

2023

Environmental  
Social and  
Governance Report



Natural Energy Powering Nature

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## ABOUT THIS REPORT

This is the second consecutive independent Environmental, Social and Governance (ESG) Report published by CGN Mining Company Limited to disclose its philosophy, measures, and progress in ESG issues in the past year.

### References

For ease of presentation and reading, the “Report” and “ESG Report” refer to CGN Mining Company Limited 2023 Environmental, Social and Governance Report. In the Report, the “Company,” “we/us,” and “CGN Mining,” refer to CGN Mining Company Limited; “CGNPC-URC” and “URC” refer to CGNPC Uranium Resources Co., Ltd., CGN Mining’s parent company; and “CGNPC” as well as the “Group” refers to China General Nuclear Power Group. In addition, the Company has invested in two uranium mine enterprises in Kazakhstan, Semizbay-U Limited Liability Partnership (hereinafter referred to as “Semizbay-U”) and Mining Company “ORTALYK” LLP (hereinafter referred to as “Ortalyk”), both in which the Company holds a 49% interest. “Kazatomprom” refers to Joint Stock Company National Atomic Company “Kazatomprom,” the Kazakhstani shareholder with a 51% interest in the Semizbay-U and Ortalyk projects.

### Reporting Period

This Report covers the sustainability performance of CGN Mining Company Limited in its operations and management from January 1 to December 31, 2023 (the “reporting period”), and the period covered is the same as the financial period of the Company’s annual report. Where appropriate, some of the content relates back to prior years or contains forward-looking descriptions.

### Scope of the Report

The scope of the Report covers CGN Mining’s main operating locations such as the Hong Kong office and the UK office, unless otherwise stated. Semizbay-U and Ortalyk in Kazakhstan, both in which the Company owns a 49% interest, are the Company’s joint venture and associate, respectively, and the Company engages in the operations of their mines. The Company has assigned personnel to participate in their daily production and operations at the work level and assign directors to participate in governance, management, at the Board of Directors level. Since Semizbay-U and Ortalyk have considerable influence on the Company’s operations and ESG performance, they are included in the scope of this Report. The Mines data is based on 100% of Semizbay-U and Ortalyk’s data and has not been discounted in accordance with the proportion of CGN Mining’s interests.

In cases where data is categorized by region, CGN Mining’s data collection is based on a model consisting of the data of the Chinese mainland and that of other regions, while the Mines’ data collection is based on a model consisting of the data of Kazakhstan and that of other regions.

### Data Source and Currency

Data in the Report is mainly derived from CGN Mining’s internal statistical reports, documents, and communication files. Some financial information is derived from the Company’s 2023 Annual Report. Currencies in the Report are denominated in Hong Kong dollars (HK\$), and some data is exchanged into RMB based on the average RMB/HKD exchange rate of 2023.

### Preparation Basis

The Report is primarily guided by the following standards, frameworks, and principles:

- Appendix C1 *Corporate Governance Code* to the Listing Rules of the Hong Kong Stock Exchange (HKEX)
- Appendix C2 *Environmental, Social and Governance Reporting Guide* to the Listing Rules of the HKEX
- Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)
- International Financial Reporting Standards (IFRS) issued by the International Sustainability Standards Board (ISSB)
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Convention Against Corruption
- Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- United Nations Global Compact (UNGC)

### Reporting Principles

This Report has been prepared in accordance with the principles of Materiality, Quantitative, Balance, and Consistency as set out in the HKEX’s *Environmental, Social and Governance Reporting Guide*. The details are as follows:

- Materiality:** The Company identifies the material environmental and social issues through interviews with the management and questionnaire surveys targeted at internal and external stakeholders, as well as evaluating the impact of various ESG issues on the operations of the Company. For more information, please refer to the “Identification of Material Issues” section.
- Quantitative:** We periodically collect key quantitative indicators for ESG and summarize and disclose them in the Report. Notes on the calculation methodology, standards, and parameters of the quantitative ESG data in the Report are detailed in sections of the Report.
- Balance:** The information in the Report is mainly derived from our internal statistical reports, documents, and communications for the year 2023. The Report presents an unbiased view of our ESG performance.
- Consistency:** This Report has been prepared in consistency with those of previous years. Changes that may affect meaningful comparisons with previous reports have been noted in the corresponding place.

### Release

This Report is available for readers in both Chinese and English. In the event of an inconsistency between the two language versions, the Chinese version shall prevail. An electronic version of the Report is available on the Company’s official website (<http://www.cgnmc.com/>).

## MESSAGE FROM CHAIRMAN OF THE BOARD



including mergers and acquisitions (M&A), as well as in the operation and management of our holdings, we prioritize the strengthening of ESG guidance at the Board level. As an ESG advocate, we have seamlessly integrated key issues and concepts such as safety, environmental protection, employee well-being, and community engagement into our business operations. This integration aims to facilitate the alignment of subject companies with CGN Mining's ESG strategies and principles, thereby promoting the harmonization of economic, social, and environmental benefits.

In 2024 and beyond, first, we are actively developing new quality production forces, laying out the uranium resource development pipeline, moving forward towards uranium resource exploration, and at the same time, realizing technological breakthroughs and applications in the field of uranium resource exploration and development, so as to inject new vitality into the minerals industry. Second, we will continue to promote management change, the core means of which is to further increase talent introduction. Talent is the core vehicle for management change and technological advancement. Under the general trend of internationalization, we will build management and technical teams that can respond to the challenges from different cultures and enhance our management.

In 2023, amidst a dynamic global landscape, CGN Mining has adhered to an active and persistent pursuit of the high-quality development of mining enterprises. At CGN Mining, we are driven by our mission "to provide safe, economical and reliable natural uranium for nuclear power development" and guided by the ecological philosophy that "lucid waters and lush mountains are invaluable assets." Aligned with CGNPC's goals for carbon peak and carbon neutrality, we emphasize bottom-line thinking for safety production, actively fulfill our ESG responsibilities, and strive for mutual advancement between our employees and the Company in our pursuit of sustainable development. We consistently pursue improvements in ESG key indicator performance and mainstream ratings, living up to our commitment to becoming a world-class natural uranium supplier and contributing to the great development of nuclear power, a green and low-carbon power source.

At present, nuclear power is witnessing a shift from conceptual consensus to policy support. Countries have reached an important consensus that "nuclear power is an important energy component for realizing carbon peak and carbon neutrality," which has been transformed into concrete policy support. With the successful commissioning of third-generation nuclear power units in China, the U.S., Finland, and other countries, the world's choice of nuclear power construction technology has fully completed the technological transformation marked by third-generation nuclear power technology, which means nuclear power will be more safe and environmentally friendly. We will seize the opportunity of the new round of nuclear power development and further integrate our corporate development into the boom of the natural uranium industry and its downstream to realize the sustainable development of our Company.

As a professional investment and financing platform in natural uranium resources, we attach great importance to the sustainable development capabilities and performance of subject companies within our portfolio. In our investment decision-making processes,

In 2024, we will take even more determined steps. Remaining steadfast in our commitment to green development and corporate social responsibility, we will further bolster the internal driving forces of our development. Collaborating closely with all shareholders, we aim to fortify the groundwork for sustainable growth. Embracing the opportunities of this new era, we are determined to make significant strides toward our objective of becoming a world-class natural uranium producer. Through our efforts, we aspire to contribute to the realization of a low-carbon, clean, and green planet!

CGN Mining Company Limited  
Chairman of the Board and Chief Executive Officer  
An Junjing

## MESSAGE FROM CHAIRWOMAN OF ESG COMMITTEE



for safety production, prioritizing safety production management throughout our entire business chain. We expedite hidden hazard addressing and enhance our risk management capabilities. Guided by the principle of "safety first, prevention focus, and integrated control," we have bolstered our safety management structure and system. This includes the implementation of safety measures encompassing employee safety, mineral vehicle transportation safety, and radiation safety. In 2023, our mines and those of the companies that we hold experienced no major safety accidents, and there were zero work-related fatalities at the Company and its contractors. Meanwhile, we prioritize the occupational health and safety of our employees by continuously enhancing our occupational health and safety management system, conducting training and awareness programs, and promoting health and safety initiatives to cultivate a culture of well-being and encourage positive work-life habits among our workforce.

**In employee care,** we practice the "people-centricity" philosophy by fostering an environment conducive to employee growth and development while ensuring well-being and equal opportunities for all. We uphold the rights and interests of our employees, actively eliminating illegal employment practices such as child labor and forced labor. Our promotion management system and performance evaluation processes are designed to provide employees with ample opportunities for professional advancement. Through various channels, we actively enhance our employees' skills and competencies, offering pathways for their continuous development and improvement. We cultivate a positive and harmonious work environment by offering attractive benefits and a range of cultural and sports activities, fostering a sense of happiness and unity among our workforce. Our commitment extends to creating a diverse, inclusive, and equitable workplace, providing a broad platform for employee growth and development, where our employees progress alongside the Company.

**In giving back to society,** we fulfill our corporate social responsibility by prioritizing respect for our partners, ensuring a green supply chain in compliance with legal standards, and guaranteeing the quality of our products and services while safeguarding customer privacy and security. Through tangible actions, we demonstrate our commitment to being a responsible corporate citizen. In 2023, nuclear power accounts for nearly 5% of China's total electricity generation. As a safe and green baseload energy source, nuclear power provides a stable supply of electricity for industrial and residential use. In 2023, CGN Mining experienced zero product recalls and complaints concerning product quality and services as well as zero leakage incidents and complaints concerning customer privacy. Guided by our vision of fostering a better society, we place significant emphasis on cultivating strong relationships with the communities in which we operate and addressing their needs effectively. We join hands with all sectors to support public welfare and rural revitalization and organize community activities such as charity sales for farmers and blood donations to help community construction and development and achieve both economic and social benefits.

In 2024, we are determined to forge ahead with our uranium resource exploration and development initiatives and expand our presence in international trade. We will launch sustainable uranium resource projects, ensuring the provision of clean, safe, and stable natural uranium resources for nuclear power plants. We will remain committed to our ongoing efforts to create a low-carbon, clean, and green planet.

CGN Mining Company Limited  
Chief Financial Officer, Executive Director, and  
Chairwoman of the ESG Committee  
Xu Junmei

In our pursuit of becoming a "world-class natural uranium supplier," we remain steadfast in our commitment to a business philosophy rooted in sustainable development. We actively address the challenges posed by the energy crisis and strive to align with the goals of carbon peak and carbon neutrality in every facet of our operations, and devote all efforts to building a green, safe, and efficient mining production system. Reflecting on the achievements of 2023, we are proud to have made significant strides in ESG management and sustainable development despite encountering various challenges and opportunities along the way.

**In responsible governance,** we continuously improve our governance structure and regularly monitor and evaluate the effectiveness of our internal control system. Our focus remains on risk management, internal control, and strict adherence to laws and regulations. To this end, we have implemented a comprehensive risk management system based on the principles of "unified leadership and hierarchical management." Upholding our Company's code of conduct, which emphasizes honesty, transparency, fairness, and integrity, we actively promote anti-corruption initiatives, foster a culture of integrity, and maintain accessible reporting channels. We prioritize innovation and research and development (R&D) as central components of our Company's growth strategy. We place significant emphasis on implementing innovative processes and advancing new technologies while enhancing our intellectual property rights (IPR) management system to support the Company's innovative development.

**In green development,** we stay committed to developing clean energy. We take proactive measures to prevent and control pollution across all stages of our operations, continually upgrading and transforming our technological process to enhance environmental stewardship. Additionally, we actively pursue waste recycling and reuse initiatives to minimize our ecological footprint and safeguard the life, the environment, and properties of the public. Aligned with the call of "achieving carbon peak by 2030 and carbon neutrality by 2060," we leverage our professional expertise to play an active role in fostering an ecological civilization.

**In safe development,** we firmly adhere to bottom-line thinking

## STATEMENT OF THE BOARD OF DIRECTORS

We, the Board of Directors of CGN Mining, solemnly declare our active promotion of sustainability in the Company's operations and diligent integration of ESG concepts into our corporate strategy and every aspect of our operations, strictly adhering to the provisions outlined the *Environmental, Social, and Governance Reporting Guide* of the HKEX.

As the highest decision-making body for CGN Mining's ESG management, we acknowledge the paramount importance of sustainable development to the Company. We have prioritized ESG as a key strategy for corporate development and established a comprehensive four-level ESG governance structure. This structure includes the Board of Directors, the ESG Committee (at the Board level), the ESG Management Committee (at the executive implementation level), and the ESG Working Group. Through this framework, our ESG management philosophy has been seamlessly integrated into all levels of corporate management, ensuring a top-down approach to sustainability initiatives.

