analysis, we have identified policy and regulatory risk as the most certain and significant factors influencing our transition pathway. This risk materializes through carbon cost internalization, increased compliance investment, and adjustments in capital expenditure. We have fully embedded climate transition risks into our enterprise-wide risk management framework. By proactively optimizing our energy mix, improving efficiency in key areas, and strengthening our carbon accounting and disclosure systems, we aim to maintain long-term asset robustness and global competitiveness under different climate trajectories.

Chifeng Gold Transition Risk Analysis

Risk Category	Risk Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Policies and Regulations	With the advancement of the "dual carbon" goals and increasingly stringent climate and environmental regulations worldwide, policies related to carbon emissions, energy use, environmental compliance, and information disclosure are continuously being strengthened, placing higher demands on mining enterprises.	Medium- to long-term	Operations and Value Chain	Emissions management and compliance pressures are rising; climate-related disclosure and compliance management are becoming more complex; compliance costs and environmental investments are increasing.	Continuously monitor domestic and international climate and environmental policies; improve carbon emission and environmental management systems; proactively plan for energy conservation, emissions reduction, and compliance upgrades; strengthen capabilities in climate-related information disclosure.
Technology	With the rapid development of low-carbon, energy-saving, and clean energy technologies, there may be a risk of technological obsolescence if existing mining, beneficiation, and metallurgical technologies and equipment are not upgraded in a timely manner.	Medium- to long-term	Operations	Increased capital expenditures on technological upgrades and equipment modernization.	Develop a phased low-carbon technology roadmap, prioritizing the deployment of energy-saving and emission-reduction technologies with high maturity and clear economic benefits; gradually advance equipment upgrades and process optimization.

Risk Category	Risk Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Market	Growing attention from downstream customers, financial institutions, and investors toward low-carbon products and green operations means that delayed low-carbon transition could undermine a company's competitiveness in both capital markets and industrial chains.	Medium- to long-term	Operations and Value Chain	Increased additional carbon costs reduce price competitiveness; potential loss of market share; rising financing costs or limited access to green financing opportunities.	Promote green mining and low-carbon operations; enhance communication with customers and financial institutions; improve transparency in ESG and climate performance; explore green finance instruments.
Reputation	Growing expectations from the public, communities, and investors regarding mining companies' environmental and climate responsibilities may lead to reputational risks if climate action or disclosure is insufficient.	Short, medium, and long term	Operations and Value Chain	Decline in corporate brand value and social recognition; strained community relations and reduced stakeholder trust; decreased investor confidence; constrained financing and partnership opportunities; and increased potential costs related to compliance and public opinion management.	Enhance climate governance and information disclosure; proactively communicate transition progress; strengthen community and stakeholder engagement; continuously improve ESG management capabilities.

Transition Opportunity Analysis and Capture Strategies

Through scenario analysis, resource efficiency and energy structure transition represent the most tangible value drivers for us in the short term, while green market access and green product opportunities will likely materialize in the medium to long term. We are actively converting these opportunities into strategic drivers, strengthening our adaptive capabilities to capitalize on structural shifts in the global energy transition.

Analysis of Chifeng Gold's Transition Opportunities

Opportunity Category	Opportunity Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Resource Efficiency	By improving the efficiency of energy, water, and raw material use, reducing resource consumption and emission intensity per unit of product, operational efficiency and cost competitiveness are enhanced within the context of low-carbon transition.	Short- to medium-term	Operations and Value Chain	Improved production efficiency, reduced unit costs, and savings in energy consumption and expenses; enhanced operational stability.	Promote refined management and process optimization; strengthen energy and water conservation and recycling; enhance digital management capabilities.
Energy Source	Renewable energy costs continue to decline, while diversified procurement channels—such as green power trading, renewable energy certificate purchases, and direct power procurement—expand. A higher share of renewable energy enhances long-term cost predictability.	Medium- to long-term	Operations	A more stable energy supply structure and greater long-term control over energy costs; reduced potential carbon costs and compliance risks.	Explore pathways for green electricity and clean energy substitution; evaluate optimization plans for energy mix in mining areas; enhance energy management and planning capabilities.

Opportunity Category	Opportunity Description	Impact Time	Impact Scope	Financial Impact	Response strategies
Products and services are	As climate and sustainability requirements extend along the supply chain, downstream customers, financial institutions, and trading intermediaries increasingly focus on product climate performance in supplier qualification, due diligence, and responsible sourcing. Strong climate management capabilities help us meet supplier screening and compliance review requirements.	Medium- to long-term	Operations and Value Chain	Strengthened collaboration stability with downstream customers and trading partners, supporting long-term revenue sustainability.	Conduct product carbon footprint accounting; promote the development of supply chain traceability systems and strengthen ESG management and supplier access mechanisms; align with downstream due diligence and audit requirements; enhance transparency in information disclosure and build trust with international customers.
Market	Capital markets and financial institutions are increasingly favoring companies with strong low-carbon and ESG performance, creating favorable conditions for these enterprises to access financing and partnership opportunities.	Medium- to long-term	Operations and Value Chain	Enhanced access to green finance and long-term capital, leading to lower financing costs.	Enhance the quality of climate and ESG information disclosure; actively engage with sustainable finance instruments and investors.
Resilience	Integrating climate change into strategic planning and risk management enhances our adaptability and long-term sustainable operations under different climate and policy scenarios.	Short, medium, and long term	Operations	Stronger operational resilience and risk management capacity; more robust long-term strategic decision-making; improved cash flow stability; and reduced risks of asset impairment and unexpected losses.	Systematically incorporate climate factors into strategy and capital allocation; continuously conduct scenario analysis and stress testing.

Risk Management

We have integrated climate-related risks into our enterprise-wide risk management system, embedding them within our "Three Lines of Defense" framework. This ensures that climate risks are systematically identified, assessed, monitored, and managed within our daily operations and business processes.



Metrics and Targets

We are systematically integrating climate change response into our long-term strategy and decision-making, defining clear emission reduction pathways. Aligned with China's "dual carbon" goals, the 2035 NDCs, and the Paris Agreement, and considering our own emission structure and low-carbon technology trends, we have set clear, measurable climate targets.

We commit to achieving carbon peak by 2030 and, following the peak, will continue to deepen energy-saving and structural emission reduction measures to steadily reduce total GHG emissions, aiming for carbon neutrality by 2055.

We have established a systematic process for setting and tracking climate targets. The Strategy and Sustainability Committee, in collaboration with our subsidiaries, considers the climate strategies of our host countries and our own development context to develop phased emission reduction targets and implementation plans, which are then submitted to the Board for review and oversight. During implementation, subsidiaries track and evaluate progress against their emission reduction action plans annually. The Sustainability Department consolidates data, assesses progress towards targets regularly, and provides a basis for management and Board decision-making, ensuring targets are effectively implemented and continuously optimized.

⁴ The definition and requirements of carbon neutrality aligned with net-zero emissions are committed to prioritizing the maximum reduction of greenhouse gas emissions; for residual emissions that are difficult to completely eliminate under technological and economic conditions, balance will be achieved through high-quality, verifiable carbon removal methods.

Carbon Neutrality Pathway

Power Decarbonization

Leveraging available land resources, we explore developing distributed solar projects at mine sites (mining areas, processing plants, tailings facilities) to increase renewable energy use through "self-generation + on-site consumption." We also participate in green power trading and purchase green electricity certificates, gradually increasing the share of clean power in our overall electricity mix.

Case Wulong Mining: Large-Scale Application of Renewable Energy

Wulong Mining adopted a "self-supplied green power supplemented by compliant procurement" approach to build a diversified clean energy consumption system and steadily advance the green Transition of its energy structure. Based on operational needs, we enhanced our capacity for self-supplied renewable electricity and complemented it with long-term green power procurement, forming a stable and diversified clean energy supply mix. In 2025, our renewable energy usage exceeded 45%, effectively reducing energy-related emissions.

Electrification of End Uses

During equipment renewal and technology upgrades, we progressively replace traditional fuel or gas-powered equipment with electric alternatives, steadily increasing the electrification level of end-use energy.

Fuel Decarbonization

For processes where electrification is challenging in the short term, we prioritize using lower-carbon fuel options, promoting cleaner fuel alternatives.

Improved Energy & Resource Efficiency

We optimize mining and processing flows, deploy high-efficiency equipment, enhance waste heat recovery and utilization, and accelerate the digital and intelligent Transition of our mines. Using automation, energy management systems, and data analytics, we achieve more precise energy and material flow management, continuously improving energy and resource efficiency.

Case Wulong Mining: Replacing Inefficient Equipment, Reducing Fossil Fuel Use

Wulong Mining continued to upgrade its production systems for energy efficiency and reduce fossil energy consumption. We systematically reviewed the operation of high-energy-consuming equipment across mining and processing activities and fully phased out outdated pumps, fans, and motors with rated power below the national Level 2 energy efficiency standard. We replaced them with high-efficiency, energy-saving units.

We also installed variable frequency drives tailored to different load conditions, enabling demand-based energy supply and precise control. This approach effectively avoided inefficient operations, significantly improving equipment performance and overall energy utilization.

Through these technical upgrades, we have achieved annual electricity savings of over 1 million kWh, further reducing power consumption and indirect greenhouse gas emissions intensity in our production processes.

Negative Carbon Impact

We combine mine ecological restoration with regional ecosystem characteristics to explore a coordinated pathway of "emissions reduction + carbon sequestration." Through ecological restoration in mining areas and surrounding regions, we gradually enhance ecosystem carbon sink capacity. At the same time, we explore soil carbon sequestration potential in scenarios such as tailings facilities and abandoned mining areas, promoting the long-term and stable removal of atmospheric carbon dioxide.



needed, we are also introducing digital tools to enhance the efficiency and transparency of GHG data management.

Indicator Name ⁵	Unit	2025
Total GHG Emissions (Location-based)	tCO ₂ e	1,119,763.17
Total GHG Emissions (Market-based)	tCO ₂ e	1,049,376.10
GHG Intensity (Location-based) ⁶	tCO ₂ e / RMB 10,000 revenue	0.89
GHG Intensity (Market-based)	tCO ₂ e / RMB 10,000 revenue	0.83
Direct GHG Emissions (Scope 1) ⁷	tCO ₂ e	272,028.32
Indirect GHG Emissions (Scope 2 - Location-based) ⁸	tCO ₂ e	269,594.82
Indirect GHG Emissions (Scope 2 - Market-based)	tCO ₂ e	199,207.75
Other Indirect GHG Emissions (Scope 3) ⁹	tCO ₂ e	578,140.03

GHG Emissions

We prioritize GHG emissions management, continuously improving our accounting and data management systems as a crucial foundation for implementing our climate strategy and evaluating performance. Our GHG emissions accounting aligns with the Greenhouse Gas Protocol (GHGP), covering Scope 1 and 2, and we are progressively advancing the identification and quantification of Scope 3 to align with the recommendations of the *Guidance on Climate Disclosures under the Environmental, Social and Governance Framework of The Stock Exchange of Hong Kong Limited*.

In 2025, building on our existing accounting foundation, we further advanced company-wide Scope 3 emissions accounting, focusing on key categories with high relevance and significant contribution to our carbon footprint. This systematic identification and quantification of value chain emissions will support future emissions management and target setting.

For data management and quality control, we continuously enhance our GHG emissions data management processes. By improving data collection mechanisms and standardizing accounting methods, we aim to increase the accuracy, traceability, and comparability of our emissions data. As

⁵ Location-based approach quantifies greenhouse gas emissions for a specific region by applying the average grid emission factor of that location. In contrast, the market-based approach quantifies greenhouse gas emissions from purchased electricity by identifying and using the specific energy attributes and corresponding emission factors of electricity acquired by a company through market mechanisms, reflecting emission characteristics as indicated by power procurement contracts, renewable energy certificates, and similar instruments.

⁶ GHG emissions intensity = total GHG emissions / revenue (in RMB 10,000).

⁷ Scope 1 represents greenhouse gas emissions from gasoline and diesel combustion. Emission factors are sourced from the national greenhouse gas emission factor database, the IPCC, and other references.

⁸ Scope 2 represents indirect emissions from purchased electricity. Emission factors are sourced from the Ministry of Ecology and Environment's Announcement on the Release of 2023 Power Sector Carbon Dioxide Emission Factors and EMBER, among others.

⁹ Scope 3 represents other indirect emissions related to Chifeng Gold's production and operations, including Category 1 (purchased goods and services), Category 4 (upstream transportation and distribution), Category 6 (business travel), Category 7 (employee commuting), and Category 9 (downstream transportation and distribution). Emission factors were sourced from databases such as Defra and CPCD. We will continue to strengthen our carbon management capabilities, align with the requirements of the Greenhouse Gas Protocol, and comprehensively inventory and monitor relevant emission categories.

2.3 Prudent Resource Utilization

Energy Conservation

We view energy conservation as a key driver for improving resource efficiency, reducing operational costs, and mitigating climate change. We strictly comply with the *Energy Conservation Law of the People's Republic of China* and local energy management regulations, integrating energy-saving requirements into our production and technology upgrade processes. We actively promote the use of clean energy, aiming to increase the proportion of clean energy usage and support the company's low-carbon transformation.

Given the energy-intensive nature of gold mining, processing, and smelting, we continuously promote energy-saving measures through process optimization, intelligent management, and equipment upgrades, steadily reducing energy consumption per unit of output.



Process Optimization

We continuously refine low-energy routes and processes for key stages like mining, beneficiation, and smelting. By optimizing production parameters, reducing non-value-added work, and minimizing redundant energy use, we improve overall resource efficiency and reduce energy intensity.



Intelligent Management

We accelerate the digital and intelligent Transition of our mines, gradually introducing automation control and energy management systems. These systems allow real-time monitoring, data analysis, and refined control of electricity, fuel, and other energy uses, improving energy dispatch and operational efficiency, reducing waste, and increasing overall efficiency.



Energy-Efficient Equipment

When constructing new projects or replacing equipment, we prioritize high-efficiency models. We implement phased replacements or technological upgrades for inefficient, high-energy-consuming equipment (e.g., high-efficiency motors, pumps, low-energy production and auxiliary equipment), continuously improving equipment efficiency.



Case

Wulong Mining: Intelligentization Enables Energy Savings

Wulong Mining is advancing the digital and intelligent upgrade of its mine operations under the principles of "mechanization to replace labor, automation to improve efficiency, and intelligence to reduce consumption." Wulong Mining has built a digital workshop at the processing plant, enabling one-touch start/stop and remote monitoring for key processes like crushing, grinding, and flotation. This reduces manual intervention and stabilizes operations, reducing energy consumption fluctuations by about 15%. Wulong Mining also built a "5G+ Industrial Internet" platform integrating process monitoring, equipment maintenance, and tailings dam safety data. This platform facilitates data interoperability and intelligent dispatch, improving overall production efficiency by approximately 20% and further reducing comprehensive energy consumption by about 8%.