As a multinational company, we always regard legal compliance as an unshakeable principle of our operations. Across our global business endeavors, we consistently adhere to the laws and regulations of the countries and regions where we operate, and we uphold the highest standards of business ethics. We have offices in Hong Kong and the UK to monitor any potential violations and corruption in our operations.

As a uranium mining and natural uranium trading Company, we recognize the unique nature of the industry and are dedicated to mitigating the relevant environmental and social impacts associated with our operations. We maintain vigilant oversight over Semizbay-U and Ortalyk, in which we hold an interest, for any potential environmental pollution controls and occupational health and safety in uranium development,

with our employees at the local offices monitoring and participating in the process. We operate in strict adherence to international standards and conventions, including the Statute of the International Atomic Energy Agency, the Nuclear Non-Proliferation Treaty, and the Universal Declaration of Human Rights, consistently prioritizing our social responsibility.

During the reporting period, we conducted assessments to determine the significance of ESG issues pertinent to our key stakeholders. These assessments took into account our business characteristics, the industry development landscape, benchmarking results against domestic and international peers, and feedback from both internal and external stakeholders. Based on these evaluations, we prioritized the identified issues accordingly. We diligently managed ESG risks associated with our operations, regularly reviewed the progress of ESG-related objectives, and consistently welcomed constructive feedback and suggestions from stakeholders.

This Report discloses in detail CGN Mining's ESG progress and performance in 2023, which was deliberated and approved by the Board of Directors. The Report is truthful, accurate, and complete and does not contain any false records, misleading statements, or material omissions.

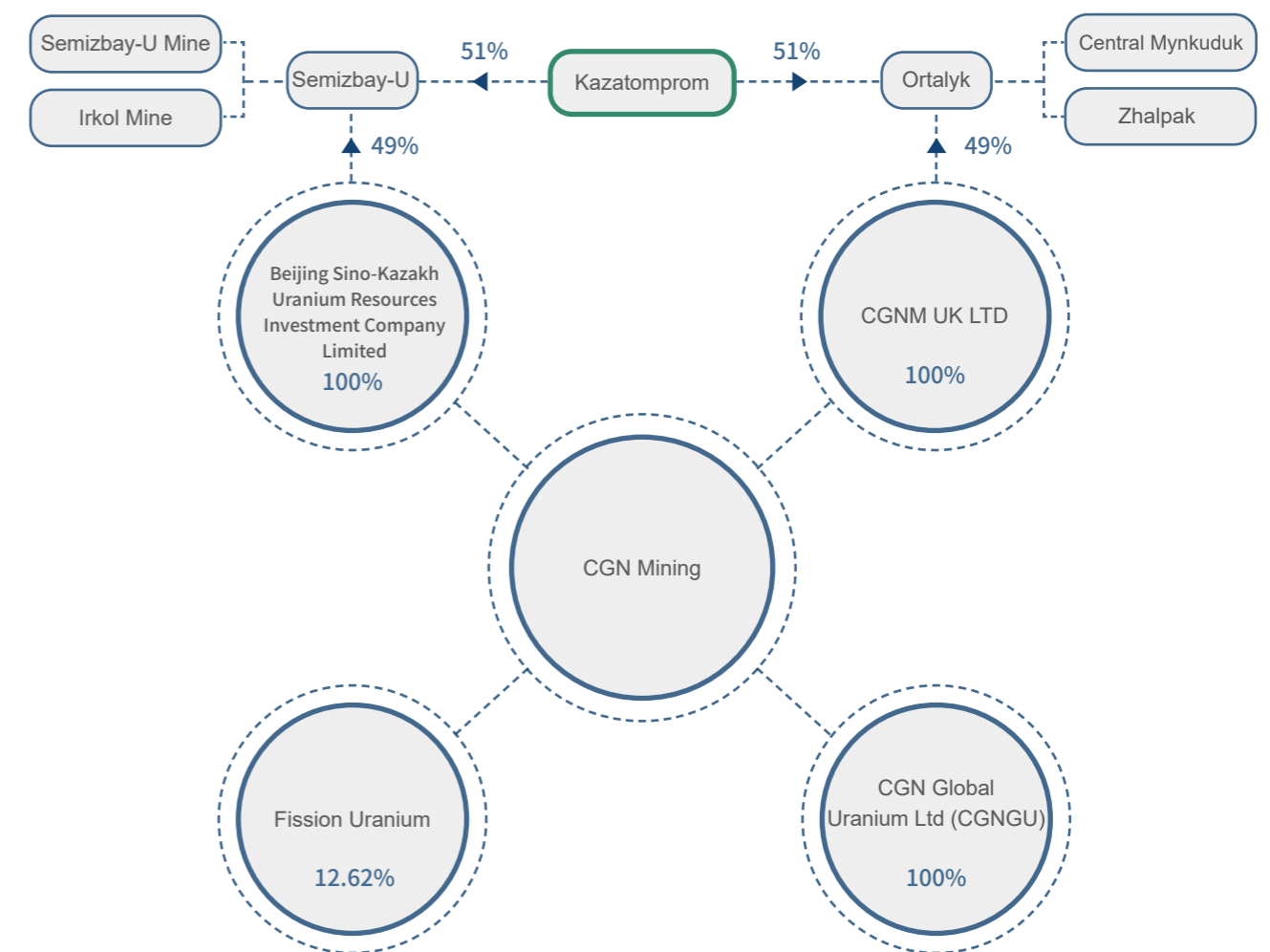
## ABOUT US

### Company Profile

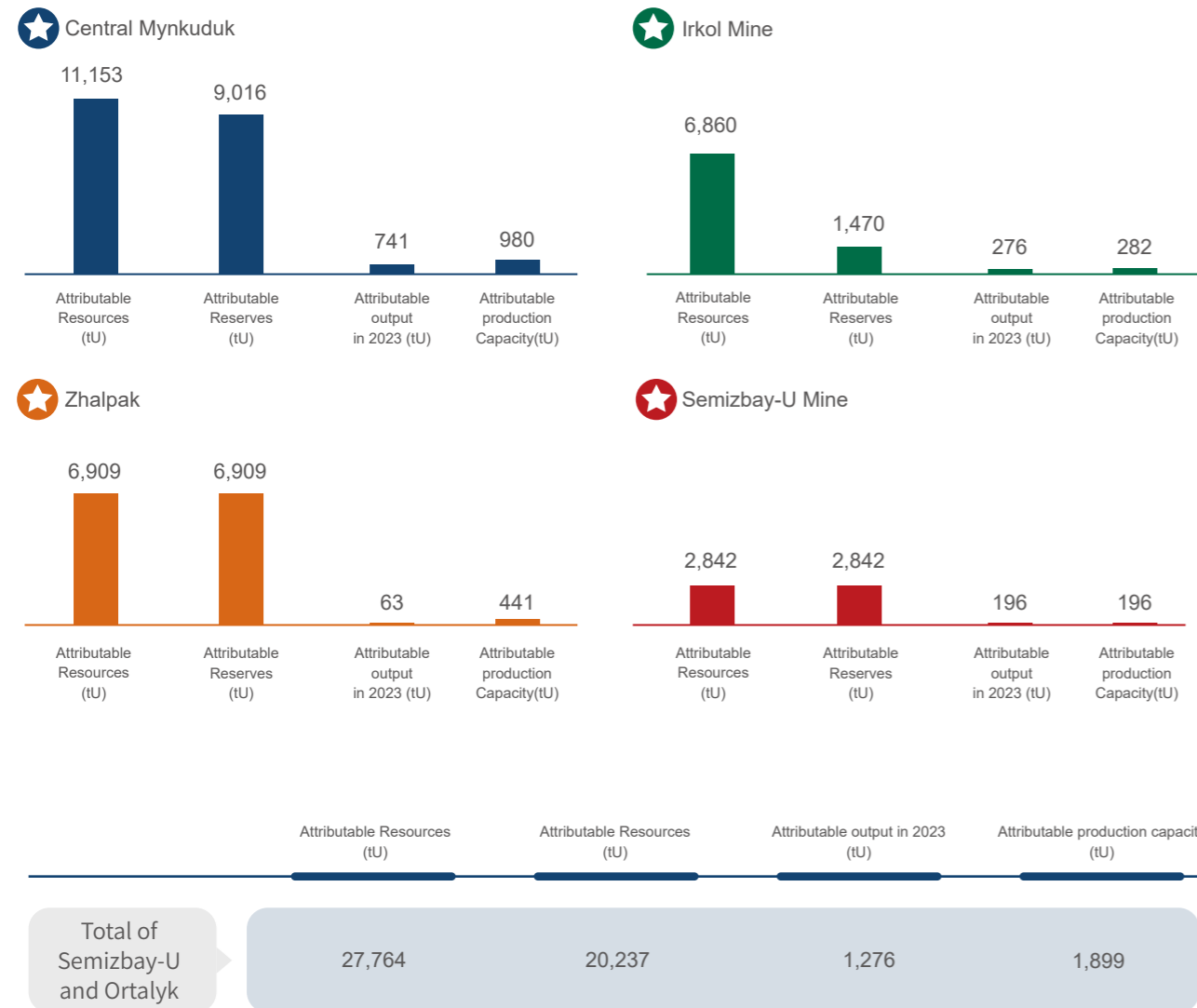
CGN Mining is one of the listed subsidiaries of CGNPC and also CGNPC's platform for overseas investment and financing in uranium resource development. CGN Mining is the only natural uranium producer listed on the Main Board of Hong Kong (stock code: 01164.HK), mainly engaged in investments in uranium resources and the trading of natural uranium.

Currently, CGN Mining holds a 49% interest in Semizbay-U and Ortalyk and 49% of the product offtake rights. In terms of international trade, CGN Global Uranium Ltd, a subsidiary of the Company, is the Company's sole overseas trading platform for natural uranium. It ranked third among global natural uranium traders in 2022.

CGN Mining is poised to seize opportunities from the resurgence of the global nuclear power sector and the increasing demand for natural uranium to build a sustainable workforce of uranium resource projects. It is committed to engaging in uranium resource development and the international trade of natural uranium, thereby fulfilling its pledge to establish itself as a world-class natural uranium supplier.

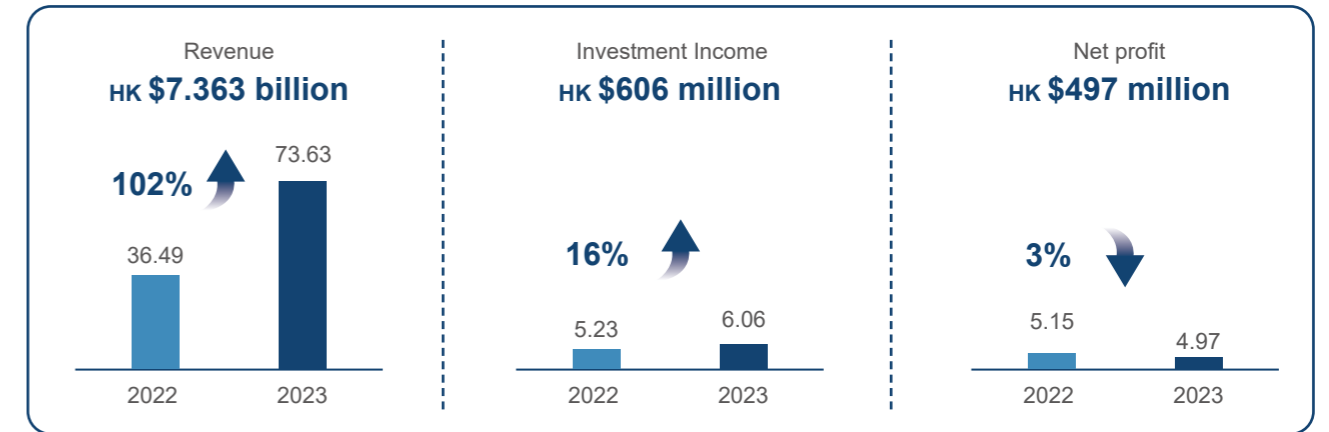


CGN Mining's shareholding structure



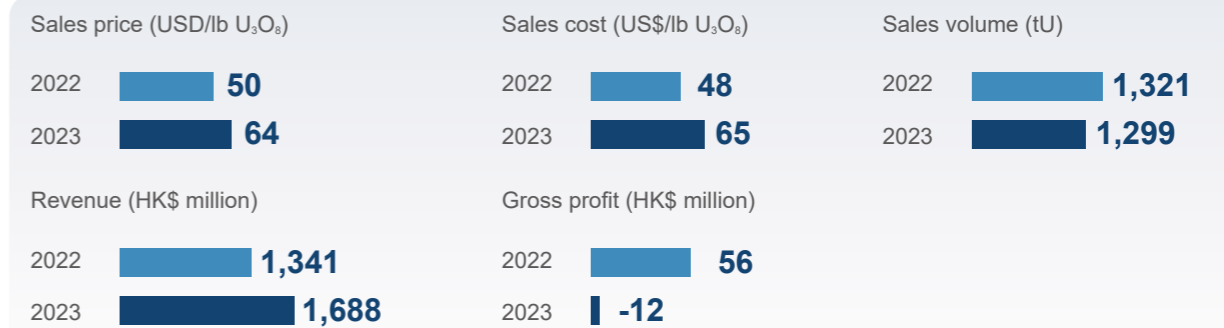
Attributable Resources/Reserves, Attributable Output/Production Capacity in Kazakhstan

### Business Performance



Key Financial Indicators

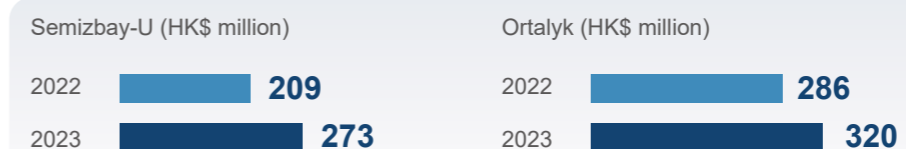
### Offtake



### International Trade



### Investment Income



## CORPORATE BRAND CULTURE



## 2023 ESG Performance

Semizbay-U & Ortalyk uranium prod

**2,605 tU**

Electricity generated	Equivalent to dust emission reduction	Equivalent to CO <sub>2</sub> emission reduction	Equivalent to NO <sub>x</sub> emission reduction	Equivalent to artificial afforestation
<b>103.9 billion kWh</b>	<b>41,000 tonnes</b>	<b>71.07 million tonnes</b>	<b>161,000 tonnes</b>	<b>192,000 hectares</b>

Work-related deaths	Corruption litigation	Percentage of entities with a trade union	Trade union participation rate among employees	Percentage of non-executive directors	Percentage of female directors
<b>0 person</b>	<b>0 case</b>	<b>100%</b>	<b>100%</b>	<b>75%</b>	<b>12.5%</b>

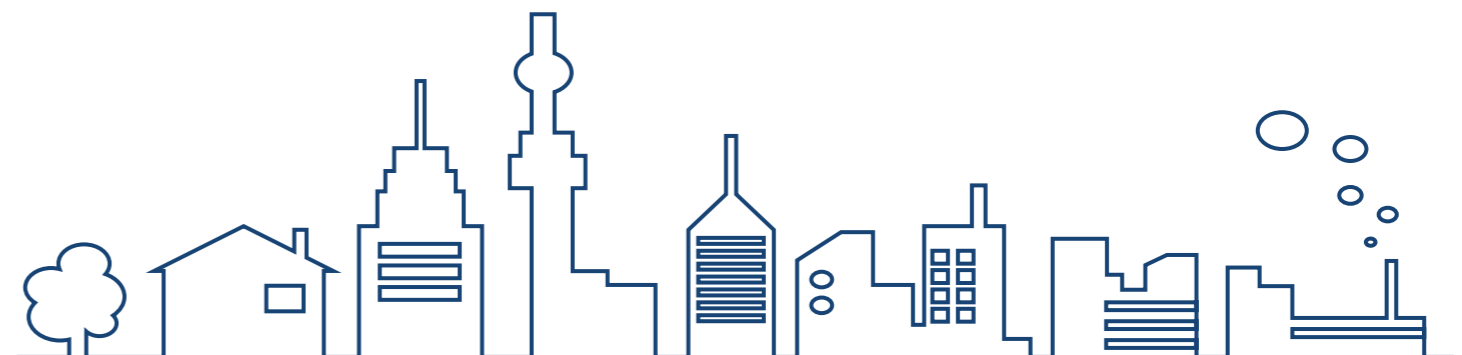
## ESG Rating

<b>BB</b> MSCI ESG Rating	<b>61.97 (A)</b> Quantdata	<b>B+</b> SynTao Green Finance
<b>BBB</b> MioTech	<b>BBB</b> Sino-Securities Index	<b>BB</b> CCXI

## PERFORMANCE AND RECOGNITIONS

### Recognitions and Awards

 Golden Bull Award for Hong Kong Stocks 2022 of China Securities Journal	 Best Capital Market Communication Award of International Roadshow Center (IRSC)	 Best Hong Kong Stock Connect Company of Zhitong Finance
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# 01

## RESPONSIBLE GOVERNANCE

- 1.1 Strengthening Corporate Governance
- 1.2 Promoting Sustainable Development
- 1.3 Strict Risk Management and Control
- 1.4 Upholding Integrity Principles
- 1.5 Inputs in Innovation and R&D





At CGN Mining, we always adhere to the basic values of “undertaking responsibility, being rigorous and pragmatic, pursuing innovation, being customer-oriented, and creating value.” We consistently enhance corporate governance and sustainable development practices, implement rigorous risk management and anti-corruption measures, and prioritize innovation and R&D to deliver value to all stakeholders.

## Strengthening Corporate Governance

We are committed to ensuring operational efficiency with the guidance of our Board of Directors and ensuring the protection of the rights and interests of all shareholders through a robust governance framework.



### Governance Structure

We strictly abide by the Listing Rules of the HKEX and pertinent laws and regulations of Cayman Islands. We continuously refine our governance structure under the premise of safeguarding our shareholders' interest and providing them sustained returns. We regularly review the performance of internal control policies and their implementation to ensure the Company's operations achieve sustainable and robust development. To facilitate effective management, we have developed internal management documents such as the *Articles of Association*, the *Management Measures for the Board of Directors' Delegation of Authority*, and the *Rules of Procedure of the Board of Directors*. These documents delineate the Company's management structure and clarify the division of responsibilities.

As the decision-making body of the Company, the Board of Directors shoulders significant responsibilities and duties in corporate governance. It leads and oversees CGN Mining's business, strategies, and performance as well as fulfills corporate governance responsibilities, including developing and reviewing the Company's policies, regular systems, plans, and procedures for corporate governance; monitoring the training and sustainable career development of directors and senior management; overseeing the Company's legal compliance and implementation of business ethics standards; reviewing and approving reports by its committees; and overseeing all matters relating to corporate risk management and ESG and formulating policies on such matters. To support the Board in fulfilling its management and oversight responsibilities, we have established an Audit Committee, a Nomination Committee, a Remuneration Committee, and an ESG Committee under the Board. These committees assist in various aspects of management and supervision. Please visit the page of “Corporate Constitution and Policies” on our website ([www.cgnmc.com](http://www.cgnmc.com)) for the terms of reference of each committee.

### Independence and Diversity

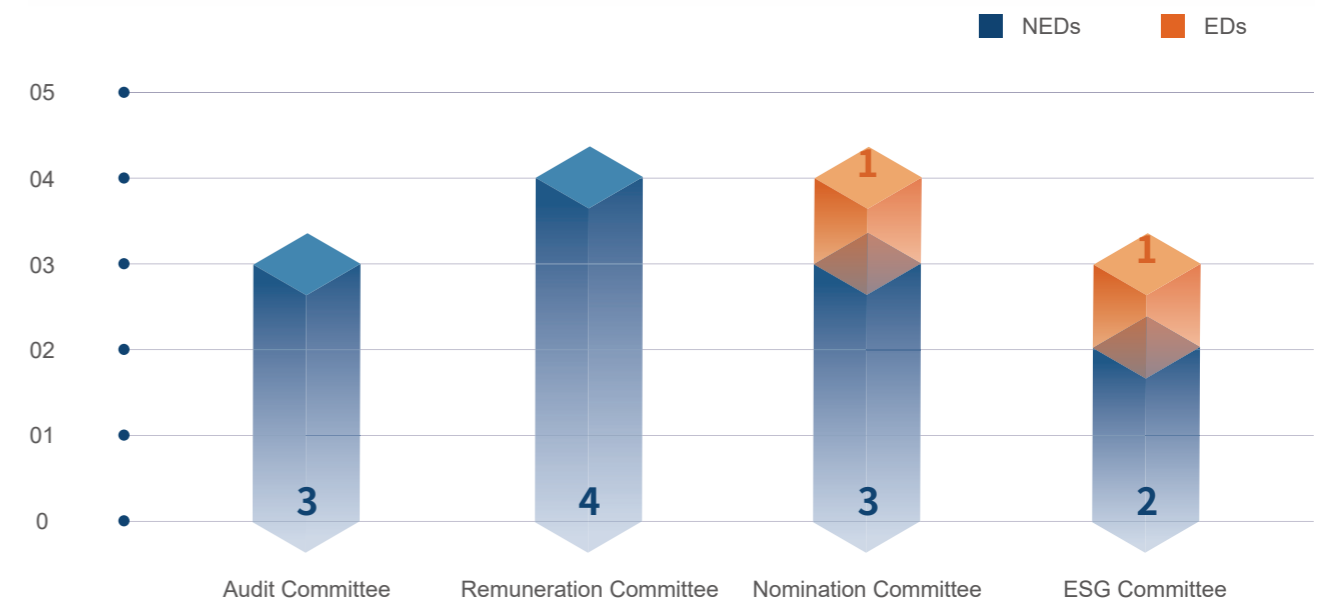
The Board of the Company currently comprises eight Directors, including two Executive Directors (EDs), three Non-Executive Directors (NEDs), and three Independent Non-Executive Directors (INEDs). The composition of the Board is based on a comprehensive consideration of the Directors' professional skills, working background, industry experience, gender, and age, and taking into account the professionalism, independence, and diversity of the Board. The members of the Board during the reporting period are as follows:

Type of Director	Name of Director	Audit Committee	Remuneration Committee	Nomination Committee	ESG Committee	Professional Background
EDs	An Junjing			C		Nuclear industry
	Xu Junmei				C	Finance
NEDs	Sun Xu	M			M	Nuclear industry
	Yin Xiong					Nuclear industry
	Liu Guanhua		M			New energy investment and financing
INEDs	Qiu Xianhong	C	C	M		Finance
	Gao Peiji		M	M	M	Law
	Zhang Yuntao <small>(appointed on August 17, 2023)</small>	M	M	M		Investment and financing
	Li Guodong <small>(resigned on August 17, 2023)</small>	exM	exM	exM		Finance

Note: C – Chairperson; M – Member; exM: Former member of the relevant Board committees.

Members of the Board of Directors of CGN Mining

In terms of independence, the Board of Directors comprises six Non-Executive Directors (NEDs), constituting 75%, and three Independent Non-Executive Directors (INEDs), constituting 37.5%. INEDs actively participate in the Audit Committee, the Remuneration Committee, the Nomination Committee, and the ESG Committee, providing unbiased and independent judgment and decision-making for both the Board of Directors and the Company's development. All Directors must comply with Rule 3.08 (d) of the Listing Rules at all times to avoid actual and potential conflicts of interest and duties. Directors must declare at each meeting of the Board and Board committees whether they have an interest in the matters to be considered/deliberated at such meetings. If a Director or any of his or her associates has a material interest in a matter to be considered/deliberated, he or she will not be counted in the quorum, shall not vote at the meeting, and may be required to withdraw from the meeting during the discussion of the matter. In addition, we have formulated the Regulations on the Independence Assessment of the Board of Directors to govern the independence assessment of the Board of Directors. The independence of the Independent Directors is confirmed on an annual basis.



Composition of committees under the CGN Mining's Board of Directors

In terms of skills and background diversity, the Company's Directors bring a wealth of nuclear industry experience, as well as backgrounds in finance, investment and financing, and law. This diverse blend of professional backgrounds among our Directors facilitates strategic planning, drives business development, promotes capital operations, ensures effective risk management, promotes cost reduction initiatives, and enhances operational efficiency throughout the Company.