Chifeng Gold Energy Consumption and Density

Indicator	Unit	2025
Direct Energy Consumption ¹⁰	tce	88,743.86
Indirect Energy Consumption ¹¹	tce	89,134.41
Total Energy Consumption ¹²	tce	177,878.27
Energy Intensity ¹³	tce / RMB 10,000 revenue	0.14

Chifeng Gold's Clean Energy Consumption and Proportion

Indicator	Unit	2025
Clean energy consumption	tce	44,285.47
Of which: Renewable Electricity	tce	44,285.47
	kWh	360,337,440
Proportion of clean energy consumption	%	24.90

¹⁰ Direct energy consumption includes gasoline, diesel, and natural gas consumption.

¹¹ Indirect energy consumption includes purchased electricity consumption.

¹² Various energy types are converted into standard coal equivalents in accordance with *GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption*.

¹³ Comprehensive energy consumption intensity = total comprehensive energy consumption / revenue (in RMB 10,000).

Water Resources Management

We prioritize the sustainable use of water resources and the management of related environmental risks, incorporating water management into our ESG governance framework. The Board approves the water management strategy, and the Strategy and Sustainability Committee coordinates its development and implementation. Senior management participates in key decisions and ensures the effective implementation of water management requirements across business units and subsidiaries, aligning with our business strategy, risk management, and compliance needs.

Given the characteristics of gold mining operations, we carefully assess water availability and potential water risks when planning projects and locating operations. During the reporting period, none of our domestic or international subsidiaries had production facilities located in water-scarce or high-water-stress areas.

Water-Related Risks and Opportunities

Amidst climate change-induced hydrological events and increasingly stringent national regulations on water resources and environmental protection, we have conducted a systematic assessment of water-related risks and opportunities for each mining area. Considering local water stress, policy direction, and business dependencies, we aim to transform external pressures into drivers for operational resilience and green mine development through technological innovation, recycling, and refined management.

Analysis of Risks and Opportunities Related to Chifeng Gold's Water Resource Utilization

Risk and Opportunity Categories	Risk and Opportunity Analysis
Physical risk	Water Scarcity: Climate change alters precipitation patterns; some mines are in relatively water-scarce areas; regional droughts threaten production water supply, affecting processing continuity; in extreme cases, may lead to output restrictions or shutdowns, impacting production stability and costs. Extreme Hydrological Events: Increased frequency of heavy rainfall and floods puts pressure on tailings facilities, drainage systems, and water intake/outfall structures, potentially leading to safety and environmental risks.
Transition risk	Stricter Water Regulations: Tighter national and local water management (water permits, water resource tax, water efficiency standards) increases compliance costs; non-compliant projects face rectification, output limits, or penalties. Higher Water Protection Standards: Increased requirements for mine wastewater discharge, tailings seepage, and groundwater protection; rising investment and operating costs for water treatment; increased non-compliance risk.
Transition Opportunities	Water Recycling & Efficiency: Mature technologies like optimized circulating water systems, high-efficiency thickeners, and dry-stack tailings can reduce water intake and operating costs, improving efficiency and resilience. Refined Water Management: Enhanced water metering, digital monitoring, and tiered management can improve transparency and compliance, providing data to support ESG disclosure and external communication. Green Mining & Responsible Production: National and industry drive to promote Green Mine construction can enhance project approval rates and community acceptance, strengthening long-term viability.

In daily operations, we continuously strengthen water use process management and aim to reduce dependence on fresh water resources in operations, striving to improve the efficiency of water resource recycling, and promote the application of water-efficient production and water recycling. We monitor the potential impacts of mining, processing, and support activities on water resources and the surrounding water environment. Through systems, monitoring, and internal management, we aim to reduce pressure from water withdrawal and discharge. As our business evolves and external water risks change, we will continue to assess water-related risks and opportunities, gradually refine water efficiency targets and management measures, and support the coordinated development of our operations with natural resource protection.

Chifeng Gold Water Resource Usage

Indicator	Unit	2025
Total Water Withdrawal	t	14,605,800
Total Water Discharge	t	9,214,015.23
Total Water Consumption	t	5,402,044.77
Total Water Recycled	t	7,271,415
Water Intensity ¹⁴	t / RMB 10,000 revenue	11.56

¹⁴ Water Intensity = total water withdrawal / revenue (in RMB 10,000).



Case Wulong Mining: Efficient Water Use and Circular Management

Wulong Mining set "water recycling and maximized water-use efficiency" as its core objective. Based on the characteristics of water use in mining and processing operations, we followed the management principles of "water conservation first, quality-based allocation, intelligent control, and efficient circulation." We systematically developed and implemented a water efficiency management program covering the full lifecycle of water withdrawal, consumption, recovery, and reuse, integrating sustainable water utilization with green mine development.

Through continuous optimization of water use structure and management practices, we significantly improved water efficiency and effectively reduced freshwater withdrawal. We achieved 100% reuse of production wastewater and resource utilization of domestic sewage, effectively preventing water waste and pollution risks. These efforts position us as a benchmark for efficient water resource utilization in non-coal mining operations.



2.4 Maintenance of Ecological Balance

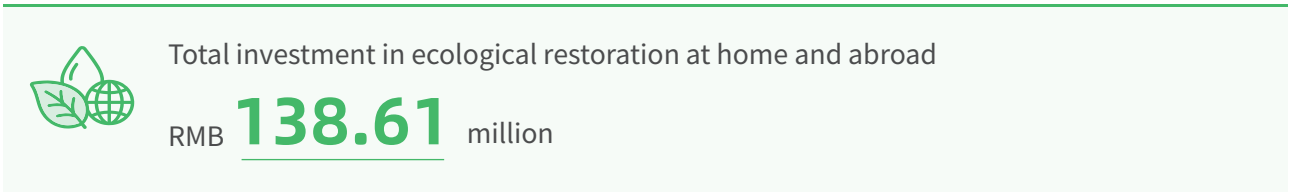
We recognize the intrinsic link between natural ecosystems and corporate sustainability, making ecological protection and biodiversity conservation fundamental prerequisites for our operations. We commit to strictly adhering to the "avoidance-first" principle, refraining from any business activities in ecological sensitive areas, nature reserves, cultural heritage sites, or other legally or internationally protected areas. This prevents adverse impacts on vital ecosystems and critical biodiversity zones from the outset.

In our operations, we strictly comply with all applicable environmental laws and regulations. Through continuous optimization of business layout and project siting, and by strengthening compliance reviews and risk identification, we ensure all activities conform to ecological function zoning and access requirements, effectively managing potential impacts on land, ecosystems, and biodiversity.

We are progressively establishing and implementing an environmental impact management system centered on the principles of "avoidance, minimization, and restoration." We adhere to the management pathway of "priority to avoidance, second to minimization, guarantee of restoration" to minimize the impact of development on surrounding ecosystems and biodiversity, embodying our commitment to balancing development and protection. During the reporting period, Jilong Mining passed the review for "Autonomous Region-Level Green Mine."

We value external oversight and transparency, actively accepting government supervision and public scrutiny. We integrate environmental protection requirements into our corporate governance and risk management practices, promoting the sustainable use of natural resources through responsible operations and actively pursuing harmonious coexistence with nature.

In 2025, Chifeng Gold invested approximately RMB 138.61 million in ecological restoration across domestic and international operations.



Ecological Dependencies, Impacts, and Risk Assessment

During project siting, construction, and operation, we conduct comprehensive environmental impact assessments, focusing on potential effects on ecologically sensitive areas, critical natural habitats, and protected zones. Through careful planning and management, we avoid adverse impacts on ecosystems. We reference the "Locate, Evaluate, Assess, Prepare" (LEAP) framework of the *Taskforce on Nature-related Financial Disclosures (TNFD)* to systematically identify and analyze our dependencies and impacts on biodiversity and ecosystem services. We assess related ecological risks and their potential business impacts, identifying management priorities. Based on this, we are progressively refining our biodiversity strategy, allocating management resources effectively, and integrating ecological protection requirements into project decisions and daily operations, continuously enhancing our capacity to manage nature-related risks and opportunities.

Location

Identifying key operational activities and their ecological spatial relationships

We systematically map our key operational activities with potential interactions with the environment, including mining areas, processing plants, tailing facilities, and related infrastructure. Using spatial analysis, we assess their proximity to ecologically sensitive areas. We identify Key Biodiversity Areas (KBAs) using the KBA tool and protected areas using the Protected Planet database, analyzing the proximity of our operations to these areas to identify potential nature exposure and ecological risks. We extend this analysis to our value chain, mapping key supply chain segments (raw material procurement, transport, services) to assess their potential impacts on biodiversity and ecosystem services, ensuring nature-related risks are identified across our operations and supply chain.



Evaluation Recognizing dependence on and impacts on nature

After spatial analysis, we use the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool to systematically map the interactions between our production, operations, and supply chain with nature. This helps us identify our dependencies on ecosystem services and the direct or indirect impacts of our activities on natural capital. We prioritize dependencies and impacts with "High" or "Very High" importance, adding them to our key management list. This evaluation provides a scientific basis for subsequent risk analysis and resource allocation, ensuring our management efforts focus on natural elements critical to both business continuity and ecosystem stability.

Assessment Systematically analyze risks and opportunities and determine management priorities

Based on identified dependencies and impacts, we further analyze the potential implications of nature-related risks and opportunities for our business and financial performance. Using both qualitative and quantitative methods, we assess nature-related physical and transition risks based on severity and likelihood, analyzing their potential impact on operational stability, asset safety, compliance costs, and long-term financial performance. We also identify opportunities related to ecological restoration, resource efficiency, and sustainable mine development, assessing their potential contribution to long-term value creation. Based on assessment results, we manage nature-related risks by priority, integrating the findings into our overall risk management system and strategic decision-making.

Ecosystem Conservation and Restoration

We prioritize the impact of mining activities on ecosystems, integrating ecological protection and restoration into our full mine lifecycle management framework, continuously reducing impacts on biodiversity, land resources, and water environments.

We have established the *Mine Geological Environment Restoration and Governance Fund Management Measures*, creating a dedicated fund to support geological environment surveys, ecological monitoring and early warning, restoration and reclamation, and land rehabilitation. This provides stable, sustainable funding for ecological restoration.

During the mining phase, we strictly follow approved mining plans, using scientifically sound methods to control mining scope and intensity, minimizing disturbance to surface vegetation, soil structure, and groundwater systems. Open-pit mines optimize bench and slope parameters to prevent landslides and erosion. Underground mines strengthen roof support and surface subsidence monitoring to reduce impacts from subsidence. Construction activities avoid water bodies, wetlands, forests, and other ecologically sensitive areas. Where occupation is unavoidable, we follow legal procedures and implement vegetation restoration plans concurrently.

For restoration, each subsidiary develops a detailed mine geological environment restoration plan, specifying objectives, scope, measures, timelines, and budget. We adhere to the "mining and restoration simultaneously" principle, promptly carrying out topsoil shaping, drainage optimization, and vegetation reconstruction on open pits, waste dumps, tailing facilities, and industrial sites. We prioritize native tree and grass species to improve survival rates and ecosystem stability. For subsidence areas, we use backfilling, leveling, and drainage to restore land function. For areas potentially affecting groundwater, we implement anti-seepage and recharge measures to safeguard water resources.

Regarding oversight and performance, we maintain an environmental issue log and a closed-loop rectification system. We conduct regular internal environmental inspections and cooperate with government supervision, developing and tracking corrective actions for identified issues. We are progressively improving nature-related targets and performance indicators, integrating ecological restoration and biodiversity protection requirements into our performance framework to strengthen accountability and continuous improvement.

We will continue to increase investment in ecological restoration, improve monitoring and evaluation mechanisms, promote the steady recovery of ecological functions in our mining areas, and foster harmonious coexistence between corporate development and the natural environment.

Case LXML: Land and Biodiversity Management Plan

LXML has developed and implemented a "Land and Biodiversity Management Plan" (LBMP). This plan systematically manages land use and ecological values within the Greater Project Development Area (GPDA), ensuring exploration and mining activities minimize impacts on ecosystems and community resources while complying with legal requirements. Based on scientific baseline surveys, the plan identifies species and ecological elements of conservation importance. Ecological sensitivity assessments are integrated into mine planning and operational decisions. The LBMP establishes a comprehensive management system covering: biodiversity baseline, land clearing and disturbance control, GIS monitoring, biodiversity offsets, topsoil management, erosion control, weed and invasive plant management, management of key animal populations and habitats, land access and resource use, monitoring, and training. It clearly defines legal compliance requirements and mitigation measures, promoting the balanced development of mining operations with ecological protection, community livelihoods, and cultural heritage through technical controls and community collaboration.

Case LXML: Land Access and Disturbance Request (LADR) Procedure

LXML has established and implemented the *Land Access and Disturbance Request (LADR) procedure*, integrating new land clearing and surface disturbance activities into a unified approval and environmental management framework for full-process control. This procedure applies to all new projects, operational changes, and facility modifications that may involve land occupation or surface disturbance, covering exploration, drilling, mining, and other development activities, and sets clear requirements for employees and contractors within the mining concession. Before any land clearing, disturbance, or development activity, a standardized request form and supporting technical documents must be completed and approved. Approved areas with changes (e.g., new activities, scope changes) that could increase environmental impact or change conditions (e.g., groundwater effects, acid rock potential) require new approval. Each request must specify location, area, rationale, methodology, schedule, and reclamation plans. By establishing a mechanism combining upfront approval, change control, and reclamation commitments, LXML enhances risk identification and source control for land use activities, ensuring development considers ecological impacts and restoration needs from the planning stage, improving the standardization and traceability of land and biodiversity management.

Case LXML: Biodiversity Action Plan

LXML developed and implemented a "Biodiversity Action Plan" (BAP) as part of its gold mine expansion project's environmental and social impact assessment. The BAP complements the Company's Environmental Standards and "Land and Biodiversity Management Plan". It applies to all lifecycle activities, including open-pit expansion, tailing facility expansion, and underground mine development. Prepared according to Lao laws and international best practices, we ensure implementation throughout the project lifecycle, with compliance required from employees and contractors.

The BAP's core goal is to avoid and minimize potential adverse impacts on biodiversity values where feasible, providing a framework for developing future biodiversity conservation strategies and actions. To achieve this, LXML systematically identifies applicable legal requirements and international guidelines, defines priority conservation targets and impact zones, and develops phased impact avoidance, minimization, and restoration measures. For unavoidable residual impacts after mitigation, LXML develops biodiversity offset and conservation strategies to maintain or enhance overall ecological value, establishing clear monitoring and evaluation indicators for continuous tracking and adjustment. The BAP adheres to the mitigation hierarchy, following IFC requirements with the priority of "Avoid > Minimize > Restore > Offset," considering avoidance as the highest priority and offsets as a last resort. By embedding the mitigation hierarchy into project design, construction, and operation, LXML strengthens the balance between mining development and ecological protection, promoting responsible mining and biodiversity conservation.