### Efficiency of the Board of Directors

As per the listing rules and the terms of reference of the committees, quarterly meetings of the Board of Directors, annual meetings of shareholders, and annual meetings of committees are mandated. In 2023, we convened four meetings of the Board of Directors, three meetings of the Audit Committee, one meeting of the Nomination Committee, one meeting of the Remuneration Committee, and one meeting of the ESG Committee. Major resolutions addressed during these meetings included the approval of the Board's priority work plan for 2023, the comprehensive risk management report for 2023, the internal audit work plan for 2023, and the ESG report for 2022, etc.

### Guarding Shareholders' Rights and Interests

We prioritize safeguarding the rights and interests of our shareholders. On June 15, 2023, we conducted the Annual General Meeting (AGM), during which votes were cast on various items, including the approval of the annual report, the election of Directors, and Directors' remuneration. At the AGM, seven ordinary resolutions and one special resolution were successfully passed. As per the listing rules and the *Articles of Association*, we disseminated the *Notice of the AGM* and the *Circular of the AGM* to all shareholders via the HKEX's and our official website at least 21 days prior to the scheduled date of the AGM. Furthermore, our *Articles of Association* explicitly outline shareholders' rights, including the right to vote, to receive information, to nominate candidates for directorship, and to convene an extraordinary general meeting (EGM).

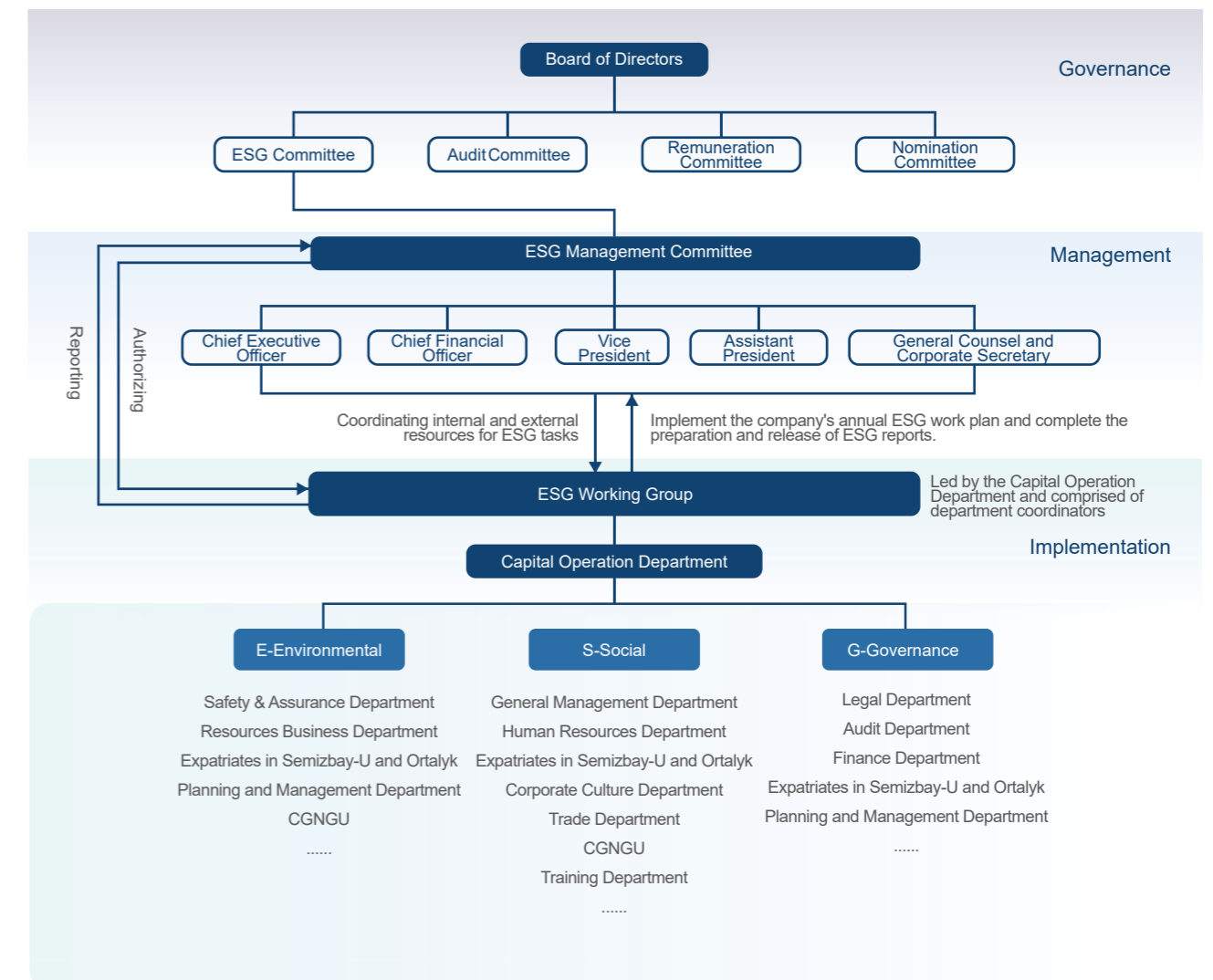
As specified in the *Company's Articles of Association*, it is mandated that no less than one-third of the Directors must retire in rotation at each AGM, with a director required to retire at least once every three years. Retiring directors are eligible for re-election through voting at the AGM. In 2023, Mr. Li Guodong retired as a Director of the Company, and the Board appointed Mr. Zhang Yuntao as a new member of the Board.

## Promoting Sustainable Development

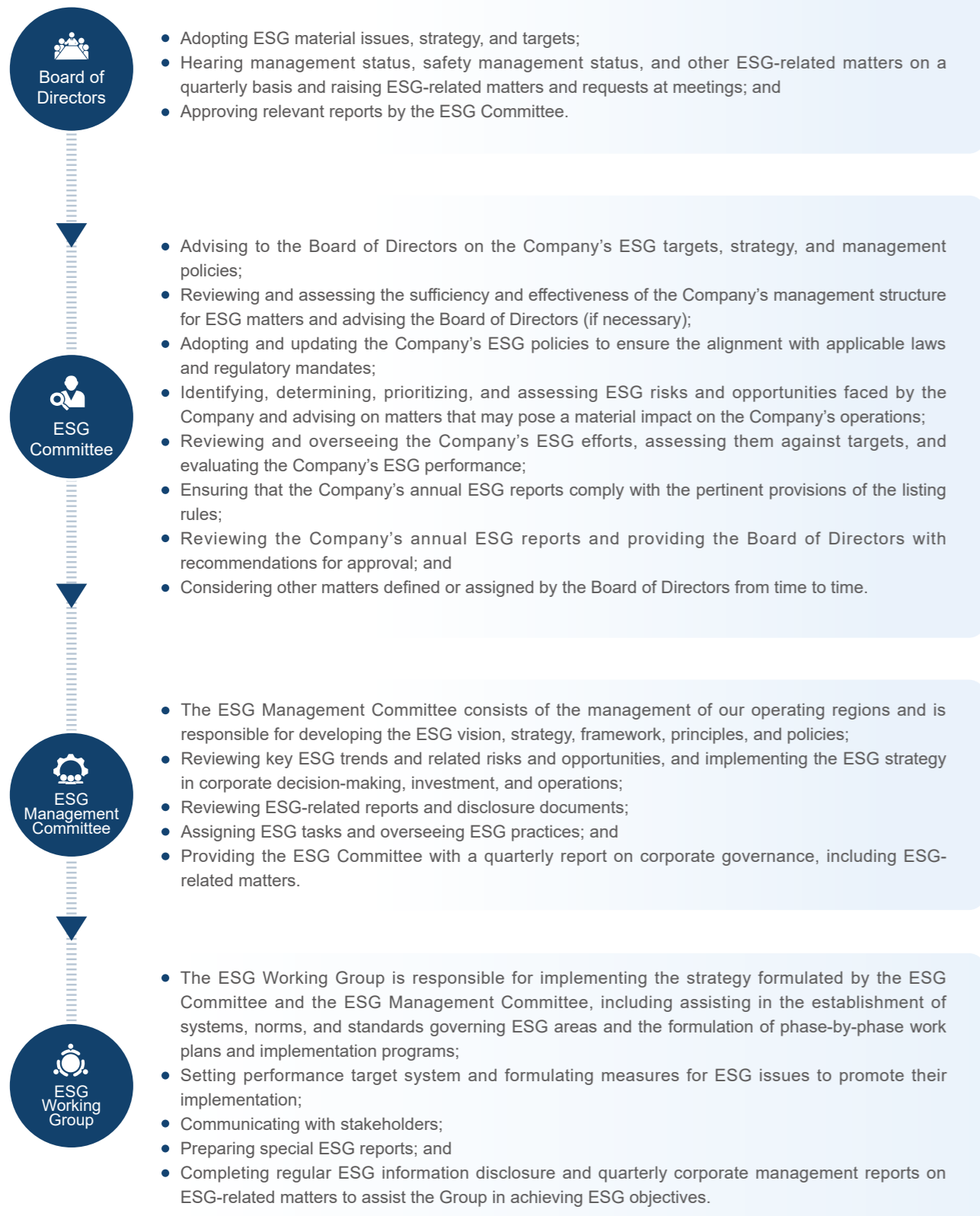
At CGN Mining, we are committed to long-term development. Through the establishment of an ESG governance structure, active engagement with stakeholders, and the identification of material issues, we collaborate with our stakeholders to advance the sustainable development goals of the Company.

### ESG Governance Structure

During the year, we established a top-down ESG governance structure led by the Board of Directors. On January 3, 2023, we formally established an ESG Committee at the Board level and implemented a four-tier ESG governance structure, comprising the Board of Directors, the ESG Committee, the ESG Management Committee, and the ESG Working Group. The ESG Management Committee is a special committee at the executive implementation level and comprised of members of the Company's senior management. The ESG Working Group, coordinated by the Capital Operation Department, orchestrates departmental efforts to fulfill ESG-related tasks. The Working Group also engages with the market and investors to gather information and periodically presents reports to the Board of Directors for final approval, ensuring transparency and accountability at every level.



## Main responsibilities of each level of the ESG governance structure



## Communication with Stakeholders

We respect stakeholders' demands. Upholding the principles of faithfulness, equality, and transparency, we learn about stakeholders' ESG expectations, opinions, and recommendations through emails, phone calls, and on-site visits. We integrate their concerns into the Group's operations and decision-making processes and fully consider stakeholders' demands in the process of defining the Company's ESG strategy and determining material ESG issues. Furthermore, we maintain our efforts in enhancing effective and prompt communication with our stakeholders. Our stakeholders mainly include shareholders and investors, customers, employees, communities, governments and regulators, and industry peers. Our communication channels are as follows:

Stakeholder	Communication Channels
Shareholders and investors	Company website Annual and interim results briefings Annual and interim reports ESG reports General meetings Regular/irregular communication with investors
Customers	Telephone/e-mails Customer evaluation form Customer visits
Employees	Regular meetings Training on occupational health and safety Training on career development Job performance assessment
Communities	ESG reports Donations/sponsorship Waste management Enhancing energy efficiency Cooperation in environmental protection Community exchanges
Governments and regulators	Official documents/meetings Government websites Paper and report/visits Supervision/inspection and assessments
Industry peers and Suppliers	Annual supplier reviews Phone calls/emails Field visits Questionnaire surveys

## Identifying Material Issues

We are continually striving for our commitment to more effectively assessing and identifying the issues that are most important to our stakeholders. The materiality assessment is conducted independently by professional consultants to understand the expectations of our stakeholders and the challenges we face in global sustainability. This helps us develop our sustainability strategy and identify core areas to improve our overall sustainability performance, which is also included in the report.