Case Wulong Mining: Advancing Mine Ecological Restoration and Green Mine Development

Wulong Mining strictly implements mine ecological restoration plans and Green Mine requirements, integrating restoration with mine development and operations to continuously improve the ecological quality of the mining area. Wulong Mining has systematically carried out vegetation restoration and land reclamation, planting over 40,000 trees across more than 500 mu (approx. 33 hectares), with a survival rate consistently exceeding 85% and a canopy density of about 35%, effectively improving the area's vegetation structure and ecological function. Through ongoing restoration, the green coverage rate in reclaimable areas of the mining zone has increased from about 20% at the start of operations to over 95%, significantly enhancing the landscape quality and ecological stability.

Post-Closure Ecological Management Plan

We strictly adhere to laws and regulations governing mineral resources and environmental protection. For mines entering closure, we develop a detailed closure plan, specifying the scope, measures, timeline, and funding for post-closure ecological restoration. This plan is submitted for approval to the Company and local environmental protection, natural resources, and other relevant authorities, ensuring a smooth and orderly exit and the restoration of ecological functions.

During closure, we thoroughly clean and remove all production facilities, equipment, and residual waste. Areas with potential contamination risk undergo systematic remediation to ensure stable compliance with standards. We then perform terrain shaping, soil improvement, and drainage system optimization on industrial sites and waste dumps. We implement site-appropriate vegetation restoration and ecological reconstruction to gradually restore the structure and function of the mine ecosystem. After closure, we establish a long-term ecological monitoring mechanism to continuously track environmental quality changes in and around the mine, focusing on water, soil, and vegetation recovery. We identify and address any emerging ecological risks and submit post-closure ecological restoration reports to relevant authorities as required. Through systematic post-closure management, we aim to transition the mine area from a "production space" to an "ecological space" or "sustainable use space," ensuring long-term environmental risk control, rational land use, and the continued enhancement of regional ecological value.

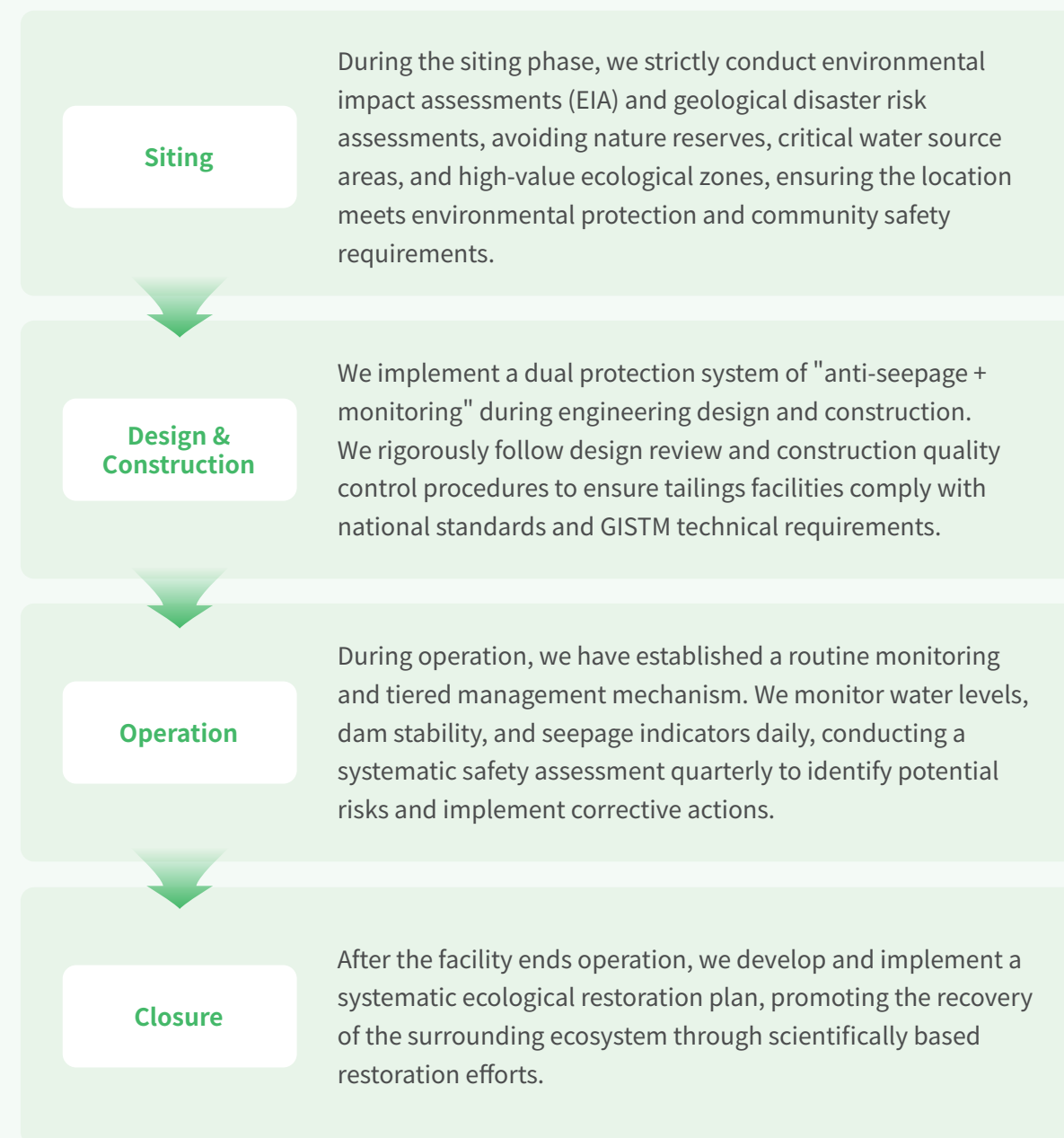
2.5 Circular Management of Waste

Chifeng Gold has established a governance structure covering decision-making, management, and execution levels for managing the impacts, risks, and opportunities related to pollutant emissions. Waste management is fully integrated into our overall environmental governance system and the unified framework of our *Ecological Environmental Protection Management System*. Under the leadership of the Environmental Protection Committee, the Health, Safety & Environment Department leads the development and implementation of requirements for waste classification, storage, disposal, and resource recovery. Other departments collaborate according to their functions, with subsidiaries and production units acting as the primary executors. Based on the *Ecological Environmental Protection Management System*, we implement full-process, compliant management of all waste streams. Waste management is included in our performance assessment and oversight system. Through institutionalized, regular management arrangements, we continuously reduce the potential environmental impact of waste, mitigate compliance risks, and actively explore resource recovery pathways, promoting the synergistic improvement of environmental protection and operational efficiency.

Tailings Management

We prioritize the safety management and environmental risk control of tailings facilities, making tailings management a core area of our environmental and safety risk framework. We fully align with the principles and requirements of the Global Industry Standard on Tailings Management (GISTM), committing to achieving the goal of "zero major tailings environmental incidents." We explicitly prohibit the construction of new tailings facilities in rivers, lakes, seabeds, or other ecologically sensitive areas, actively taking measures such as assessment, monitoring, and prevention to reduce potential ecological and social risks from the source.

We have established a systematic management framework covering the full lifecycle of tailings facilities: siting, design/construction, operation, and closure.



Tailings Facility Status

As of the reporting period, we manage 13 tailings facilities, all subject to risk level assessment and differentiated management according to GISTM standards. Nine are active. Four of these active facilities are classified with risk. We manage them using 24/7 online monitoring (water level, pore pressure, displacement), monthly manual inspections, and quarterly safety assessments. We will continue to strengthen our risk identification and emergency response capabilities for tailings facilities, improving risk warning and incident response efficiency.





Management of Waste, Wastewater, and Exhaust

In 2025, Chifeng Gold continued to deepen the full lifecycle management of waste, wastewater, and exhaust, aiming to shift from "compliance" to "refined governance." We have integrated solid waste, wastewater, and exhaust management into our environmental and operational control systems, establishing a full-process mechanism covering identification, classification, disposal, supervision, and continuous improvement. With compliance as our baseline, we systematically review national and local environmental requirements, continuously optimizing our policies and procedures to ensure all stages of pollutant generation, storage, transport, and disposal meet regulatory standards. We further emphasize reduction and resource recovery, using process optimization and recycling to lower pollutant generation at the source. We implement segregated collection and tiered management based on waste characteristics, utilizing backfilling, reuse, or disposal by qualified third parties for different waste types to promote resource utilization. To ensure effective implementation, we have established routine oversight and internal inspection mechanisms, conducting regular assessments and audits of pollutant management, incorporating corrective actions into a closed-loop system to continuously improve waste management.

◆ Solid waste

We have integrated general industrial solid waste, hazardous waste, and household waste into our unified environmental management system, establishing full-process controls covering generation, collection, storage, transfer, utilization, and disposal, with the goal of continuously reducing the density of harmful and harmless waste emissions, continuously reducing environmental risks and improving resource efficiency.

General Industrial Solid Waste Management and Recycling

Waste rock and tailings from mining and processing are key areas of our solid waste management. We strictly manage them according to standards like the *Standard for Pollution Control on the Storage and Disposal Site for General Industrial Solid Waste*, emphasizing resource utilization and environmental risk control.

For waste rock, we prioritize its use in backfilling mined-out areas, mine road construction, and engineering filling. Waste rock not immediately reusable is stored in designated dumpsites with engineered retaining walls, drainage systems, and slope protection measures to prevent soil erosion and landslides. For tailings, we strictly store them in approved tailings facilities, strengthening safety management and environmental monitoring to prevent leakage or dam failure. We continuously explore tailings utilization pathways to improve resource efficiency.

General industrial solid waste storage sites have clear signage indicating waste type, classification, and storage period. We conduct regular inspections to ensure compliance. Storage facilities taken out of service are closed and restored according to specifications, promoting environmental rehabilitation and ecological improvement.

Hazardous Waste Management

For hazardous waste generated during mine operations (e.g., waste oil, hydraulic fluid, paint and chemical containers, heavy metal sludge), we implement full-process, closed-loop control per the *Standard for Pollution Control on Hazardous Waste Storage* and other regulations.

Hazardous waste is segregated by type and stored in dedicated facilities with anti-seepage, fireproofing, weather protection, and leak containment. These facilities are clearly marked to prevent mixing with general industrial or household waste. We maintain detailed logs tracking generation, storage, transfer, and final disposal for full traceability. We use qualified third parties for disposal, strictly following the hazardous waste transfer manifest system to ensure legality. Sites and plants conduct regular self-inspections, while the Health, Safety & Environment Department provides oversight to continuously strengthen implementation and risk control.

Wastewater

We view water resources as a core element of our sustainable development. We strictly comply with national and local wastewater discharge standards, such as the *Integrated Wastewater Discharge Standard*, rigorously testing discharged wastewater to ensure compliance. We have a wastewater discharge management system defining the responsibilities of departments and positions, standardizing procedures, and strengthening daily inspections and maintenance. We actively cooperate with environmental authorities, stay informed of the latest policies, and engage with them to find solutions when needed.

Production Wastewater Management and Recycling

Given the characteristics of mine operations, we have built a comprehensive system for segregated collection and tailored treatment of mine water and process water, ensuring different water types are managed appropriately and recycled. Untreated wastewater is strictly prohibited from direct discharge.

Mine water is treated through sedimentation, filtration, disinfection, etc., before being recycled for underground operations, dust suppression, landscaping, or other auxiliary uses, minimizing freshwater consumption. If discharge is necessary, it is rigorously treated to meet standards like the *Environmental Quality Standard for Surface Water* before being discharged via designated outfalls. Process water undergoes advanced treatment such as coagulation, sedimentation, oxidation-reduction, and adsorption before being recycled for processing. Water treatment facilities operate concurrently with production. We maintain logs recording volumes, chemical use, and key water quality parameters. The Health, Safety & Environment Department conducts regular water quality monitoring and operational assessments to ensure stable discharge compliance.

Domestic Wastewater Treatment

For domestic wastewater from mine sites, we have built septic tanks and integrated treatment facilities for centralized treatment, preventing direct discharge to surface water or groundwater. Treated water meeting standards are reused for landscaping or toilet flushing. We maintain and clean these facilities regularly, keeping logs and records.

Groundwater Protection

Groundwater protection is a key focus of mine water management. We implement anti-seepage measures, such as geomembranes and surface hardening, in areas with potential groundwater contamination risk, including production facilities, stockpiles, and wastewater treatment zones. We also maintain a groundwater monitoring network with wells placed around the site, conducting regular water level and quality monitoring and maintaining long-term records. Anomalies trigger an immediate investigation, corrective actions, and reporting to authorities.



Case

Wulong Mining: Innovative Wastewater Treatment, Creating Closed-Loop Water System

Wulong Mining has built an integrated water recycling system based on the concept of "preliminary sedimentation + advanced filtration + intelligent reuse." It established an automated wastewater treatment station covering the entire mining and processing operation, eliminating the risk of untreated production wastewater discharge. This achieves 100% recycling of process water and mine water, saving over 1 million cubic meters of fresh water annually.

Exhaust

We have built a comprehensive exhaust management system covering major pollutants like dust and sulfur compounds from mining and processing for continuously improving air quality management and reducing operational impacts on the surrounding environment.

Our exhaust mainly comes from mining and processing with key pollutants being particulate matter (dust) and sulfur compounds. We implement source-specific management and precise control for different pollutants to ensure stable compliance.

Dust Control

For dust-generating points like ore crushing, screening, and rehandling to collect dust, we have equipped key equipment (e.g., crushers, vibrating screens) with high-efficiency baghouse to collect dust. On mine roads and stockpiles, we use water trucks for dust suppression. During the reporting period, our average annual dust emission concentration was $\leq 10 \text{ mg/m}^3$, better than the national standard (15 mg/m^3).

Sulfur Compound Treatment

We have installed desulfurization systems in our processing plants, typically using lime wet scrubbing. During the reporting period, sulfur compound emission concentrations were consistently $\leq 50 \text{ mg/m}^3$, with a 100% compliance rate.

We have installed continuous emission monitoring systems (CEMS) at major exhaust point to monitor particulate matter concentrations and other indicators in real-time. Data is uploaded to the local environmental authority's supervision platform for transparent, digital oversight. During the reporting period, we had no incidents of exhaust exceeding emission limits.



Case Guangyuan Technology: Enhancing Exhaust Management with Multi-Stage Purification

Exhaust from Guangyuan Technology mainly comes from dust generated during the dismantling of TVs, computers, washing machines, and refrigerators, and from plastic crushing lines. For these dust-generating processes, Guangyuan Technology has equipped high-efficiency filter dust collectors as primary treatment to reduce dust emissions. These are followed by sulfur-loaded activated carbon adsorbers for further treatment of volatile organic compounds, ensuring exhaust meets standards before being discharged via 15-meter stacks.



Guangyuan Technology Low-Noise Dust Removal Equipment



Case Wulong Mining: Integrated Dust Suppression System for Transport

Wulong Mining addressed dust control challenges in mining and haulage operations. Focusing on key areas such as haul roads, Wulong Mining systematically established an integrated "water spraying for dust suppression + enclosed conveying + vehicle washing" management system.