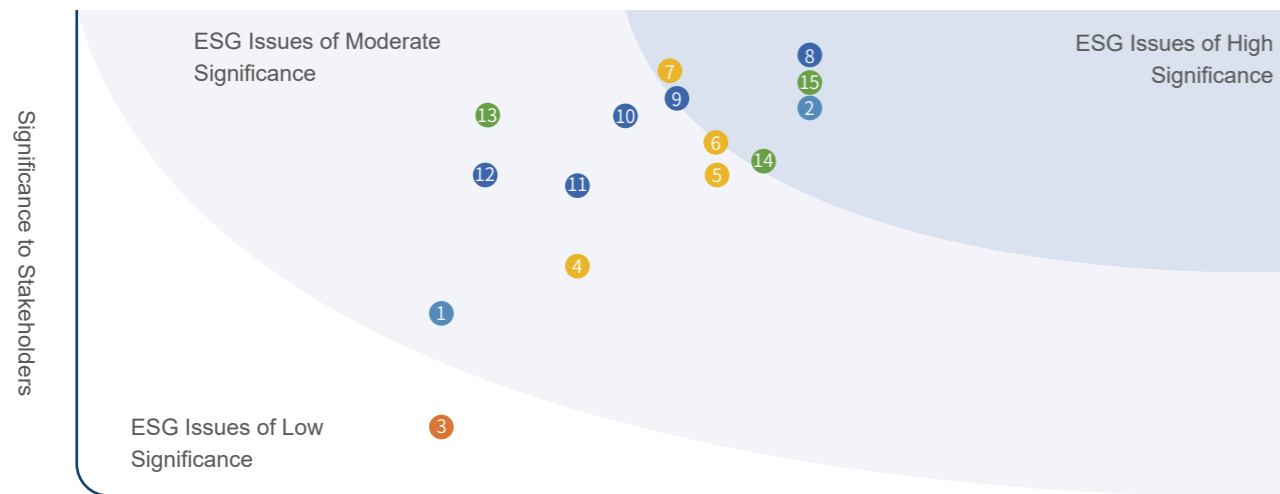
During the reporting period, we identified 15 material issues pertinent to the Company. This identification was conducted using the double materiality analysis of material issues recommended by the GRI and informed by communication with stakeholders and the Company's business status.

## Process of identifying material issues



### CGN Mining's list of material issues for 2023

ESG Issues of High Significance	Pollution prevention and control	Business ethics and anti-corruption	
	Product quality	Corporate governance and operational compliance	
ESG Issues of Moderate Significance	Occupational health and safety	Green operations	Use of resources
	Protection of rights and interests	Supply chain management	Fair employment
	Training and development	Biodiversity and land use	
	International exchanges and industry development		
ESG Issues of Low Significance	Responding to climate change and carbon emissions		
	Community relations, charity, and social welfare		



Product-related	Employee-related	Environmental-related	Governance-related
1 International exchanges and industry development	4 Community relations, charity, and social welfare	8 Pollution prevention and control	13 Supply chain management
2 Product quality	5 Fair employment	9 Use of resources	14 Corporate governance and operational compliance
Social-related	6 Protection of rights and interests	10 Responding to climate change and carbon emissions	15 Business ethics and anti-corruption
	3 Community relations, charity, and social welfare	7 Occupational health and safety	
		11 Green operations	
		12 Biodiversity and land use	

Materiality Assessment Matrix

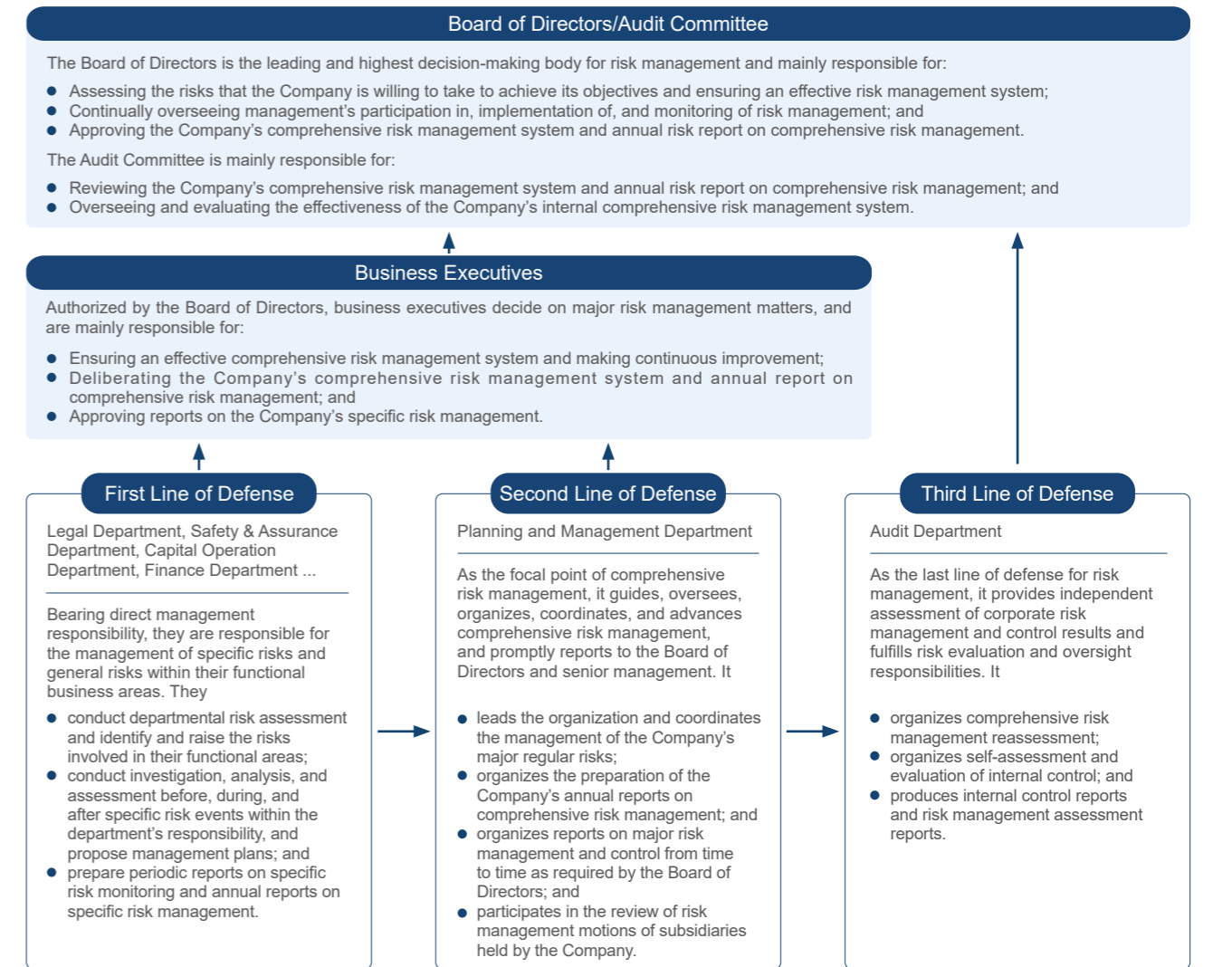
## Strict Risk Management and Control

At CGN Mining, we rigorously manage risks within a comprehensive risk management framework. We conduct regular specialized internal risk audits and promptly address risk management and mitigation measures to strengthen our capabilities in risk prevention and control.

### Risk Management System

We emphasize risk and internal control management and strictly comply with applicable laws and regulations, especially ISO 31000:2018 standard *Risk Management — Guidelines* and the provisions on risk management of the *Corporate Governance Code* of the HKEX, under which we perform effective identification, assessment, and management of major risks. We stringently enforce the internal *Comprehensive Risk Management System* and categorize our comprehensive risk into major risk, specific risk, project investment risk, and general risk, allowing for effective management across all fronts.

We have established a comprehensive risk management system following the principle of "unified leadership and hierarchical management." The Company's comprehensive risk management organization system consists of, from top to bottom, the Board of Directors, the Audit Committee, Business Executives, the Planning and Management Department, the Audit Department, and the Legal Department etc. They constitute a complete risk management organizational structure, under which responsibilities are defined for each department.



CGN Mining Comprehensive Risk Management System

To address the risks and opportunities arising from sustainability requirements on the Company's operations, the Company's ESG Committee meets regularly. At such meetings, ESG risks in all aspects of the Company's operations are assessed, and improvement measures are tailored to the identified risks, including improvements in production processes, product quality, work environments, and resources allocation, to mitigate the negative impacts of the risks.

## Internal Control and Compliance

In 2023, we conducted routine specialized audits focusing on internal risks. These audits encompassed the following areas: (1) verification of the authenticity, legality, and effectiveness of assets, liabilities, equity, and financial performance; (2) assessment of compliance regarding major business decisions and other business activities; (3) evaluation of the completeness and effectiveness of internal controls; (4) examination of adherence to national laws and regulations, as well as compliance with the rules and regulations of the Group and CGN Mining; and (5) scrutiny of the integrity of senior officials.

During the reporting period, we conducted the annual *Internal Control Self-Evaluation of CGN Mining for 2023*. This evaluation encompassed 20 internal control areas, including organizational structure, development strategy, human resources, and social responsibility. The evaluation identified 9 issues related to operational risk, and risk countermeasures were developed accordingly. By the end of the reporting period, 100% of the risk issues were rectified. Our comprehensive risk management system functioned properly, with all risks under close monitoring. No major risk incidents occurred during the reporting period.

We always adhere to the work principle of “being strict, prudent, careful, and pragmatic” and place significant emphasis on compliance in our corporate operations. For over a decade, we have maintained an internal compliance risk platform, which is regularly reviewed and adjusted based on the Company’s production and operational plans for the upcoming year. At the end of each year, according to the Company’s production and operation plans and arrangements for the following year, we include enterprises involving significant compliance and legal risks in the platform’s risk list, which are reviewed by the lead officials and tracked and controlled throughout the year. In addition, we conduct systematic compliance audits and evaluations annually, focusing on ten key areas: labor and employment, market transactions, safety and environmental protection, product quality, finance and taxes, IPR, business partnerships, nuclear regulations, governance of listed companies, network security, and information protection. These audits and evaluations involve collating relevant compliance laws and obligations, identifying, evaluating, and implementing control measures for compliance risks, and updating the compliance obligation library. Notably, during the reporting period, no instances of non-compliance were identified or reported.

In addition to integrating compliance requirements and evaluations into our business processes, we prioritize compliance training for our employees. In 2023, we held three compliance training activities with a total of over 35 participants.

### Case: Legal Compliance Skill Competition for Employees

On March 8, 2023, ten employees from CGN Mining participated the first Legal Compliance Skill Competition for Employees, which was hosted by URC. The competition contained questions on the Civil Code, the Company Law, the Work Safety Law, and the Company’s Compliance Manual, focusing on the participants’ legal compliance knowledge and ability to comprehensively analyze and apply it in day-to-day business activities. The competition enhanced employees’ awareness of legal compliance, created a favorable atmosphere of learning and abiding by the law, and encouraged employees to apply their knowledge of legal compliance to their work.



Legal Compliance Skill Competition for Employees

## Upholding Integrity Principles

At CGN Mining, we always adhere to integrity principles and ensure the honest and transparent operations of the Company through various measures, including robust internal controls, anti-corruption training initiatives, and the establishment of a whistle-blowing mechanism.

### Business Integrity

We consistently adhere to the Company’s code of conduct, emphasizing principles of “honesty and transparency, fairness and integrity,” as well as comply with international protocols such as the *United Nations Convention Against Corruption*. Internally, we consistently adhere to various systems established by the parent company including the *Compliance Manual*, the *Regulations for Handling Presents and Cash Gifts*, the *Rules for Business Integrity Assessment*, and the *Company Supplier Management Regulations*. These frameworks are supported by a “zero tolerance” policy on corruption. Our internal procurement of services is subject to a stringent approval process. A graded approval system has been established for procurement contracts of different amounts to ensure that the procurement process is strictly monitored. The Company’s Board of Directors, as the highest body for business ethics matters, monitors and regularly reviews matters related to business ethics and anti-corruption.

We have made integrity as an integral part of our internal control. In 2023, we focused on business ethics matters such as commission payments from offshore companies in our internal control self-evaluation. No problems in business ethics were detected in the evaluation. At the same time, we prepare integrity contracts and mandate that all eligible suppliers partnering with CGN Mining sign them. During the reporting period, we were involved in any anti-corruption-related litigation. Semzibay-U and Ortalyk conduct open bidding and tendering in strict accordance with the procurement rules of Samruk-Kazyna, Kazakhstan’s state-owned asset management fund, to ensure that relevant processes are fair and in compliance with the law. The procurement rules also stipulate that the tendering notices and related information must be published in designated media to material suppliers or service contractors.

### Anti-corruption Training

To raise anti-corruption awareness and foster a culture of integrity, we adhere to the Company’s Discipline Education Work Plan for 2023, which was established by the parent company and available on our IT-based office system. In this plan, we outlined 12 key tasks. Throughout the reporting year, all employees at CGN Mining attended the unified anti-corruption training conducted by URC, reaching 223 employees, 31 management members, and eight Directors (including two Executive Directors, who were counted among management members), with a coverage of 100%.