Indicator		Unit	2025
Emissions	SO ₂ Emissions	t	8.77
	NOx Emissions	t	2,511.00
	Particulate Matter (PM) Emissions	t	9,698.79
	Total Wastewater Discharge	m ³	186,068,657.00
	Total Tailings Generated	t	11,550,792.43
	Total Waste Rock Generated	t	62,843,653.20
	Total Hazardous Waste Generated	t	3,604.78
	Hazardous Waste Intensity	t / RMB 10,000 revenue	0.003
	Total Non-hazardous Waste Generated	t	5,360,828.01
	Non-hazardous Waste Intensity	t / RMB 10,000 revenue	4.24



03

Diversity, Equity & Growth

ESG Performance

Total employees: **7,257** (6,738 regular, **519** contract).
 New hires: **1,074; 100** internal candidates to fill vacancies.
 Average local employee ratio across mining areas exceeded **80%**; Golden Star Wassa, LXML, and Jintai Mining exceeded **90%**.
 Ethnic minority employees accounted for **9.69%** of domestic regular workforce.
 Female representation in senior management: **7%**.
 Conducted **1,397** training sessions with **52,365** participants and with a total of **417,373** training hours.
 Safety production investment in domestic subsidiaries: RMB **52.5935** million, a **36.86%** increase year-over-year.
 Performance-based incentive compensation coverage for management and technical positions: **100%**.

UN SDGs



We consider our employees the core driving force for our sustainable development. Upholding a "people-oriented" philosophy and a core talent strategy that champions respect, meritocracy, and survival of the fittest, we are committed to building a diverse and inclusive workplace, fully protecting employee rights, supporting career growth, enhancing well-being, and achieving mutual development with our employees.

3.1 Protection of Employee Rights

We prioritize protecting employee rights, guided by our *Human Resources Management Statement*. We adhere to international conventions and the laws and regulations of the countries where we operate. Our robust internal management systems foster a fair, just, diverse, and inclusive employment environment, safeguarding the legitimate rights and interests of every employee and enabling mutual growth.

Indicator	2025	2024
Total Employees	7,257	7,152
Regular Employees	6,738	6,911
Contract Employees	519	241
Total Number of New Hires	1,074	2,459
Internal Candidates for Vacancies	100	111
Average Local Employee Ratio (Mines)	Over 80%	80.5%
Ethnic Minority Employees	348	373
Female Executives Ratio	7%	9.52%
Total Number of Employee Turnover	14.89%	14.95%

Compliant Hiring and Inclusive Practices

We strictly adhere to international best practice and local laws. Domestically, we comply with laws such as the Labor Law, Labor Contract Law, and Occupational Disease Prevention and Control Law. We have developed and implemented internal policies covering the entire employee lifecycle:

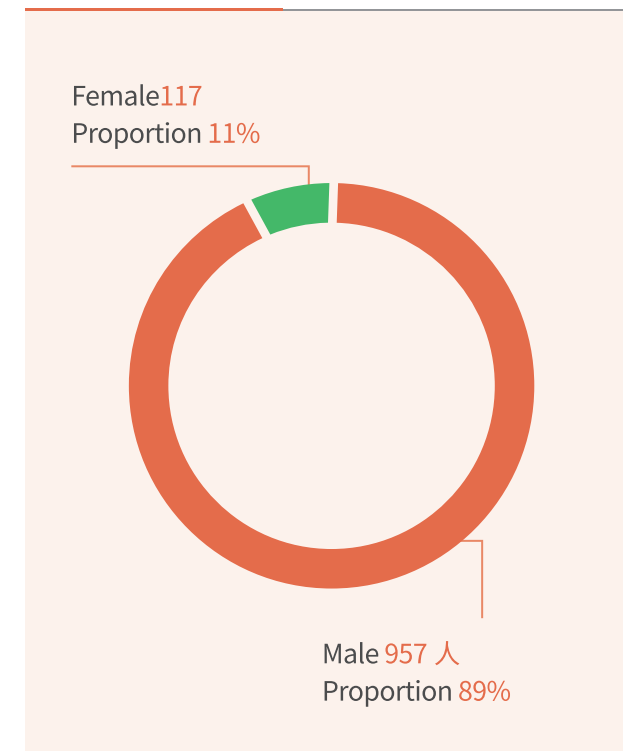
- Labor and Employment Management Measures: Outlines employment principles, contract signing, and daily management.
- Employee Recruitment and Hiring Measures: Defines recruitment processes, selection criteria, and hiring procedures.
- Labor Contract Management Measures: Specifies contract formation, modification, termination, and expiration.
- Internal Transfer and Exit Management Measures: Establishes fair internal mobility and exit mechanisms.
- Key Position Rotation and Mandatory Leave Measures: Mitigates risks in key positions.
- Employee Attendance Management Measures: Standardizes working hours and leave management.
- Employee Handbook: Provides a comprehensive overview of our culture, employee rights and obligations, and code of conduct.

Our overseas subsidiaries also strictly follow local laws and international standards, developing localized hiring policies to ensure lawful employment and harmonious industrial relations globally. We strictly adhere to the principles of equality, voluntariness, and mutual agreement when signing labor contracts with all employees, resolutely preventing any form of child labor and forced labor. We also require contractors, suppliers, and other partners to strictly comply with this regulation. If any situations involving child labor or forced labor are discovered, the company will immediately initiate a comprehensive investigation, terminate the relevant employment practices, hold the responsible parties accountable in accordance with laws and regulations, and thoroughly review and improve employment processes and supervision mechanisms to fundamentally prevent such incidents from happening again.

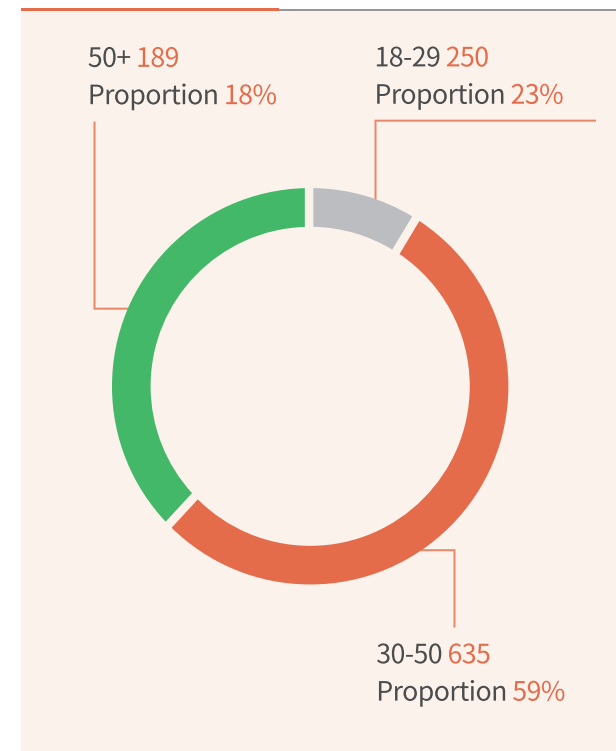
Talent Introduction

We value talent retainment and development. During the reporting period, we hired 1,074 new employees. To accurately match roles and reduce hiring risk, we effectively utilized internal talent, with 100 internal candidates filling vacancies, continuously optimizing our talent structure and supporting stable growth.

Gender Distribution of Newly Hired Employees



Age Distribution of Newly Hired Employees



Local Hiring

Our subsidiaries globally prioritize local recruitment, providing diverse employment opportunities and professional skills training to the local workforce. This fosters healthy, long-term relationships with local communities and supports local economic development and livelihoods.

By the end of the reporting period, the average local employee ratio across our mining areas exceeded 80%, with specifics as follows:

As of the end of the reporting period

LXML	Golden Star Wassa	Jilong Mining
90 %Over	90 %Over	70 %Over
Hanfeng Mining	Wulong Mining	JinTai Mining
60 %Over	50 %Over	90 %Over
Huatai Mining		
80 %Over		



Case Hanfeng Mining: Local Employment through Mining Skills Training

Actively responding to local hiring policies, Hanfeng Mining partnered with the Longjing City Human Resources and Social Security Bureau to launch a "Mining Skills Enhancement" training program. Which offered local job seekers professional skills training in safe operations and equipment maintenance. Thirty participants completed the training, and 13 were subsequently hired by the Company, creating a mutually beneficial cycle of community development and corporate growth.



Human Rights Protection and Equal Opportunity

Chifeng Gold acknowledges and adheres to international human rights standards and principles, including the UN Universal Declaration of Human Rights and Guiding Principles on Business and Human Rights, and the ILO Declaration on Fundamental Principles and Rights at Work. We have developed and published the Chifeng Gold Human Rights Protection and Anti-Violence and Conflict Policy for respecting and protecting the legitimate rights and interests of our employees, contractors, and suppliers.

Zero Tolerance Statement

Chifeng Gold maintain a zero-tolerance policy towards:

- Sexual harassment and any form of workplace harassment.
- Discrimination based on nationality, race, gender, age, religion, marital status, disability, cultural background, etc.
- Any form of violent discipline, including mental or physical threats, punishment, retaliation, and verbal abuse.
- Human trafficking and any form of modern slavery.

We aim to prevent such misconduct by establishing clear reporting procedures, handling mechanisms, and regular communication and support on human rights protection. In case of violation, subsidiaries/ mines will initiate emergency plans and form response teams. If related to specific business activities, those activities are suspended pending resolution.

Equal Opportunity and Diversity Inclusion

Our Human Resources Management Statement commits to "equal employment, promoting diversity and inclusion – explicitly prohibiting discrimination based on nationality, race, gender, age, religion, marital status, disability, or cultural background, ensuring all employees have fair career development opportunities." We actively promote local hiring and diversity, offering equal development opportunities to employees from different cultural backgrounds and fostering an inclusive workplace. As our Employee Handbook states: "On our stage, there are no borders, no gender differences, no racial distinctions." Capability and contribution are the only criteria for recognition. We also support the employment rights of persons with disabilities, placing them in suitable roles based on their abilities. By the end of the reporting period, several employees with disabilities were employed in various roles, setting a positive example for an inclusive workplace.

We prioritize the career development of female employees. Through supportive policies and fair promotion mechanisms, we ensure equal pay for equal work. Our salary system is job-based. Pay levels are determined by the position's significance on development goals, contribution value, and level of responsibility, with no gender-based differentiation.

Our subsidiaries actively encourage women to pursue management roles. We regularly analyze gender ratios across levels, identify gaps, and develop improvement measures. We use diverse feedback platforms to listen to female employees and track training participation by gender to ensure equal opportunities for skill development and career growth.

Employee Management Structure

Female Executives	Female Middle Managers	Female Non-managerial Staff
4	21	890
Proportion	Proportion	Proportion
7 %	8 %	14 %

Ethnic Minority Employees

As of the reporting period, Chifeng Gold employed 348 ethnic minority employees, accounting for 9.69% of domestic regular employees. We actively recruit from these groups, providing equal career development opportunities.

Human Rights Risk Assessment and Training

We have a human rights risk detection procedure to identify and assess potential impacts on employees, taking appropriate measures based on severity. We prioritize human rights training, organizing regular professional sessions to help employees understand human rights concepts, international standards, and relevant laws. Our training covers five modules:

- (i) Human Rights Basics & International Standards,
- (ii) Company Human Rights Policy & Zero Tolerance,
- (iii) Identification of Prohibited Conduct (discrimination, harassment, forced labor),
- (iv) Reporting Procedures & Protection Mechanisms, and
- (v) Fostering a Respectful & Inclusive Work Environment.

Subsidiaries conduct targeted training within the Group's framework. Guangyuan Technology engages legal firms for human rights compliance consultation and training. Golden Star Wassa provides security and human rights training based on the Voluntary Principles on Security and Human Rights for all management and frontline staff.

Democratic Management and Employee Communication

We have established multi-level, multi-channel systems for democratic management and communication. All domestic subsidiaries have trade unions. Employees can choose to join or not. Overseas subsidiaries have worker representation mechanisms according to local laws, ensuring employee rights to information, participation, and oversight.

We have collective bargaining agreements with the unions, covering compensation, working hours, rest periods, occupational safety, supplementary insurance and benefits, special protection for women, vocational training, contract management, rewards and sanctions, and layoff procedures/compensation, safeguarding collective employee rights.

For democratic participation, we have worker congresses that regularly hear employee suggestions. We encourage employee involvement in management improvement through suggestion campaigns, rewarding adopted ideas. Management also maintains open communication with frontline staff through face-to-face interviews, suggestion boxes, and internal communication platforms.

To handle labor disputes, we have a mediation mechanism with a dedicated office to coordinate and resolve disputes fairly and lawfully. Employees can report issues via mail, email, phone, or in person. Whistleblower information is strictly protected, and verified reports may result in rewards based on risk level.

We conduct regular employee satisfaction and engagement surveys, gathering feedback on work environment, compensation, career development, culture, and value alignment. During the reporting period, we received 2,280 valid responses (covering headquarters and subsidiaries), with an overall satisfaction rate of 90.4%.

Resignation Management

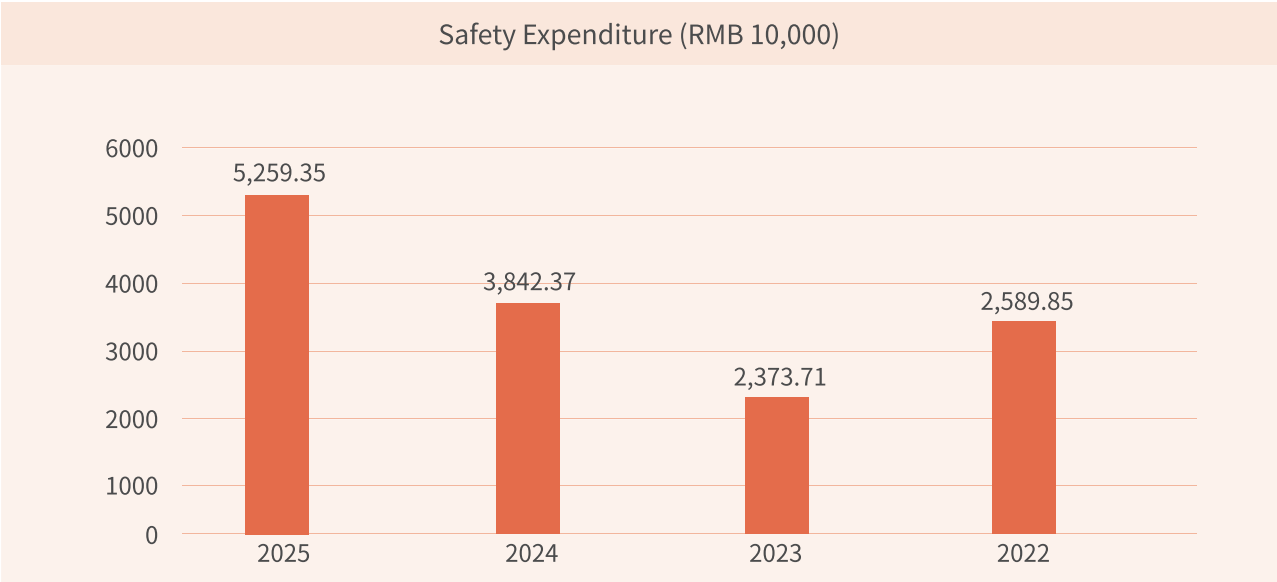
We comply with all applicable local laws regarding employee exit management, ensuring a fair, transparent, and compliant process. When an employee resigns, their direct supervisor or HR conducts an exit interview to understand reasons and provide support. Upon confirmation, we follow procedures to handle exit formalities and protect their rights.

During the reporting period, 1,003 regular employees left Chifeng Gold, of which 927 were voluntary resignations. The total turnover rate was 14.89%, with voluntary turnover at 92.42%.

Indicator	2025	2024
Total employee turnover	1,003	1,215
Total employee turnover rate	14.89%	14.95%
Voluntary Turnove	927	1,136
Voluntary Turnover Rate	92.42%	93.50%

3.2 Workplace Safety & Health

We place occupational health and safety at the core of our business. We strictly comply with laws such as the Work Safety Law and Occupational Disease Prevention and Control Law. Guided by our core commitment of "safety first, health-oriented," we continuously refine our safety management system and promote work safety standardization. During the reporting period, we set and pursued the targets of "zero major safety incidents, zero occupational disease incidents," with domestic subsidiaries investing RMB 52.5935 million in safety production.



Safety Production Investment of Domestic Subsidiaries

System Establishment and Standardized Management

We value standardized safety practices. With reference to the ISO 45001 Occupational Health and Safety Management System, we have built a standardized management system for headquarters and all subsidiaries. During the reporting period, Wulong Mining achieved OHSMS certification (also holding ISO 9001, ISO 14001, ISO 50001 certifications), and Jilong Mining obtained ISO 45001, ISO 9001, and ISO 14001 certifications in July 2025. Other domestic subsidiaries are in the process of implementing these systems. In terms of system management, we updated the Safety Production Management System framework, introducing a dual prevention mechanism that integrates risk grading control with hazard investigation and management. Production risks are classified as high, medium, and low, with 24/7 dynamic monitoring for key systems such as mine ventilation, drainage, and hoisting/transport.

We have established a Safety Committee (SPC) as the core of our safety management system. The CEO serves as the Chairperson of SPC, with the general managers of subsidiaries serving as members. The SPC Office is housed within the Safety and Environmental Department, forming a three-tier management structure comprising headquarters, subsidiaries, and mines. A designated Safety Director is responsible for workplace safety and occupational health. All mine have dedicated safety management departments staffed with full-time safety personnel. For instance, Jilong Mining has a Safety Management Department and safety sections at each sub-mine, with a total of 30 full-time safety personnel.

For contractor management, we incorporate ESG and workplace safety requirements into our contractor selection process. We strictly review their safety records from the past three years, safety management systems, and relevant qualifications. Contractor personnel must complete our three-tier safety induction (corporate, workshop, and site levels) and pass assessments before starting work. Contracts specify safety responsibilities, and incidents caused by contractors can result in forfeiture of performance bonds and contract termination. Headquarters conducts semi-annual contractor safety audits to strengthen process supervision and closed-loop management. During the reporting period, a fatality involving a contractor employee occurred due to a safety rule violation. We immediately investigated the incident, issued an alert across the Group, and conducted a thorough management review. As a result, we strengthened contractor safety management across the entire contractor lifecycle: 1) strict entry audits; 2) reinforced safety responsibilities of the contracting entity; 3) enhanced safety training and field supervision; 4) optimized production organization and safety safeguards; and 5) improved the safety management system and oversight mechanisms. We are committed to continuously improving contractor safety management standardization to prevent such incidents and ensure the safety and health of all workers.

We have set "Three-Zero" workplace safety targets: zero fatal accidents, zero major equipment , fire and explosion accidents, and zero occupational disease incidents. We reinforce these targets through performance assessments, supervision, and accountability mechanisms. Our primary approach is built on safety commitments, hierarchical control, and tiered inspections, enabling comprehensive safety management that involves all employees, all processes, and all operations.

For 2025, we set and achieved targets of ≤ 1.5 per million hours worked for both the Lost Time Injury Frequency Rate (LTIFR) and the Total Recordable Injury Frequency Rate (TRIFR). For example, LXML achieved a TRIFR of 0.3 (against a target of 0.8), and Huatai Mining recorded zero work-related injuries or accidents for the year.



Inspection, Rectification, and Training Enhancement

We enforce a "zero-hazard" requirement for safety hazard inspections. Headquarters implements a mechanism combining walkthrough inspections with closed-loop management, conducting regular or unscheduled safety inspections across subsidiaries. We create "issue lists," "responsibility lists," and "rectification lists," provide feedback through on-site coordination meetings, and verify the effectiveness of corrective actions during subsequent inspections to ensure closure. Guided by headquarters, subsidiaries develop their own safety supervision plans based on site-specific conditions. Wulong Mining implements a "daily, weekly, and monthly" inspection system and collaborates with local and higher-level emergency management authorities to conduct "expert consultations" and inspections. Huatai and Jilong Mining assign safety personnel to each shift to provide on-site supervision and maintain safety records. Subsidiaries use a combination of "specialized joint inspections" and "specific topic inspections" to cover aspects such as work environment, equipment condition, and personnel practices, ensuring comprehensive hazard identification.

Case Digital Empowerment for Safety Management

Subsidiaries are actively advancing safety management digitalization, using technologies like 5G and AI to enhance control:

Wulong Mining

Built a 5G digital dispatch center, deploying a "Six-System" safety refuge system for real-time monitoring of underground personnel, equipment status, ventilation, drainage, etc., providing reliable intelligent support for safety management.



Wulong Mining's 5G Integrated Management and Control Platform



Jilong Mining

Completed a digital integrated management system in 2025, integrating functions like document management, hazard reporting, and employee training, enabling digital and process-driven safety management.

Hanfeng Mining

Built an integrated intelligent control platform. Using technologies like data interoperability, cloud computing, and automation, it enables intelligent equipment management, remote control, safety monitoring, personnel tracking, and a dual prevention system, allowing centralized and dynamic control of production systems.

Huatai Mining

Upgraded its safety refuge "Six-System," adding an AI video analysis platform. Using AI and computer vision, it automatically identifies unsafe employee behaviors and potential hazards, effectively reducing violations.



Huatai Mining Safety Production Information System



We continuously promote a safety culture through a multi-tiered safety training system. New hires and transferred employees undergo three-tier safety induction (corporate, workshop, and job-site levels). All employees receive annual safety training. Personnel in special operations roles are 100% certified. Knowledge and skills are assessed through theoretical and practical exams.

In June 2025, subsidiaries participated in Safety Month activities under the theme "Everyone Speaks Safety, Everyone Can Respond—Find Hazards Nearby." Activities included safety pledge ceremonies, safety knowledge contests, recognition of outstanding safety teams, and management experience sharing, fostering a strong safety culture. In the last week of April, subsidiaries also organized Occupational Disease Prevention and Control Law Awareness Week to raise employee awareness of occupational disease prevention.



On-site training for Jilong Mining's "Safety Production Month" 2025

For emergency management, we developed the Chifeng Gold Safety and Environmental Accident Emergency Plan, covering scenarios such as roof falls, fires, and tailings dam failures. In 2025, we conducted 8 emergency drills (6 mine rescue drills, 2 fire evacuation drills), with 100% participation.

Huatai Mining conducted a table-top exercise for tailings dam failure emergency response and a field drill for roof fall and rib collapse accidents; Wulong Mining, in collaboration with the Dandong City Mine Emergency Rescue Team, conducted emergency drills for underground fires and sudden floods at the tailings pond; and LXML conducted weekly emergency response team training throughout the year and carried out 15 comprehensive emergency exercises.



Huatai Mining Conducts 2025 Underground Roof Fall and Wall Collapse Accident Drill

In safety achievements, LXML received the ASEAN-OSHNET Excellence Award in 2025. Golden Star Wassa again won the National Championship at the "2025 Ghana Mine First Aid and Safety Competition." Golden Star Wassa's safety management model is being shared with domestic subsidiaries.

Care, Protection, and Health Guardianship

We prioritize employee occupational health and maintain health records for all employees. Regular health checks are conducted: annual physical examinations for Office staff, and semi-annual examinations for those exposed to dust, noise, or hazardous substances, with health changes closely tracked. We conduct annual Occupational Hazard Factor Monitoring and triennial Occupational Hazard Factor Assessments to ensure workplaces meeting national occupational health standards.

Personal protective equipment (PPE) is provided based on job requirements: N95 respirators for dust, earmuffs for high-noise areas, and protective suits and gloves for chemical exposure. PPE is checked monthly to ensure equipment is in good condition. High-risk positions are equipped with health monitoring points and signage. We use effective dust suppression measures and multi-shift rotations to reduce exposure time for underground workers.

We also promote health by establishing on-site clinics, deploying medical staff, and maintaining emergency medical supplies. During Occupational Health Month, we organized 15 lectures on occupational disease prevention and 8 mental health guidance sessions, helping raise awareness of workplace hazards and stress management. These initiatives inform employees about potential health impacts of their work environment and effective ways to manage stress, protecting employee health through multiple approaches.



3.3 Employee Career Development

Talent Foundation and Clear Development Paths

Chifeng Gold has established diverse career paths, offering transparent internal promotion opportunities. The job categories are Management, Technical, and Support, each with clear promotion criteria. The Management path has five levels from Staff to Executive; the Technical path has five levels from Staff to Chief Engineer; while the Support path has four levels from Staff to Senior Specialist. Employees are placed in a path based on their role. When an employee demonstrates the required capabilities for a higher level and wishes to pursue promotion, they can be promoted after an internal evaluation.



To ensure fairness, we have multi-faceted promotion safeguards: (i) 360-degree feedback, gathering input from supervisors, peers, and subordinates to provide a comprehensive view of employee performance and capabilities; (ii) an accelerated promotion system that waives standard tenure and eligibility requirements for employees with exceptional performance or innovation; and (iii) a talent pool that identifies high-potential employees for targeted development. In addition, policies and oversight mechanisms—including internal monitoring and reporting channels—ensure transparency and fairness. Subsidiaries have developed their own promotion practices within the Group framework. Jilong Mining uses a "five no, one yes" competitive system for management roles—"no distinction in seniority, no distinction in background, no distinction in personal ties, no distinction in gender, no distinction in age; ability comes first." It follows an "internal first" principle, selecting management through a structured process that includes announcement, application, qualification review, presentation, interview, evaluation, probation, and final assessment. Wulong Mining uses clear career paths and quantitative assessments to support talent growth. For example, Jiang Song of the Safety and Environmental Department was promoted from Safety Officer to Deputy Manager, then to Assistant General Manager, and in 2023 to Deputy General Manager and Safety Director, reflecting the "capable candidates get promoted" principle.

Talent promotion system	
360-degree feedback	gathering input from supervisors, peers, and subordinates to provide a comprehensive view of employee performance and capabilities.
an accelerated promotion system	that waives standard tenure and eligibility requirements for employees with exceptional performance or innovation.
a talent pool	that identifies high-potential employees for targeted development. In addition, policies and oversight mechanisms—including internal monitoring and reporting channels—ensure transparency and fairness.

As part of our overall talent strategy, we continue to implement the "Golden Seed" graduate program to attract outstanding university graduates. Through systematic onboarding, they learn our culture and core values, supporting the optimization of our talent structure and building a sustainable talent pipeline. To enhance employee commitment and attract and retain key management and core talent, we have a medium-to-long-term equity incentive plan that aligns employee and shareholder interests, allowing more employees to benefit from Chifeng Gold's growth.

Performance Orientation and Fair Evaluation

In terms of the remuneration system

We operate a job-based salary system under the principle of "setting positions based on work scope and adjusting salary based on position changes." Salary structures vary by role to incentivize performance. Management and technical positions receive a combination of base salary and performance-based pay, with the variable component contingent on meeting performance targets. Frontline production workers are compensated on a workload basis, linking pay directly to output. All management and technical positions are eligible for performance-based incentive compensation. We also offer medium-to-long-term incentives based on sustainability performance, which may include climate-related metrics, as appropriate.

In terms of performance appraisal

We have a well-structured, systematic, and transparent performance evaluation system. Headquarters uses differentiated performance templates for executive team members, heads of overseas subsidiaries, domestic management teams, and headquarters mid-level and junior staff. Evaluations consider corporate performance, business unit performance, and individual performance (including job performance, skills, and attitude). We also use 360-degree feedback for key personnel, incorporating input from supervisors, peers, subordinates, and others to emphasize shared team goals.

We actively listen to employee feedback. Performance review results are communicated face-to-face, helping employees understand areas for improvement and fostering their growth. We also link conduct and compliance to performance evaluations. Dimensions such as "work attitude" and "integrity and self-discipline" are included in performance assessments and are tied to rewards, penalties, and promotions, embodying a culture of compliance into daily management.



Training Support and Career Advancement

We view talent as the driver of our development, making employee training a key part of our HR strategy. During the reporting period, we offered a variety of training programs—including professional skills, general management, corporate culture, information security, and compliance/anti-corruption—to support employee growth.

Our training framework includes five key initiatives:

- Implement mentor-based training

a mentorship system pairing new employees and those seeking development with experienced mentors
- Launch action learning programs

action learning projects focused on real business issues to solve problems and build skills
- Establish a training credit system

a training credit system linked to performance and promotion; (iv) overseas training opportunities in collaboration with overseas enterprises and training institutions to broaden employees' international perspectives
- Provide overseas training and exchange programs

an internal knowledge-sharing platform encouraging employees to share expertise and foster a positive learning culture.

For new hires, we prioritize youth development through the "Golden Seed" program, recognizing young employees as a core strength of the organization and fostering a conducive environment for their growth. The program includes courses on company history, culture, strategy, organizational structure, business footprint, safety regulations, office systems, career planning, and teamwork, helping new graduates transition from campus to the workplace. Subsidiaries also conduct tailored new hire training; Jilong Mining's program covers corporate strategy, policies and procedures, professional knowledge, and teamwork.





Case 2025 Asset Security and Integrity Risk Prevention and Control Training Program

To strengthen asset security management, enhance employees' awareness of integrity and legal risk prevention, and ensure compliant operations and sound global growth, Chifeng Gold organized a company-wide training on asset security and integrity risk prevention on September 26, 2025. The training was conducted in the combination of online and offline, with the main venue at Beijing headquarters and simultaneous connections to Shanghai, Hong Kong, and all subsidiaries. Experts from Tianyuan Law Firm and the Company's legal team delivered lectures focusing on integrity-related prohibited behaviors for mining companies, core ethical principles, practical legal risk prevention, and detailed case studies, effectively enhancing employees' risk awareness and strengthening Chifeng Gold's compliance management.