### Case: Warning education and discipline and law lectures in the Discipline Education and Study Month

In 2023, employees from CGN Mining attended the special activities of the Discipline Education and Study Month organized by URC. These activities, which included watching the Group’s warning education video and open lectures on discipline and law, raised employees’ awareness of anti-corruption. During the Discipline Education and Study Month, three open lectures on discipline and law were hosted. Ten types of job crimes common to enterprise employees were explained based on the *Oversight Law* and internal and external typical cases, and basic knowledge of discipline and law was delivered to the primary-level and frontline employees.



Warning Education in the Discipline Education and Study Month

**Case: Training on the UK, U.S., and EU anti-corruption policies and corporate countermeasures**

On November 9, 2023, we invited a senior partner from Beijing Dacheng (Shanghai) Law Offices to host a training session on "Anti-corruption UK, U.S., and EU Policies of the And Corporate Countermeasures." The training, available both online and offline, focused on the latest anti-corruption policies of the UK, the US, and the EU, as well as which countermeasures multinational companies should take to ensure legal compliance in their overseas operations.

**Case: Regular discipline education**

We continuously provide a Two-Minute Talk on Integrity at our internal monthly meetings, thus integrating regular integrity education into the Company's daily operations to remind employees to keep integrity in mind and practice. In addition, URC extends discipline and law education by regularly delivering mini-lectures. It also delivers targeted lectures to business procurement employees to urge and remind them to uphold integrity principles.



**Case: Youth speech contest on business integrity**

To further consolidate the effect of integrity education and deepen the awareness of all of the Company's employees of compliance and integrity, URC organized the Youth Speech Contest on Business Integrity in 2023. In the enlightening contest, nine contestants from CGN Mining elaborated their understanding on six topics, including "Fastening the 'first button' of business integrity" and "Why the Company's employees should stay alert beyond the eight hours at work." The contest was broadcast live online and was watched by more than 160 people. The speech contest deepened employees' understanding of integrity, reminding them to "observe discipline and law" in their interests, social life, and spare time.



**Case: Micro-video series on business integrity**

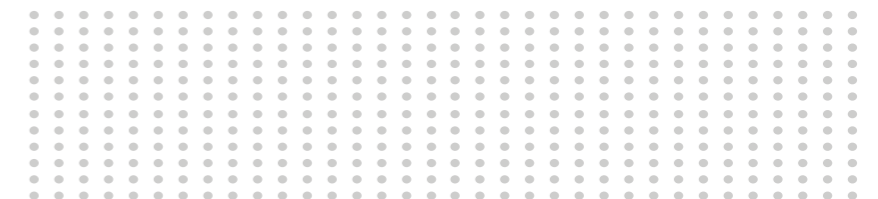
In 2023, employees from CGN Mining participated in the shooting of a micro-video series on business integrity organized by URC. The videos were cast and produced by employees and were released on URC WeChat official account, intranet, and office displays. The micro-videos featured receptions, travel, use of union fees, business procurement, and beyond the eight hours at work. The campaign provided not only fun but also inspiration for employees about business integrity in their daily work, enhancing their awareness of business integrity.



**Whistle-blowing System**

We always maintain open reporting channels to prevent corrupt conduct within our organization. Our internal *Anti-Corruption and Whistle-blowing Regulations for CGN Mining* outlines the reporting channels and procedures for handling reports in detail. This provision is an internal control mechanism and is updated on a triennial basis. We treat all disclosed information (including the whistleblower's identity), with strict confidentiality and discretion. We actively encourage both internal and external stakeholders to report any suspected misconduct in the Company's operations and supply chain. We provide whistleblowers with three ways of reporting: the reporting hotline, the reporting email, and the whistleblowing mail. The report handling process strictly adheres to the *Regulations for the Anti-Corruption and Whistle-blowing Regulations for the Mining Company*.

- The 24-hour reporting hotline (0086-10-88512606) and reporting email (youye@cgnpc.com.cn) that published on the company website;
- To mail the reporting letter to the Audit Committee of the Board in a real-name or anonymous manner (Address: 18th Floor, Guangyao Dongfang Building No. 100, North of West 3rd Ring Road Haidian District, Beijing. Attention: The Corporate secretary of CGN Mining and the letter will be passed on to the Audit Committee).
- The Company's reporting handling process is as follows:
- The Audit Committee will instruct the Compliance Department to start the processing procedure upon receipt of the reporting case. When the Compliance Department receives the reporting case, it will report the case to the Audit Committee within a reasonable time frame.
- The Compliance Department will determine whether remedial measures can be taken to avoid further loss and impact promptly. It will conduct a comprehensive analysis based on the details of the reporting. The reporting case can be dealt with in ways such as conversation inquiries, preliminary verification, settling case, temporary pending of investigation after approval.
- After the reporting case is proved as a fact, a proposed resolution will be made based on the findings of the investigation, and determine how to deal with according to the relevant procedures.



# Inputs in Innovation and R&D

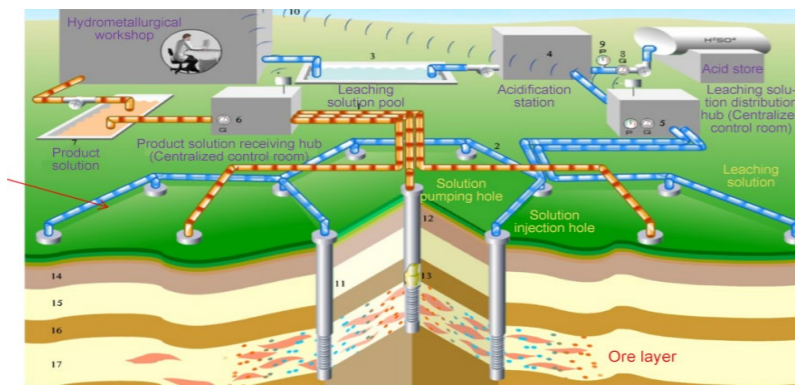
Technological innovation is always the core of the Company's development. We prioritize the application and R&D of new technologies and processes in our operations. Furthermore, we ensure the Company's innovative development through the establishment of a robust IPR management system.

## Innovative Processes

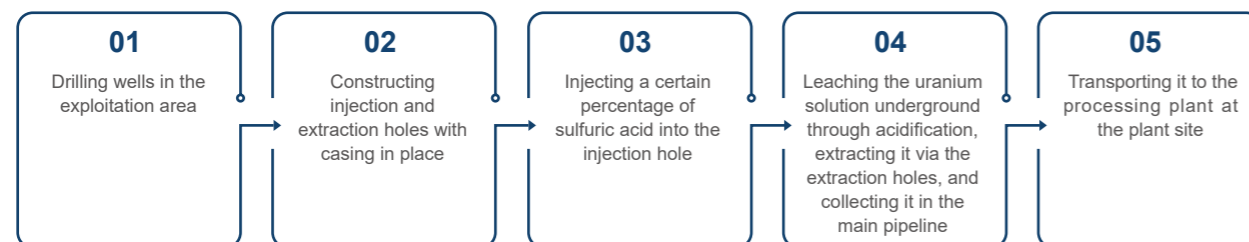
We recognize that continuous innovation and process improvement are vital for success in a competitive market. We continuously optimize our processes to maintain our production advantage. Moreover, we allocate significant resources towards developing and enhancing our production processes across all stages. This commitment ensures that our in-situ leaching uranium mining technology adheres to stringent standards of product quality and environmental protection. Moreover, we prioritize the monitoring of our operations through data analytics and automation, which enables us to develop and adjust our production plans more effectively.

## In-Situ Leaching Uranium Mining

The uranium mines in which the Company participated are all mined using the most advanced technology of in-situ leaching. In-situ leaching is an integrated technique by means of which uranium is selectively leached in situ from natural ore layers using specific leaching solution through an extracting-injecting system, and also a special mining method that integrates mining, selection, and smelting. In-situ leaching uranium mining technology is characterized by low production costs, less infrastructure investment, high resource extraction efficiency, low environmental pollution, labor safety, and favorable conditions for radiation protection. Different from conventional or open-pit mine production models, in-situ leaching mining processes ores in situ and does not require building shaft or stripping works, performing technical processes such as ore separation, crushing, grinding, and solid-liquid separation, or constructing tailing dam or spoilbanks. The amount of solid waste from conventional mining is 1-3 t/kgU, while that from in-situ leaching mining is no more than 1 kg/kgU, which greatly reduces the output of solid waste from the mining process.



Theory of In-situ Leaching Uranium Mining



Process of In-situ Leaching Uranium Mining

### In-Situ Leaching Uranium Mining Technology

### Other Mining Techniques

#### Labor Costs

- The process has a high degree of automation, and workers do not need to work underground.

- Workers need to work underground for rock drilling, blasting, managing compression, etc.

#### Financial Costs

- The mining method is safe and simple, and the process is short. During the mining stage, there is no need to transport or crush ore, and during the hydrometallurgy stage, there is no need for ore grinding and solid-liquid separation. This shortens the mining and metallurgical process, resulting in lower direct production costs.
- It features low mine infrastructure costs, high labor productivity in mining companies, and low uranium metal recovery costs.

- Efforts are needed to deal with such impacts that leading to an additional cost.

#### Environmental Impact

- The basic balance of injection-extraction is maintained, and the pregnant solution is circulated within a closed pipeline, significantly reducing the amount of wastewater discharged.
- It will not cause radioactive dust pollution.
- The pollution from tailings and exhaust gas can be minimized.
- The amount of waste from in-situ leaching mining is no more than 1 kg/kgU.

- Rock piles, tailing pools, polluted mine water, waste water from concentrator, polluted air discharged from ventilation shafts have a relatively greater impact on the surrounding environment.
- The amount of waste from conventional mining is 1-3 t/kgU.

## R&D in Technology

We stay abreast of cutting-edge technologies to ensure that we remain at the forefront of advancements in the uranium industry. We continuously enhance our capability to accurately analyze ore composition and quality testing by incorporating advanced instruments and experimental methods. Furthermore, through the adoption of next-generation sampling methods, we aim to minimize sampling errors, thereby enhancing resource extraction efficiency and reducing environmental pollution effectively.

Semizbay-U and Ortalyk have chemical analysis laboratories at their mines, where specialized laboratory staff use specific equipment to carry out chemical analysis of samples from mining and processing. By analyzing the content of uranium and other chemical components in the sample solutions, they effectively guarantee the efficiency and production safety of the workshop.

## IPR Management

At CGN Mining, we strictly follow the *Patent Law of the People's Republic of China*, the *Confidentiality Provisions on Science and Technology*, and other pertinent laws, regulations, and normative documents. We have delineated clear provisions regarding the acquisition, application, management, and confidentiality of IPR. We prioritize the timely declaration and protection of our own IPR while ensuring full respect and prevention of infringement of others' IPR. Additionally, we encourage sci-tech innovation and mitigate IPR risks. We also conduct regular employee education and training on IPR protection to enhance their IPR protection awareness. We actively incentivize our employees to innovate and support them in patent applications, encouraging them to present their innovative ideas at monthly and annual meetings. On August 4, 2023, we invited IPR experts from Beijing Qingda IPR Agency to train researchers on general knowledge of patent filing, which was attended by 67 employees. By the end of the reporting period, Semizbay-U had accumulatively obtained 27 patents.