Chifeng Gold 2025 Asset Security and Integrity Risk Prevention and Control Training Program



Within the Group framework, subsidiaries offer tailored training. Huatai Mining uses scenario-based simulation, coaching and correcting employees in simulated work environments to enhance practical skills. Hanfeng Mining has a three-tier training system (new hire, skills enhancement, leadership development) to support employees at different stages.

During the reporting period, we conducted 1,397 training sessions, with 52,365 participants and a total of 417,373 training hours, supporting employee growth and shared success.



conducted training
sessions

1,397



participants

52,365



a total training hours

417,373



3.4 Employee Wellbeing Enhancement

Comprehensive Benefits and Full Protection

We provide social insurance (pension, medical, unemployment, work injury, and maternity) and housing provident funds for all domestic employees, ensuring full "Five Insurances and One Fund" coverage. All mines are insured with work safety liability insurance, providing additional protection for frontline staff. Overseas subsidiaries provide local social insurance in accordance with local laws and regulations. We also provide commercial medical and travel accident insurance for non-resident employees of overseas subsidiaries and for employees who frequently travel internationally. All headquarters staff and subsidiary management receive supplemental medical insurance, offering multi-faceted protection.

To support employee health, we organize annual physical checks for all employees. Mines conduct pre-employment, in-service, and exit occupational health checks, maintaining complete health records. We have on-site clinics and counseling rooms staffed by professionals, prioritizing employee well-being. We provide necessary PPE and maintain suggestion boxes to ensure high-quality support and services for employees.

To support employee care and engagement, we provide holiday gifts for traditional festivals (Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival) and for Women's Day. We reimburse travel expenses twice a year for employees working away from home. Mine sites provide accommodation, while headquarters and offices provide meal subsidies. To encourage professional development, we offer monthly subsidies to employees holding certain professional certifications. We also offer innovation awards for achievements in safety, operations, and management.

Flexible Leave and Quality Leisure Time

To protect employee rights and enhance their sense of well-being, we provide various types of leave in accordance with legal requirements, including annual leave, compensatory time off, sick leave, marriage leave, maternity leave, paternity leave, parental leave, nursing leave, work injury leave, bereavement leave, and personal leave. Annual leave entitlement increases with years of service, recognizing long-term contributions. Subsidiaries develop leave policies aligned with local legal requirements, cultural practices, and operational realities.

We place a strong emphasis on protecting women's rights. We comply with national regulations, ensuring at least 98 days of maternity leave, with additional days for difficult births or multiple births. Nursing time is provided for mothers with infants under one year. Male employees receive paternity leave, with the duration varying by local policy. On Women's Day, the CEO attends discussion with female employees at headquarters, and subsidiaries organize similar activities. Hanfeng Mining provides commuter transport services for female employees, demonstrating its attention to their needs.



Warm Assistance and Shared Resilience

Supporting employees facing hardship is a top priority for our well-being initiatives. In 2022, we established the Chifeng Gold Employee Assistance Fund Committee and developed the Chifeng Gold Employee Assistance Fund Implementation Policy (last revised in December 2023), creating a systematic, ongoing mechanism to support employees in need. Management sets annual assistance plans, adhering to the "Three No's" principle: ensuring that no employee's family lives below the local poverty line, that no employee's family is unable to afford medical treatment, and that no employee's child is denied access to education. We aim to provide practical help for work and life challenges, ensuring employees have job security, healthcare access, and support in times of need. Fund sources include union contributions, fund earnings, and donations from senior executives. Coverage includes work-related injuries/fatalities, major illness, children's education costs, financial strain from having three children, and natural disasters, with differentiated support levels. Costs are shared: 15-20% from headquarters executives (deducted from salary), 5-10% from the headquarters union, and 70-80% from subsidiary unions, reflecting the culture of "management leads, employees participate." We prioritize hiring family members of disadvantaged employees who meet our requirements.



In 2025, the Group union organized support activities for employees in need, applying the principle of "identify all eligible, help all eligible." Following a process that included employee applications, submission by mine sites (or units), and documentation, verification, visits, and preliminary review by subsidiary unions, we supported 58 employees (20 from Jilong Mining, 18 from Wulong Mining, 18 from Hanfeng Mining, 1 from Huatai Mining, and 1 from Jintai Mining), with total assistance of RMB 200,000.



Case Chifeng Gold Employee Assistance Initiative 2025

From late 2025 to early 2026, Chifeng Gold organized its 2025 employee assistance initiative. Subsidiaries used the New Year period to distribute assistance funds and conduct home or workplace visits. During these visits, representatives expressed gratitude for their dedication during challenging times, emphasizing that their contributions are valued and that the Company sides with them.



Chifeng Gold assists employees in need

Engaging Activities for Physical and Mental Wellness

To promote physical health and team cohesion, Chifeng Gold and its subsidiaries organize diverse team-building and cultural activities tailored to local conditions. Headquarters regularly hosts sports competitions, choir events, and other group activities to foster collaboration. Hanfeng Mining organizes cultural events such as Spring Festival galas, photography contests, table tennis tournaments, and reading activities, creating a healthy and harmonious corporate culture. Wulong Mining co-hosted the "Wulong Gold Mine Cup" pickleball tournament with Tongxing Town, enriching the spiritual and cultural life of employees and contributing to the high-quality coordinated development of culture, sports, and tourism in the area.



Wulong Mining 2025 Pickleball Tournament



Cultural and Sports Activities of Hanfeng Mining Employees

Jilong Mining also organized a traditional Yangko New Year greeting event during the Spring Festival, inheriting national culture and strengthening team spirit.



Jilong Mining's Yangko Performance for Chinese New Year 2025 Celebration

On Women's Day, the CEO attends discussions with female employees at headquarters, and subsidiaries organize similar activities with gifts, demonstrating respect and care for female employees. For traditional festivals like Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival, subsidiaries provide gifts, fostering a festive atmosphere and enhancing employee belonging and well-being.

04

Shared Value & Social Impact

ESG Performance

Total number of suppliers: **4,227**; new suppliers added: **667**.

Organized **97** volunteer activities with **575** participants, accumulating **836** volunteer hours and benefiting **2,135** people.

Held **386** community meetings, received **1,549** community visits, and engaged with **3,167** stakeholders.

Total community donations amounted to approximately RMB **9.0254** million.

UN SDGs



4.1 Green Responsibility in Action

As a global mining company, Chifeng Gold fully integrates sustainable development into its supply chain management. Through an open and transparent procurement system, we build mutual trust, stable, and mutually beneficial partnerships with our upstream and downstream partners, promoting sustainable practices throughout the supply chain and moving towards a greener future together.

Total number of suppliers this year

4,227

Total number of new supplier

667

Sustainable Procurement in Practice

Building on our existing Material Procurement Management System and Bidding Management Measures, we have comprehensively upgraded our supplier management system. By the end of 2025, we had 4,227 suppliers, including 1,800 suppliers from mainland China, 598 suppliers from Laos, 1,000 suppliers from Ghana, and 829 suppliers from other countries and regions; 667 new suppliers were added throughout the year. At the supplier onboarding stage, we strictly implement a multi-dimensional evaluation mechanism, reviewing factors such as company scale, product quality, service level, and price competitiveness, and require complete prequalification documentation.

Supplier Selection Principles	
Quantity Requirements	For single or bulk material procurement, at least three suppliers should generally participate in bidding (except for sole-source suppliers or special circumstances).
Scale and Level Requirements	Preference is given to corporate suppliers over organizational or individual suppliers; regarding channels, manufacturers are preferred over agents or retailers, with comprehensive comparison of quality, price, and service.
Credit Investigation Requirements	Credit checks are conducted on suppliers; where necessary, a qualified third party may be commissioned.

For supplier management and evaluation, we require subsidiary procurement departments to maintain supplier lists and credit files, forming the basis for stable, reliable, and trustworthy supply chains. We use standardized supplier scorecards for quantitative performance evaluation and maintain a blacklist to restrict or disqualify suppliers with compliance risks or serious breaches, enhancing supply chain transparency, resilience, and sustainability.

Principles for the Full Life Cycle Management of the Supplier Directory

Directory Management	Preliminary lists are created based on cooperation history or network search. Potential suppliers are screened via interviews, online communication, site visits, and inquiries. After approval, they are added to the qualified supplier directory.
Onboarding Management	A credit file is created for new suppliers, containing basic information, qualifications, and compliance documents. An onboarding review includes screening against sanctions lists (e.g., China, OFAC, BIS, UN, EU), and evaluation of qualifications, technical capability, product quality, delivery, service, safety, and environmental performance. Site visits may be conducted to confirm ESG compliance before addition to the directory.
Evaluation Management	Standardized supplier scorecards are used for regular evaluations, covering quality, cost, delivery, service, safety, environment, and aspects like unlawful employment and compliance. Based on evaluations, the supplier "blacklist" is maintained and updated quarterly.
Exit Management	Suppliers who violate the Supplier Code of Conduct and Prohibited Items, seriously breach the Code of Conduct, have major compliance violations, show poor ESG performance, are rated as needing elimination, lose operational capability, or request to exit are removed. Exit plans include alternative supply arrangements and contractually agreed compensation clauses. Legal recourse is reserved for major breaches.

This year, we further refined our Supplier Code of Conduct and Health and Safety Goals, making ESG performance a core requirement for supplier onboarding and management. Serious ESG violations are considered disqualifying factors. Suppliers involved in forced labor, major environmental violations, corruption, or severely poor ESG performance are placed on the non-compliant supplier list. We require all subsidiaries to strictly adhere to this standard, ensuring supply chain compliance, sustainability, and high-quality development through review, evaluation, and dynamic adjustment.

ESG Dimension	Core Requirements
Environmental	• Compliant waste disposal, no illegal discharges. • Sound management of chemicals and hazardous substances. • Promote the use of environmentally friendly materials, resource conservation, and recycling. • Use clean energy to reduce carbon emissions. • Phase out high-energy-consuming equipment, promote energy conservation and emission reduction. • Protect biodiversity, prohibit illegal logging. • Implement ecological protection and restoration throughout the mine life.
Social	• Prohibit forced labor, child labor, human trafficking. • Protect equal rights of employees, prohibit discrimination, harassment, bullying. • Comply with legal working hours, ensure fair pay, social security, and leave rights. • Respect freedom of association and collective bargaining. • Provide a safe and healthy work environment with necessary protective measures. • Establish emergency plans and conduct drills. • Fulfill community responsibilities, support public welfare (education, environmental protection, poverty alleviation).
Governance	• Strictly prohibit bribery, corruption, and any form of illegal benefit transfer. • Strictly comply with anti-money laundering laws, cooperate with reviews, and report suspicious transactions. • Protect trade secrets and data security, prohibit fraud and dissemination of false information. • Ensure sub-suppliers also adhere to this Code. • Accept on-site inspections, document audits, or third-party audits. • Establish ESG governance mechanisms, internal review and training processes. • Submit regular social or environmental performance reports (where conditions allow).

Practices in Managing Suppliers for Overseas Subsidiaries

LXML Developing a supplier management system

Incorporates ESG requirements into supplier monitoring and auditing, including risk assessments, performance evaluations, and recommendations for high-risk suppliers to support their continuous improvement in safety, environment, labor, and quality. The supplier management system explicitly requires actions to promote supply chain decarbonization, including monitoring and reducing carbon emissions, improving energy efficiency, and following environmental best practices.

Golden Star Wassa Practicing Sustainable Procurement

Prioritizes products with certifications like ENERGY STAR, LED, and Ecolabel, and clean energy sources like solar, wind, and hydro. Its primary power supply is from authorized supplier GENSER Energy Ghana Ltd. It also focuses on product durability and repairability to reduce replacement frequency and waste generation. Recently, it deployed a solar-powered real-time environmental air quality monitoring system to drive green operations.

Promoting Sustainable Centralized Procurement

To improve supply chain efficiency, optimize resource allocation, reduce procurement costs, and ensure consistency and sustainability across global operations, we further strengthened the role of our Global Supply Chain Center and advanced our centralized procurement strategy during the reporting period. By strengthening centralized procurement and promoting transparency and standardization, we aim to enhance overall group efficiency while fostering economic, environmental, and social benefits, actively contributing to global sustainability goals.

Global Supply Chain Center - GSCC Centralized Procurement Supplier Access Mechanism

Basic Qualification Review	Verifies if the supplier holds legally valid business licenses, tax registration certificates, relevant industry permits, and meets national safety and environmental requirements.
Production Capacity Assessment	Assesses if the supplier's production capacity meets the mining company's needs, including automation level, scale, and technical capability.
Financial Capability Assessment	Reviews balance sheets, income statements, and cash flow statements for large procurement to ensure financial stability and ability to perform.

4.2 Community Development through Partnership

Chifeng Gold recognizes that corporate development is inseparable from the social environment, and fulfilling social responsibilities is key to sustainable development. We are committed to open communication with communities, respecting and protecting indigenous cultures, and listening to their concerns. Upholding the principle of "collaboration and sharing," we deepen collaboration with communities in areas like infrastructure, education, employment, and environmental protection. We carry forward the spirit of charity, focusing on vulnerable groups and continuously engaging in public welfare, demonstrating our commitment and sense of responsibility.

Preserving Community Culture

We believe community culture is the core of belonging and cohesion. Following the principle of "people-oriented, harmonious coexistence," we protect community culture to foster mutual development.

We strictly comply with international conventions and local laws, developing policies for indigenous cultural protection. LXML, for instance, prioritizes interaction with surrounding indigenous communities during its operations, paying special attention to cultural heritage protection, land rights, and sustainable development, consistently guided by principles of respect, inclusion, and sustainability. LXML also regularly reviews and dynamically optimizes its community engagement strategies to remain adaptable to the evolving needs of local and indigenous communities, effectively balancing development needs with cultural protection.

Respecting and Protecting Indigenous Cultures: Systematic Practices of LXML

Institutional Framework: Focus on Policy and Partnership

LXML developed a Land Acquisition and Resettlement Policy (*LADR*), integrating international standards with Lao national regulations to ensure interactions with indigenous peoples are inclusive, transparent, and respectful of cultural traditions. LXML also signed a three-year *Memorandum of Understanding (MoU)* with the Ministry of Culture and Tourism to support research and protection of local cultural heritage.

On-the-Ground Action: Protecting Tangible and Intangible Culture

Within the project operational area, professional teams dispatched by the Ministry of Culture and Tourism were responsible for the identification and recovery of cultural artifacts. We also collaborated with local cultural authorities and communities to jointly protect:

- Tangible Heritage: e.g., cultural sites, historical caves, sacred forests.
- Intangible Heritage: including belief systems, religious rituals, and traditional customs.

Full-Process Engagement: Culturally Sensitive Mechanisms from Identification to Resettlement

- Identifies affected groups through socio-economic and cultural baseline surveys, mapping traditional land use and cultural site locations.
- Respects local governance structures, using elders and community leaders as bridges for dialogue in culturally appropriate ways.
- Implements the principle of "Free, Prior, and Informed Consent (FPIC)", fully informing communities and seeking their approval before key decisions.
- Provides culturally sensitive grievance channels, ensuring indigenous peoples can express concerns easily and confidentially.
- During relocation or resettlement, assesses impacts on cultural identity and social networks, developing livelihood restoration and community cohesion measures.