# 02

## LUCID WATERS AND LUSH MOUNTAINS

- 2.1 Improving Environmental Governance
- 2.2 Boosting Green Development
- 2.3 Responding to Climate Change



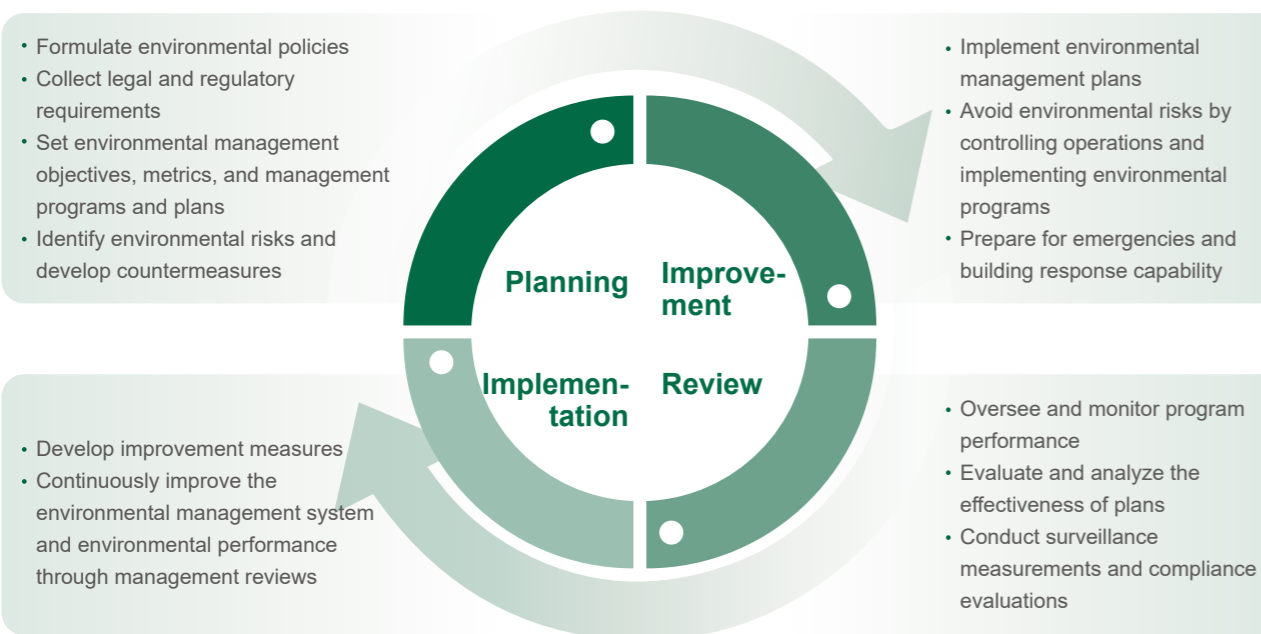


At CGN Mining, we always practice the ecological philosophy that "lucid waters and lush mountains are invaluable assets." As we strive for enhanced performance, we have implemented numerous innovative environmental management initiatives to foster cleaner production and optimize resource efficiency continually. Our efforts include the establishment of a robust waste management system, the initiation of biodiversity conservation projects, and the standardization of eco-environmental protection and energy conservation management throughout the Company. Through these measures, we fulfill our responsibilities and obligations for environmental protection while contributing to sustainable development.

## Improving Environmental Governance

At CGN Mining, we strictly comply with state laws and regulations on environmental management and ecological conservation, such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Radioactive Pollution*, the *Water Law of the People's Republic of China*, the *Law of the People's Republic of China on Environmental Impact Assessment*, the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*. Our parent company, CGNPC-URC, has compiled and issued normative documents such as the *Environmental Management System* and the *Regulations of Administration on Energy Conservation and Emission Reduction* and has established an environmental management system with clear powers and responsibilities and a complete chain. We are committed to green operations across all operating sites, aiming to minimize pollution to the environment and mitigate damage to the ecosystem. At our overseas JV and associate, we strictly comply with the laws, regulations, and regulatory requirements of the Republic of Kazakhstan. Aligning with the guidelines of our parent company, CGNPC-URC, we have formulated an environmental management system in accordance with the ISO 14001 international standard and various regulatory requirements. By adhering to the management systems and measures of our parent company, we provide a robust guarantee for sustainability practices.

### Environmental Management System



Within our Company and our JV and associate, we have established a dedicated safety and environmental management department tasked with systematically inspecting and overseeing environmental protection and governance at the mines. This department is responsible for formulating environmental management manuals and coordinating environmental management activities across different entities. Furthermore, it organizes regular joint meetings to analyze and assess environmental laws and regulations, major environmental risks, and management measures. By strengthening resource integration and information sharing among the mines, we ensure effective environmental management and enhance overall environmental performance. In 2023, we achieved the environmental target of "no relevant environmental incidents," signifying that we experienced no environmental accidents, violations, or penalties.

CGN Mining's JV, Semizbay-U, operates as per the ISO 14001 standard and implements a stringent safety production system that is in line with the standards of the countries. Semizbay-U also holds qualification certificates issued by the Committee of Atomic and Energy Supervision and Control of the Ministry of Energy of the Republic of Kazakhstan for, storage devices containing radioactive substances, transportation, and radioactive waste management. In its two mines, situated far from populated areas, Semizbay-U manages mining, processing, production, and transportation operations in real time. All operators at the mines are equipped with specialized protective gear, including clothing, shoes, goggles, and helmets. The company conducts daily radiation and environmental monitoring of the mine site and office areas to ensure that radiation levels remain within prescribed limits. Moreover, it has installed hazard warning signs and safety checkpoints on and around roads leading to the mines. It strictly controls access of non-operational personnel to the mine area. These measures collectively reduce the likelihood of accidents and contribute to a safer working environment and minimize the risk of dangerous incidents.

### System Certifications Obtained by Mines which CGNM participated

Technical Regulation System of the Republic of Kazakhstan (государственная система технического регулирования РК):

- ISO 50001-2019 Energy Management System
- ISO 9001-2016 Quality Management System
- ISO 14001-2016 Environmental Management Systems — General Guidelines on Implementation
- ISO 45001-2019 Occupational Health and Safety Management Systems Requirements with Guidance for Use



### Green Operations

At CGN Mining, we rigorously enforce the laws and regulations of the locations where our projects operate. We integrate the principles of green and environmental protection into every facet and process of our mining operations, including exploitation, operation, delivery, and daily office work. Through resource conservation and effective control of radioactive pollution, we aim to minimize our environmental footprint in the surrounding areas. Our goal is to establish a resource-efficient and environmentally friendly enterprise.

#### Daily Office Work

At CGN Mining, we are committed to energy conservation and have implemented various measures to promote low-carbon offices in every aspect. We actively encourage our employees to adopt energy-saving practices such as turning off lights, computers, and air conditioners when not in use. Slogans promoting this habit are prominently displayed throughout our offices. Furthermore, we have intensified the management of office appliances such as computers, printers, and photocopiers to minimize energy consumption. We regulate the air conditioning temperature to 25°C to avoid excessive energy use. Additionally, we utilize high-efficiency water-saving appliances and conduct regular inspections to detect and rectify any leaks promptly. To reduce paper usage, we have embraced paperless office practices and encourage online approval for all items. We also monitor and control the use of pencils, pens, paper, and other office supplies. Moreover, we promote the use of public transport, cycling, walking, and other eco-friendly commuting options among our employees to reduce the Company's carbon footprint and energy consumption. Continuing our commitment to sustainability, we remain dedicated to researching and implementing energy conservation technologies and best practices to further enhance the energy efficiency and sustainability of our Company.

#### Business Operations

We have established clear management requirements for green operations across our invested company. Semizbay-U strictly follows the Company's requirements and assesses all types of environmental impacts prior to mining activities. These assessments include evaluating air, soil, and water pollution, as well as the impact of production waste on the environment. Moreover, mines fully comply with the state-mandated insurance policy for ecological conservation in Kazakhstan, which includes developing an environmental action plan, obtaining ISO certification for the environmental management system, and implementing standards approved by the ecological authorities of the region where the mine is located. Through these measures, Semizbay-U actively practices energy conservation and emission reduction, thereby mitigating the adverse effects of its operations on the environment. In 2023, Semizbay-U participated in the Green Mindset Program initiated by Kazatomprom. This program is designed to support a green global economy by enhancing energy efficiency in the production process, developing green energy, reducing emissions, promoting material and equipment recycling, and fostering environmental awareness among employees.

**Case: Semizbay-U Develops the Environmental and Social Action Plan (ESAP) 2023**

Semizbay-U follows the Environmental and Social Action Plan (ESAP) Roadmap, which is uniformly deployed and implemented by Kazatomprom. Under this roadmap, since 2018, Semizbay-U has continuously upgraded its health, environmental, and social responsibility management system in line with international environmental standards and industry best practices (GIIP, IFC Performance Standard) to demonstrate its commitment to environmental protection and social responsibility leadership. During the reporting period, the ESAP 2023 witnessed the completion of five key modules: corporate management enhancement, environmental monitoring and control, ecological research, social responsibility activities, and waste management.

Semizbay-U was engaged in production environmental protection training, enhancement of water, soil, and air quality monitoring, bird conservation research, environmental communication and training with stakeholders, and World Environment Day events. It also developed recommendations for the management of drilling mud under the waste classification principles of the Ministry of Energy of Kazakhstan to ensure that waste disposal complies with national standards.

## Boosting Green Development

At CGN Mining, we always pursue clean energy and actively prevent and control pollution at all stages of operations. We strictly comply with the legal and regulatory requirements for pollutant discharge management of the regulators of domestic and overseas locations where we operate. To maintain high environmental standards, we implement rigorous controls over exhaust gas, wastewater, and waste. We emphasize resource conservation at the source and continuously enhance pollution prevention and control by upgrading and modernizing our technological processes. In addition, we actively explore opportunities for waste recycling and reuse, thereby contributing to environmental sustainability and safeguarding the well-being of the public, as well as protecting life, property, and the environment.

### Resources Usage

#### Energy Management

At CGN Mining, we strictly comply with the *Energy Conservation Law of the People's Republic of China*, the *Renewable Energy Law of the People's Republic of China*, and other pertinent laws and regulations. We conduct regular monitoring and assessment of our electricity consumption and pursue energy conservation and emission reduction targets across the entire Company. Moreover, we proactively implement measures to enhance our environmental performance.

**Objective**  
Promoting the use of renewable energy.

**Measures**  
Installing renewable energy equipment, such as solar panels, in mines.

**Performance in 2023**  
We installed large solar power generators in mines to increase energy efficiency and reduce dependence on conventional energy sources.

**Semizbay-U**

Continuously utilizing a photovoltaic (PV) power plant of about 825 m<sup>2</sup>; and utilizing solar power in both of its mines. In 2023, 139,720 kWh of solar power was generated at the two mines.



Semizbay-U's PV power plant

**Ortalyk**

The photovoltaic power station covers an area of 50,000 m<sup>2</sup> and generated 784,100 kWh of solar power in 2023.



Ortalyk's PV power plant

**Objective**  
• Reducing the consumption of purchased electricity and reducing Scope 2 greenhouse gas (GHG) emissions.

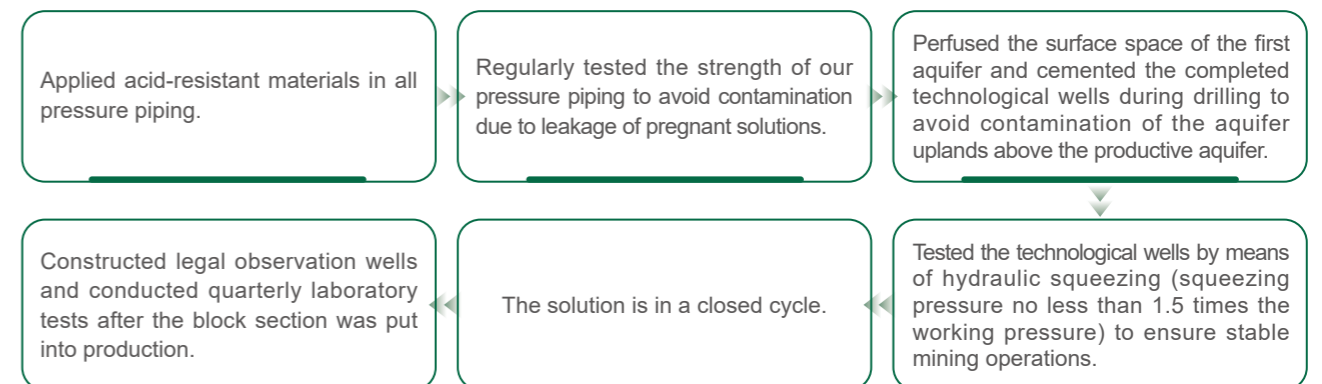
**Measures**  
• Using LED lighting systems.  
• Prioritizing products with excellent energy efficiency when purchasing electrical appliances and other equipment.

**Performance in 2023**  
• Heat exchangers were installed for room heating to reduce carbon emissions and traditional fossil energy consumption.  
• The use of incandescent lamps was banned at mines and replaced with and energy-efficient LED lighting systems.

#### Water Management

We rationally plan our water usage in alignment with production schedules, continuously updating our plans in real time. We account our water usage and estimate the total amount in the upcoming year. We aim to minimize the impact of our activities on water resources, ensuring the preservation of surface and groundwater at our project sites. To this end, we implement a range of precautionary measures across all stages of project preparation, operation, and resource procurement. These measures are designed to safeguard the quality and quantity of water available to local communities and other residents of the basin, reflecting our commitment to responsible water management.