Assessing Community Impact

For development in new areas, we have built a community impact assessment mechanism to identify and manage potential social and environmental risks. Before commencing operations in new areas, our domestic mining subsidiaries conduct social risk assessments, focusing on potential risks related to culture and community relations to prevent cultural conflicts and social tensions. Overseas subsidiaries strictly follow host country laws, conducting comprehensive environmental and social impact assessments before project commencement to ensure mineral resource development aligns with local legal and international best practices.

Golden Star Wassa Community Impact Assessment and Management Mechanism

- ① Precise Identification of Affected Groups: Through community mapping and stakeholder analysis, we identify communities and livelihood dependents affected by the project, implementing compensation in accordance with legal requirements.
- ② Systematic Assessment of Environmental and Social Impacts: We conduct environmental impact assessments, social impact assessments, and risk assessments to comprehensively identify potential impacts and develop mitigation strategies.
- ③ Accessible and Diverse Grievance Channels: We have an accessible, transparent grievance mechanism. Concerns can be raised through traditional leaders, community committees (e.g., CCT, CMCC), written submissions, or in person, ensuring timely response and handling.

LXML Community Impact Assessment and Management Mechanism

- ① Comprehensive Identification of Impact Areas and Stakeholders: Through field verification, GIS spatial analysis, and collaboration with provincial and district governments, we clearly define the project's impact area and accurately identify all potentially affected communities and groups, ensuring that subsequent consultations and data collection are comprehensive.
- ② Development of Core Assessment Documents per Regulations: Following the requirements of the Ministry of Agriculture and Environment (MAE), we prepare the *Environmental and Social Impact Assessment (ESIA)* and the accompanying *Environmental and Social Management and Monitoring Plan (ESMMP)*. These systematically assess the project's potential impacts on land, water, biodiversity, cultural heritage, livelihoods, and public health, and establish mitigation, monitoring, and management measures. We also conduct a separate *Health Impact Assessment (HIA)* and develop a multi-year *Health Monitoring and Management Plan (HMMP)*, implemented after approval by the Ministry of Health.
- ③ Multi-Level Public Consultation and Information Transparency: Per Lao regulations, we organize public consultations at the village, district, and provincial levels, using easy-to-understand Lao language materials to clearly explain the project scope, potential impacts, and mitigation measures. All feedback is recorded and substantively incorporated into the ESIA and ESMMP revisions.
- ④ Standardized Land Acquisition and Compensation Procedures: For areas involving land use, LXML collaborates with the Vilabouly District Land Acquisition and Compensation Mediation Committee and village authorities to formally announce the asset verification baseline date. The committee leads the verification, valuation, and compensation negotiation process, ensuring full compliance with national law. All compensation agreements are signed and payments made before any land disturbance.
- ⑤ Proactive Implementation of Protection Measures and Enforcement: Before construction, we fully implement the protective measures required by the ESIA, ESMMP, and HIA/HMMP, including soil and water conservation, water quality management, noise and dust control, community safety, cultural heritage protection, and public health interventions. All contractors and employees receive pre-work training covering safety standards, environmental requirements, and community communication guidelines.
- ⑥ Multi-Channel Grievance Mechanism and Closed-Loop Response: We have established a formal community grievance mechanism. Community members can raise concerns through village representatives, CSR officers, hotlines, or written submissions. All concerns are logged, investigated, and resolved in coordination with local government, with outcomes communicated back to the affected parties.
- ⑦ Full Information Disclosure and Continuous Communication: Throughout the project lifecycle, LXML maintains transparency and accountability through village meetings, public disclosure of monitoring data, and regular reporting to MAE, the Ministry of Health, and other regulatory bodies, ensuring long-term, effective engagement.



Strengthening Community Communication

We believe that only through open, effective communication can we truly understand community needs and expectations. To this end, Chifeng Gold's subsidiaries and mines have established diverse, multi-level community engagement channels.

LXML

To safeguard communities' rights to information, participation, and expression, LXML has established a systematic, multi-level community communication and grievance mechanism. This framework ensures two-way information flow, effective response to concerns, and continuous collaboration.

1. Diversified communication channels to ensure information transparency

Regular Village Meetings: Face-to-face meetings in villages to discuss project progress and gather feedback.

Public Information: Disseminates key information through local channels like bulletin boards and village radio.

Door-to-Door Visits: Community development officers conduct household visits to actively listen to residents' concerns.

2. Institutionalize the appeal mechanism to achieve closed-loop management

Accessible Reporting: Supports raising issues through various forms, including written, oral, or during meetings.

Three-Tier Mediation: A grievance mediation committee, led by the Governor of Savannakhet Province and comprising provincial, district, and LXML representatives, ensures fair, transparent, and authoritative resolution.

Full Tracking and Feedback: All grievances are logged, handled within a defined timeframe, and outcomes communicated clearly to the complainant.

3. Community Engagement Platform: Strengthening Co-governance and Shared Benefits

Traditional Leader Involvement: Village heads and elders serve as community liaisons, connecting the company with residents.

Standing Consultative Bodies: The Community Issues Consultative Committee (CICC) and Village Development Committees (VDCs) focus on dialogue for social/environmental issues and joint management of community projects, promoting substantive community participation in decision making process.



Community Relations and Development Officer conducting awareness activities in villages on restricted access to mining areas

Golden Star Wassa

To enhance trust and collaboration with local communities, we have built diverse communication platforms covering different groups, topics, and frequencies, ensuring community voices are systematically heard, effectively responded to, and integrated into decision-making.

Community Consultative Team (CCT): Meets monthly in catchment communities to discuss project updates, address concerns, and resolve emerging issues.

Community-Mine Consultation Committee (CMCC): Meets quarterly with representatives from host communities (traditional leaders, district assembly members, women's and youth leaders, local council members) to focus on accountability, consensus on actions, and development cooperation.

Community Development Fund Board of Trustees (BoT): Composed of 7 trustees, meets quarterly to review and approve funding applications for community development projects proposed by the CMCC, ensuring transparent and efficient resource allocation.

Wassa Women's Association Meetings: Meets quarterly with "Queen Mothers" and women leaders from the 12 host communities to specifically discuss gender-related issues, promoting women's empowerment and inclusive development.

Community Memorandum of Understanding (MoU):

1. Wassa: Currently undergoing a comprehensive review with extensive community consultation.

2. Benso: Initiated the process for a first MoU to establish a mutually beneficial partnership framework.

Annual Crop Compensation Negotiation: Meets annually with the Catchment Area Farmers Association (CAFA) to jointly determine crop compensation rates for land acquisition in the following year (e.g., the 2026 rates), safeguarding farmers' legitimate interests.



CMCC Members Quarterly Stakeholder Communication Meeting

Domestic mining area

Domestic subsidiaries like Jilong Mining and Huatai Mining prioritize direct dialogue, regularly holding face-to-face meetings to listen to residents. Wulong Mining uses public hearings, online platforms, and bulletin boards to enhance two-way communication, ensuring transparency and dynamically optimizing operations. Hanfeng Mining has established mechanisms like community enterprise joint meetings, community liaisons, and suggestion boxes. In key areas, representatives are selected for coordination groups to address issues like land acquisition, environmental protection, and noise on a rapid-response basis. Transparency is ensured through public notice boards and villagers' congresses.

Safeguarding Community Human Rights

Chifeng Gold places community human rights protection at the core of our social responsibility, taking effective measures to foster a fair, harmonious, and inclusive community environment. During the reporting period, we held 386 community meetings, received 3,167 stakeholders, and hosted 1,549 community visits.

Our headquarters has developed a *Human Rights and Anti-Violence/Conflict Policy* applicable to all employees, contractors, and suppliers, clearly stating our vision and commitment to human rights protection. We acknowledge and adhere to internationally recognized human rights standards, including the *UN Universal Declaration of Human Rights*, *UN Guiding Principles on Business and Human Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work*. We oppose all forms of injustice, discrimination, violence, and conflict. Our subsidiaries and mines develop their own human rights policies aligned with local laws to protect community rights.

Total Community Meetings Held

386

Stakeholders Engaged

3,167 person-times

Total community visits

1,549 person-times

LXML: Systematic Advancement of Human Rights Protection and Community Co-Governance

Risk Identification: Identifies potential human rights risks (land use, livelihood impacts, safety) through the CICC, household surveys, and stakeholder meetings.

Prevention Measures: Before high-risk activities (e.g., blasting), provides advance warning via multiple channels (village radio, SMS, bulletin boards) with safety guidelines to minimize impact on people and property.

Remedial Actions: For adverse impacts (e.g., land/crop loss), conducts transparent assessments, pays fair compensation promptly, and supports sustainable livelihoods through agricultural support or alternative livelihood programs.

Grievance & Remedy: Establishes a formal and accessible grievance mechanism where all community concerns are logged, investigated, responded to, and remediated, ensuring timely, effective, and fair remedies for affected groups.

Golden Star Wassa—Focusing on Employment Equity, Livelihood Security, and Community Safety

Identifies Employment-Related Risks: Regularly convenes Employment Committee meetings to promote fair hiring and promptly address host community concerns regarding employment opportunities and practices.

Protects Farmer Livelihoods and Land Rights: Engages in regular dialogue with the CAFA on crop compensation rates and agricultural land use within the mine boundary to prevent and resolve livelihood conflicts.

Strengthens Community Safety: Conducts cyanide safety awareness training for nearby residents, educating the public on hazardous chemical emergency response and protection measures to enhance awareness and capacity regarding health and safety risks.

Enabling Community Development

Chifeng Gold is committed to fulfilling our social responsibilities, viewing community development as a core part of our mission. Through concrete actions, we promote the coordinated development of our communities and our business, consistently contributing to local prosperity.

Promote local employment

Our domestic and overseas subsidiaries and mining sites prioritize local employment as a key responsibility. We implement diversified initiatives to create substantial direct and indirect job opportunities for host communities, supporting income growth and regional sustainable development.

Domestic Subsidiary

Jilong Mining and HanFeng Mining prioritize local residents in recruitment. Guangyuan Technology organized recruitment briefings and "enterprise into community" program, providing more than 220 job opportunities to surrounding communities. In 2025, local employees accounted for approximately 90% of the workforce at Jintai Mining.

Overseas subsidiary

1.LXML: Creates employment by supporting local businesses. It procures over \$3 million annually in agricultural products and services from 48 local suppliers in Vilabouly District (accounting for 75% of its fresh produce purchases), generating over \$47 million in local income and creating over 500 direct jobs, contributing to sustainable livelihoods and long-term post-mining stability.

2.Golden Star Wassa: Continuously partnerships with educational institutions, campus recruitment, and national service programs, we continuously attracted young talent and have trained more than 50 university graduates over the years. We also launched youth apprenticeship programs for communities surrounding the mine to enhance local vocational skills. We prioritize hiring residents with key skills through local labor collaboration mechanisms, meeting operational talent needs while advancing community employment and capacity building.

Regarding Artisanal and Small-scale Mining (ASM, locally known as "galamsey"), Golden Star Wassa faces challenges from prevalent, often unregulated ASM activities, particularly water degradation. To address this, we contributed to local development by providing employment, supporting the Golden Star Oil Palm Plantation Project (GSOPP), and converting disturbed land into plantations. Golden Star Wassa also collaborates with the Ghana Chamber of Mines, government agencies, and traditional authorities to manage and engage with ASM activities within its concession, promoting sustainable community development and environmental protection. Apart from Golden Star Wassa, none of our domestic mines or LXML are affected artisanal mining.

Promote community prosperity

LXML

Supports community development through a dual-track system: the Vilabouly Community Trust Fund and the Fund for Assistance to Disadvantaged Groups (FADG). In 2025, it contributed \$750,000 to support food security, healthcare, education, and emergency relief. Since 2019, FADG has distributed 875 breeding cattle to 134 vulnerable households across 22 villages. Through a "household participation + asset return" model, it achieves stable income and creates an emergency reserve. In emergencies, families can sell cattle; half the proceeds assist the family, and half go back to the fund, creating a sustainable, self-reinforcing cycle of development.



Trust fund for assistance to vulnerable groups

Golden Star Wassa

Through the Golden Star Development Foundation, we constructed teachers' accommodation in Akura Town, Odumasi, Old Subri, and Kubekro, and built a 12-classroom school block in Akyempim, significantly improving local education infrastructure.



Development Foundation Supports Educational Facility Construction

Domestic Subsidiary

Jilong Mining prioritizes local suppliers for raw materials, office supplies, etc., supporting the local industrial chain. Hanfeng Mining deeply integrates into the local economy, procuring over RMB 200,000 worth of local rice, flour, and oil from Longjing City and surrounding enterprises in 2025, effectively creating jobs, improving livelihoods, and fostering mutually beneficial development between the Company and the community.

Contributing to Community Development

Chifeng Gold adheres to the philosophy of "To benefit more people through the development of Chifeng Gold" by viewing community engagement as a core direction for fulfilling our social responsibilities. Through targeted funding for social initiatives, we provide tangible support and care to vulnerable groups and help foster a more equitable and inclusive community environment. During the reporting period, we donated approximately RMB 9.0254 million, organized 97 volunteer activities involving 575 employees, contributing 836 hours and benefiting 2,135 people.

Total donations

approximately RMB
9.0254 million

Total number of volunteer activities conducted

97

Total number of volunteer participations

575 person-times

Total volunteer hours

836

Total benefits of the event

2,135 person-times



Case Supporting Education

Jilong Mining: Donated RMB 1 million to the Aohan Banner *Boundless Love Youth Education Dream Fund*.

LXML: Invested \$51,300 in 2025 to partner with the Community Trust Fund Committee, District Education and Sports Office, and local authorities to renovate Phoukham Primary and Secondary Schools in host communities, including classroom repairs, roof replacement, and sanitary facility improvements, aiming to create safe, quality learning environments.



Aid for School Construction

Golden Star Wassa: In collaboration with third-party contractor EPIROC, we donated teaching and sports supplies to junior high schools in Kubekro and Juaben communities, enhancing educational quality and extracurricular activities.



Donation of School Supplies



Case Other Community Support

LXML: In May 2025, initiated a local gravity water tank construction project (investment LAK 63.5 million, approx. RMB 20,000). The project significantly improved community water storage and supply efficiency, providing stable domestic and agricultural water for 413 villagers, alleviating water scarcity and supporting livelihood improvement.



Case Golden Star Wassa

Organized free breast cancer and comprehensive health screenings at schools in 12 host communities, provided free cervical screening and assisted residents with registration and renewal for the National Health Insurance Scheme (NHIS), strengthening women's health protection.



Case Chixia Laos

Supported infrastructure development in Moon Town and surrounding communities, investing approximately LAK 112 million (approx. RMB 36,000). This included supporting the construction of a village committee office, drilling a well with pump and pipelines, donating office equipment (computers, printers, speakers) to the police station, and providing construction materials like cement for the Moon Town and Longwen Village offices. Additionally, Chixia Laos conducted UXO clearance operations across the mining area, creating safer conditions for local residents to carry out agricultural and livestock activities.



Key Performance Metrics

- Environmental Data
- Social Data

Environmental Data

1.Climate Change Metric¹⁵

Indicator		Unit	2025
Greenhouse gases	Direct GHG Emissions (Scope 1)	tCO ₂ e	272,028.32
	Indirect GHG Emissions (Scope 2) (Location-based)	tCO ₂ e	269,594.82
	Indirect GHG Emissions (Scope 2) (Market-based)	tCO ₂ e	199,207.75
	Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	578,140.03
	Total GHG Emissions (Location-based)	tCO ₂ e	1,119,763.17
	Total GHG Emissions (Market-based)	tCO ₂ e	1,049,376.10
	GHG Intensity (Location-based) ¹⁶	tCO ₂ e / RMB 10,000 revenue	0.89
	GHG Intensity (Market-based)	tCO ₂ e / RMB 10,000 revenue	0.83

¹⁵Note: The scope of GHG emissions, including Scope 1, Scope 2, and Scope 3, represents the total for both domestic and overseas entities.

¹⁶Note: GHG emission intensity = total GHG emissions / revenue (in RMB 10,000).

2. Energy & Resource Consumption¹⁷

Indicator		Unit	2025
Energy	Gasoline Consumption	Liters	35,587.00
	Diesel Consumption	Liters	101,974,038.22
	Natural Gas Consumption	m ³	95.00
	Purchased Electricity	kWh	725,259,658.20
	Of which: Purchased Green Electricity	kWh	360,337,440.20
	Clean Energy Usage	kWh	360,337,440.20
	Total Energy Consumption ¹⁸	tce	177,878.27
	Energy Consumption Density ¹⁹	tce / RMB 10,000 revenue	0.14
Resources	Total Water Withdrawal	t	14,605,800
	Total Water Discharge	t	9,214,015.23
	Total Water Consumption	t	5,402,044.77
	Total Water Recycled	t	7,271,415
	Water Use Intensity ²⁰	t / RMB 10,000 revenue	11.56
	Total Packaging Materials Used	t	50.56
	Packaging Material Intensity ²¹	t / RMB 10,000 revenue	0.00004

¹⁷Note: The statistical scope of energy and resource data includes both domestic and overseas entities.

¹⁸Note: The comprehensive energy conversion factor to standard coal refers to the *General Rules for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2020)*.

¹⁹Note: Comprehensive energy consumption intensity = total comprehensive energy consumption / revenue (in RMB 10,000).

²⁰Note: Water use intensity = total water withdrawal / revenue (in RMB 10,000).

²¹Note: Packaging material intensity = total packaging materials used / revenue (in RMB 10,000).

3.Emissions Inventory²²

Indicator		Unit	2025
emissions	Total SO ₂ Emissions	t	8.77
	Total NO _x Emissions	t	2,511.00
	Total Particulate Matter (PM) Emissions	t	9,698.79
	Total Wastewater Discharge	m ³	186,068,657.00
	Total Tailings Generated	t	11,550,792.43
	Total Waste Rock Generated	t	62,843,653.20
	Total Hazardous Waste Generation	t	3,604.78
	Hazardous Waste Intensity ²³	t / RMB 10,000 revenue	0.003
	Total Non-hazardous Waste Generation	t	5,360,828.01
	Non-hazardous Waste Intensity ²⁴	t / RMB 10,000 revenue	4.24

²²Note: The emission data is calculated as the total sum of domestic and overseas entities.

²³Note: Hazardous waste intensity = total hazardous waste generation / revenue (in RMB 10,000).

²⁴Note: Non-hazardous waste intensity = total non-hazardous waste generation / revenue (in RMB 10,000).

4.Environmental Protection Investment

Indicator		Unit	2025
Total Environmental Protection Investment	Domestic	RMB 10,000	2023.71
	LXML	K USD	18,390.00
	Golden Star Wassa	K USD	2,842.50
	Total ²⁵	RMB 10,000	17,189.87
Ecological Restoration Investment	Domestic	RMB 10,000	748.13
	LXML	K USD	17,410.00
	Golden Star Wassa	K USD	948.60
	Total	RMB 10,000	13,861.49

²⁵Note: The reporting units for LXML and Golden Star Wassa are in US dollars. The 2025 aggregate amount is calculated by converting and summing up based on the full-year USD to RMB exchange rate for 2025.

Social Data

5.Workforce Demographics

Indicator		Unit	2025
Employees			
Total number of employees ²⁶		persons	7,257
By Region	Mainland China	persons	3,741
	Laos	persons	2,430
	Ghana	persons	1,086
By Employment Type	Regular employees	persons	6,738
	Contract workers	persons	519
By Gender	Male employee	persons	5,823
	Female employee	persons	915
By Age	Employees aged 18-29	persons	983
	Employees aged 30-50	persons	3,835
	Employees aged 50 or above	persons	1,920
By Educational Level	Employees with a master's degree	persons	125
	Employees with a bachelor's degree	persons	704
	Employees with an education level below a bachelor's degree	persons	5,909

Indicator		Unit	2025
By Professional Discipline	Production staff	persons	4,676
	Technical service staff	persons	913
	Sales & Marketing staff	persons	7
	Finance professionals	persons	58
	Administrative and Managerial staff	persons	1,084
By Job Grade	Executive management	persons	56
	Middle management	persons	275
	Non-Managerial employees	persons	6,407
Ethnic Minority Employees ²⁷		persons	348
Female Manager	Female executives	persons	4
	Proportion of female executives	%	7
	Female middle managers	persons	21
	Proportion of female middle managers	%	8
	Female non-managerial staff	persons	890
	Proportion of female non-managerial staff (%)	%	14

Indicator		Unit	2025
New Hires			
Total number of new hires		persons	1,074
By Gender	Male new hires	persons	957
	Female new hires	persons	117
By Age	Number of new hires aged 18 to 29	persons	250
	Number of new hires aged 30 to 50	persons	635
	Number of new hires aged over 50	persons	189

²⁶ Note: The headcount includes employees from both domestic and overseas entities, encompassing both regular and contract staff; employment data by category is based on regular employees only.

²⁷ Note: Ethnic minorities apply only to mainland China; the scope of data statistics in this section is limited to entities within the territory.

6.Employee Turnover Metrics

Indicator		Unit	2025	2024
Total number of employee turnover ²⁸		persons	1,003	1,215
Employee turnover rate ²⁹		%	14.89	14.95
By Region	Mainland China	persons	738	1,031
	Laos	persons	242	162
	Ghana	persons	23	22
By Gender	Number of male employees with turnover	persons	927	1,132
	Number of female employees with turnover	persons	76	83
By Age	Number of employees aged 18 to 29 with turnover	persons	117	97
	Number of employees aged 30 to 50 with turnover	persons	530	607
	Number of employees aged over 50 with turnover	persons	356	511
By Reason for Departure	Number of voluntary departures	persons	927	1,136
	Voluntary turnover rate	%	92.42	93.50
	Number of involuntary departures	persons	76	79
	Involuntary turnover rate	%	7.58	6.50

²⁸Note: The total employee turnover is calculated as the sum of turnover of regular employees from both domestic and overseas entities.

²⁹Note: Employee turnover rate = (Number of employees who left during the reporting period / (Number of employees at the end of the period + Number of employees who left during the reporting period)) × 100%.

7.Training and Development Hours

Indicator		Unit	2025	2024
Total number of training sessions		session	1,397	4,670
Total participant attendances ³⁰		participants	52,365	59,736
Total training hours		hours	417,373	314,487
Percentage of trained employees by job level	Percentage of management trained	%	100	100
	Percentage of frontline employees trained	%	100	100
Percentage of trained employees by gender	Percentage of male employees trained	%	100	100
	Percentage of female employees trained	%	100	100
Average training hours completed per employee by job level	Average training hours per manager	hours	49.38	86.72
	Average training hours per frontline employee	hours	18.28	25.12

Indicator		Unit	2025	2024
Average training hours completed per employee by gender	Average training hours per male employee	hours	63.59	27.23
	Average training hours per female employee	hours	51.63	5.20
Total number of ethics & anti-corruption training sessions		session	132	175
Number of directors/supervisors/executives trained in ethics & anti-corruption		persons	19	14
Percentage of directors/supervisors/executives receiving ethics & anti-corruption training		%	100	100
Total employees trained in ethics & anti-corruption programs		persons	7,257	3,623
Employee participation rate in ethics & anti-corruption training		%	100	52.42

³⁰ Note: The total number of training participants is calculated as the sum of domestic and overseas entities, including both group employees and contractor employees.

8. Health & Safety Statistics³¹

Indicator		Unit	2025	2024	2023	2022
Total work-related fatalities		persons	1	0	1	1
Work-related fatality rate		%	0.029	0.00	0.03	0.03
Workplace injuries/fatalities by personnel category	Employee fatalities (direct employees)	persons	0	0	1	1
	Contractor fatalities (third-party workers)	persons	1	0	0	0
	Employee lost-time injury cases	persons	7	10	9	5
	Contractor recordable injury cases	persons	3	0	0	3
Total lost workdays due to workplace injuries		days	6,817	660	6,472	6,433
Total work hours by personnel category	Direct employees	hours	7,149,480	7,136,980	6,386,144	4,289,856
	Third-party workers	hours	1,644,000	50,960	9,600	2,175,264

Indicator		Unit	2025	2024	2023	2022
Lost-time injury frequency rate (LTIFR) by personnel category ³²	Direct employees	occ./million hours	0.98	1.40	1.41	1.17
	Third-party workers	occ./million hours	1.82	-	-	1.38
Total recordable injury frequency rate (TRIFR) by personnel category ³³	Direct employees	occ./million hours	0.98	1.40	1.41	1.17
	Third-party Workers	occ./million hours	1.82	-	-	1.38
Total number of work safety incidents		occurrences	1	0	1	1
Work safety incidents by severity level	Tier 1 process safety events	occurrences	0	0	0	0
	Other safety incidents	occurrences	1	0	1	1
Work safety investment		RMB 10,000	5,259.35	3,842.87	2,373.71	2,589.85

³¹The health and safety data statistics cover all subsidiaries within the country.

³²LTIFR by category = (Lost time injuries × 1,000,000) / Annual hours worked

³³TRIFR by category = (Recordable injuries × 1,000,000) / Annual hours worked

9.Supplier Screening Metrics

Indicator Name		Unit	2025	2024
Total number of suppliers ³⁴		number	4,227	3,904
By Category	Material suppliers	number	3,071	2,729
	Service suppliers	number	1,039	1,091
	Other supplier types	number	117	84
Total new suppliers added		number	667	236

10.Community Development Contributions

Indicator Name	Unit	2025
Volunteer programs conducted	sessions	97
Volunteer participation	participants	575
Volunteer hours contributed	hours	836
Beneficiaries reached	participants	2,135
Community consultation held	sessions	386
Stakeholder engagements	participants	3,167
Community visitors received	participants	1,549
Total community donations	RMB 10,000	902.54

³⁴The supplier data is aggregated on a group-wide basis, including centralized procurement suppliers at headquarters, as well as suppliers collaborating with domestic and overseas subsidiaries.

Appendix 1: SSE ESG Key Disclosure Topics Index

Dimension	Number	Topic	Report Section Index
Environment	1	Climate change tackling	2.2 Addressing Climate Change ESG Performance Metrics- Environmental Data-Climate Change Metrics
	2	Pollutant discharge	2.5 Circular Management of Waste ESG Performance Metrics- Environmental Data-Emissions Inventory
	3	Waste disposal	2.5 Circular Management of Waste 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 Circular Management of Waste

Dimension	Number	Topic	Report Section Index
Society	9	Rural revitalization	4.2 Community Development through Partnership
	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 ³⁵
	13	Supply chain security	4.1 Green Responsibility in Action
	14	Equal treatment to small and medium-sized enterprises	N/A ³⁶
	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
Sustainability-related governance	17	Employees	3.1 Protection of Employee Rights 3.2 Workplace Safety & Health 3.3 Employee Career Development 3.4 Employee Wellbeing Enhancement
	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

³⁵Due to the nature of its operations, the Group is not involved in technology ethics-related matters.

³⁶During 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 Circular Management of Waste
A1: Emissions	KPI A1.1 Types of emissions and related emission data.	Disclosed	ESG Performance Metrics- Environmental Data-Emissions Inventory
A1: Emissions	KPI A1.3 The total amount of hazardous waste produced (measured in tons) and (if applicable) its density (such as per unit of output, per facility).	Disclosed	ESG Performance Metrics- Environmental Data-Emissions Inventory

Number	Indicator Description	Disclosure Status	Report Section Index
A1: Emissions	KPI A1.4 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 A1.5 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	2.5 Circular Management of Waste
A1: Emissions	KPI A1.6 Description of emission target(s) set and steps taken to achieve them.	Disclosed	2.5 Circular Management of Waste
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

Number	Indicator Description	Disclosure Status	Report Section Index
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
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	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	N/A	N/A ³⁷
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

³⁷Our 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	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
B1: Employment	KPI B1.1 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

Number	Indicator Description	Disclosure Status	Report Section Index
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
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

Number	Indicator Description	Disclosure Status	Report Section Index
B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Disclosed	4.1 Green Responsibility in Action
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

Number	Indicator Description	Disclosure Status	Report Section Index
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
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

Number	Indicator Description	Disclosure Status	Report Section Index
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
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

Number	Indicator Description	Disclosure Status	Report Section Index
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 Addressing Climate Change
	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 Addressing Climate Change
	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 Addressing Climate Change

Number	Indicator Description	Disclosure Status	Report Section Index
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

Appendix 3: GRI Standards Index

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
Governance		
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 2025 Annual Report
Strategy, Policies, and Practices		
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 2025 Annual Report
301	Materials	2.5 Circular Management of Waste 2.3 Prudent Resource Utilization ESG Performance Metrics- Environmental Data- Energy & Resource Consumption
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
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
401	Employment	3.1 Protection of Employee Rights 3.4 Employee Wellbeing Enhancement

Indicator Number	Indicator Content	Report Section Index
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
415	Public policy	N/A
416	Customer health and safety	N/A

Indicator Number	Indicator Content	Report Section Index
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 2025 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)

Option	Score		
1. Does this report adequately reflect Chifeng Gold's significant economic, social, and environmental impacts?	☐ Yes	☐ Partially	☐ No
2. Is the stakeholder identification and relationship analysis in this report accurate and comprehensive?	☐ Yes	☐ Partially	☐ No
3. Is the information provided in this report sufficiently comprehensive?	☐ Yes	☐ Partially	☐ No
4. Is the information in this report represented in a readable and understandable manner?	☐ Yes	☐ Partially	☐ No

Open-ended Questions

We welcome you to put forward any other opinions and suggestions regarding *Chifeng Gold's 2025 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.

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