In 2023, to safeguard the pipeline during project operations and to prevent water pollution due to leakage of liquids in the pipeline, we:




#### Management of Solid Waste, Wastewater, and Exhaust Gas

##### Solid Waste Management


At CGN Mining, we comply with the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes*, the *Technical Specifications for Collection, Storage, Transportation of Hazardous Waste*, the *Measures for the Transfer of Hazardous Wastes*, and other applicable laws and regulations, as well as the pertinent regulations of the overseas locations where we operate. We prioritize the safe and effective disposal of hazardous waste while actively promoting the recycling of non-hazardous waste. Our solid waste is mainly from our office areas and mines. Guided by the principle of improving waste recycling efficiency, we have implemented a comprehensive waste management system designed to collect and dispose of solid waste in a categorized manner.

### CGN Mining's Graded Waste Disposal System



**Non-hazardous waste**

- They are mainly from office areas and its mines, including discarded paper and kitchen waste.
- Discarded clothing, drilling mud, and ashes from incineration are disposed of in landfills in the uranium mine's non-hazardous drilling waste landfill area.



**Hazardous waste**

- They are mainly from its mines, including waste of dye and paint.
- The Company has developed a list of hazardous waste with detailed records of the names, hazardous properties, composition, toxicity, and waste management precautions of hazardous waste varieties.
- Other hazardous waste is entrusted to qualified agencies for legal disposal.

In compliance with the permits approved by the Ministry of Ecology, Geology, and Natural Resources of the Republic of Kazakhstan, stringent emission standards for pollutants and production waste are established for Semizbay-U's operations. We monitor and supervise the emissions in real time to keep the overall emissions within the values of the state-approved standards.



### Wastewater Management

At CGN Mining, we abide by the *Water Pollution Prevention and Control Law of the People's Republic of China* and pertinent laws and regulations of our operating sites. We remain committed to minimizing the adverse impact of industrial wastewater on both human health and the environment. To achieve this, we continuously optimize our environmental protection facilities and management systems for wastewater treatment. We rigorously controlling wastewater discharge standards and emissions. Additionally, we collect rainwater, wastewater from cleaning areas, and domestic wastewater for treatment in biological purification ponds. This treated water is then recycled for use in production and industrial processes.



Orталык's wastewater treatment plant

At CGN Mining, we take wastewater management as a top priority during the construction of production facilities at all our operating sites, and we maintain vigilant monitoring throughout our operations. Our industrial wastewater treatment system comprises various stages, including a receiving area, sandblaster, active aerobic stabilizers, quartz sand filters, and sodium hypochlorite disinfection tanks. Once treated, the runoff that meets established standards is transferred to the leaching solution process for further utilization in technical processing. In the future, we will further streamline our wastewater treatment and extend the applicability of wastewater recycling to reduce freshwater withdrawal.

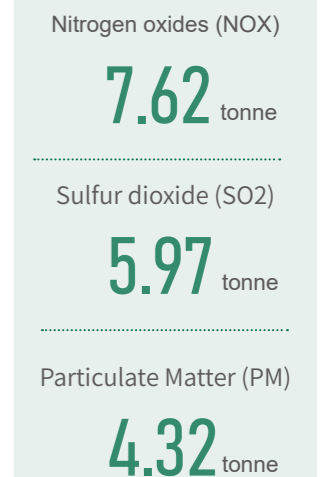
### Exhaust Gas Management

At CGN Mining, we comply with the *Atmospheric Pollution Prevention and Control Law of the People's Republic of China* and the *Integrated Emission Standard of Air Pollutants*, as well as the regulations and standards on exhaust gas emissions of the countries and regions in which we operate. We implement emission control measures to avoid negative impacts on the environment and employee health.

We conduct regular monitoring of exhaust gas emissions at various work areas and operating sites, in accordance with specific requirements. The monitoring has clearly defined points, items, and periods, ensuring that emissions remain within the bounds of relevant legal and regulatory provisions. We use in-situ leaching uranium mining technology and environmental dust removal measures at all of our mines to avoid dust pollution caused by open blasting, which has significantly reduced emissions of air pollutants.

In 2023, we benchmarked domestic and international best practices, incorporating industry-leading green mining technologies into our operations. Notably, Semizbay-U, our primary emitter of major air pollutants, successfully maintained emission levels within prescribed limits for the year. Moreover, during the third quarter, air pollutant emissions at Semizbay-U decreased by 7% compared to the same period. In future environmental management, we remain committed to strengthening emission control measures during business operations and mines environmental management. Through these efforts, we aim to further minimize the adverse impact on the surrounding environment in 2024.

#### Exhaust Gas Emissions from CGN Mining's Mines in 2023



### Biodiversity and Land Conservation

At CGN Mining, we actively respond to the call of the state and the United Nations, striving towards the establishment of an ecological civilization while diligently promoting biodiversity conservation. We adhere to *Environmental Management System*, pursuant to which we take actions during production and project operations to minimize negative impacts on biodiversity and land and to restore the land's geomorphic structure after project completion.

CGN Mining strictly adheres to relevant environmental regulations and internal policies. We implemented specialized water and soil conservation initiatives tailored to distinct projects and operating sites. These programs meticulously designate work periods, areas, and methods conducive to ecological conservation. Moreover, CGN Mining's invested companies adhere to the "three simultaneous" system<sup>2</sup> of environmental protection during the construction phase of projects. This entails stringent control over the adverse effects of production activities on the surrounding ecological environment, ensuring continual preservation of the ecological landscape in the regions where they operate. As a company mainly engaged in uranium mining and trading, we take proactive steps and organize relevant activities, aiming to play a positive role in environmental preservation and ecological restoration.



<sup>1</sup> The statistical methodology includes Semizbay-U's two mines and Orталык's Central Mynkuduk Deposit.

<sup>2</sup> The "three simultaneous" system: Installations for the prevention and control of pollution at a construction project must be designed, built and commissioned together with the principal part of the project. Installations of the pollution prevention and control facility shall comply with the requirements of the approved environmental impact assessment report, and shall not be dismantled or left idle without authorization.

We conduct environmental impact assessments before all construction works to identify potential environmental issues arising from the construction process and implement necessary countermeasures. In addition, we will develop comprehensive protection plans.

**Wildlife conservation plans:** We take various measures to protect important wildlife habitats, such as establishing protected areas and developing plant and animal conservation plans. For species such as eagles, snakes, pelicans, and gloss ibis that may be impacted on our operating sites, we actively take targeted conservation measures to avoid any negative impacts to their habitats.

**Restoration of damaged ecosystems:** We actively employ ecological restoration techniques to restore damaged ecosystems and ensure that our business activities do not cause unnecessary damage to the environment.

**Research and training:** We are active in wild plant cultivation and research, aiming to boost the recovery and growth of wild plant populations. We are also committed to the continuous improvement of conservation efforts.

During the construction process, we use advanced construction techniques and control means to minimize the impact on the ecosystem.

At construction sites, we strengthen garbage disposal and cleaning to ensure proper waste management and minimize negative impacts on the environment through regulated emissions of waste and other pollutants.

Upon completion of the construction, we will actively implement quick recovery measures for the environment and vegetation. We emphasize the practical fulfillment of our environmental responsibility to ensure that the construction will not cause damage to the ecological environment.



In 2023, Semizbay-U developed and implemented an ESAP action plan and participated in Kazatomprom's research project on "Protecting Birds from Transmission Lines." It also communicated with internal and external stakeholders around mine sites on environmental protection activities.

### Case: Protecting Birds from Transmission Lines: A Research Project

To ensure that birds are not affected by power transmission and related electrical installations, Semizbay-U undertook a research project on the protection of birds within the scope of the mines' grid facilities in the area of its two mines and the surrounding areas. Semizbay-U conducted detailed statistics and studies on the geographic location, natural environments, and climatic conditions of the two mines, the inhabiting of bird species, and existing electrical installations. Based on the research findings, it developed a specialized bird protection program and preventive measures aimed at enhancing the ecological and environmental protection capabilities of the mines.

## Responding to Climate Change

In CGN Mining, we actively respond to the call to "peak carbon dioxide emissions before 2030 and achieve carbon neutrality before 2060." We remain steadfast in our pursuit of excellence in every aspect, aiming to reduce GHG throughout the production process. Through these efforts, we are accelerating the shift towards a green and low-carbon economy and society, while promoting an ecological civilization. Our overarching goal is to foster high-quality economic and social development, alongside stringent standards for ecological preservation.

## Governance

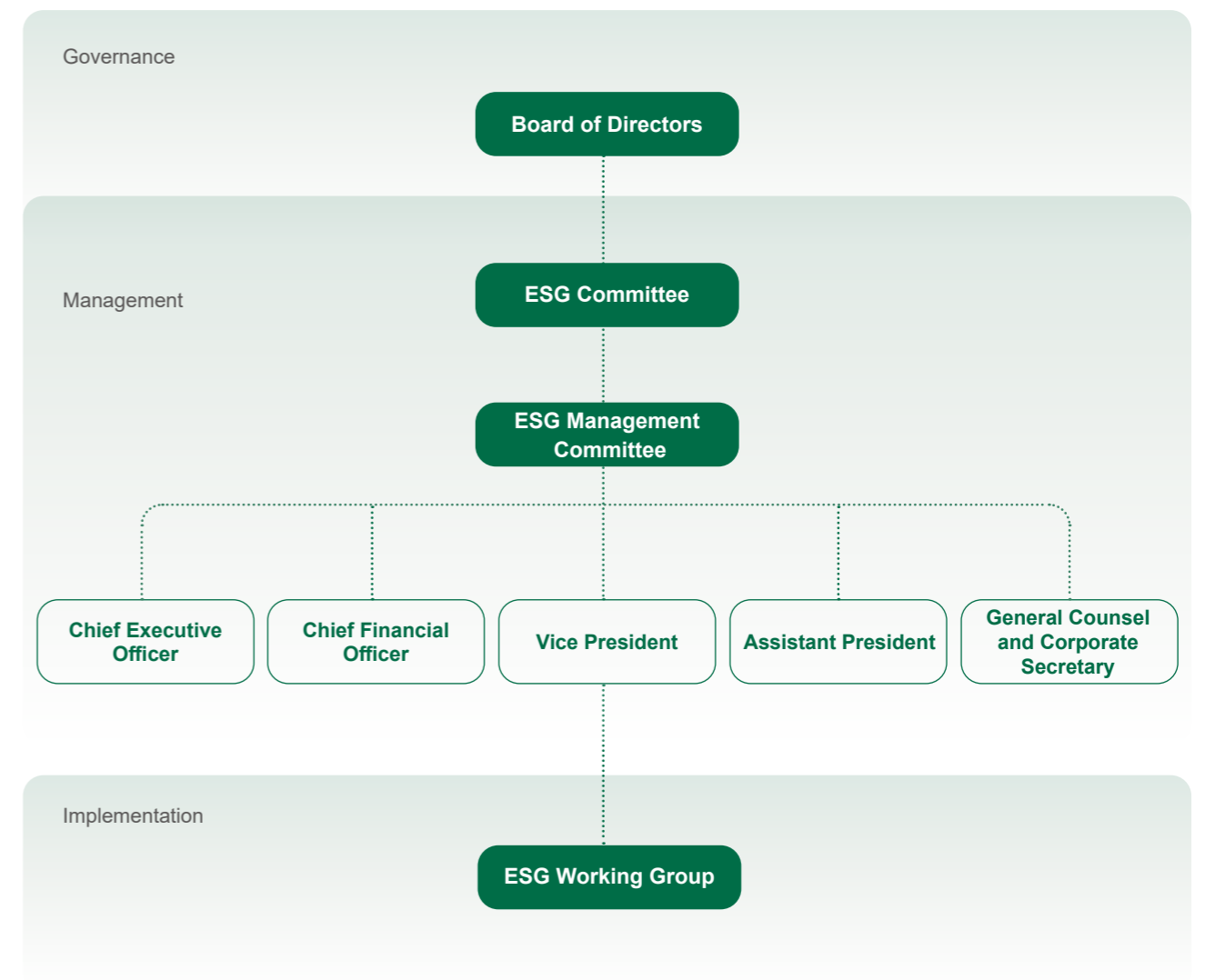
CGN Mining's Board of Directors assumes ultimate responsibility for climate-related risks and opportunities. We have established an environmental management and climate governance structure with the Board of Directors at the governance level. The ESG Committee, in turn, has been entrusted with the overarching supervision of ESG management, encompassing the identification, assessment, and mitigation of climate-related risks.

The ESG Committee reports to the Board of Directors on climate change issues annually and performs the following duties:

- Offer the Board of Directors recommendations on the Company's ESG objectives, strategies, and management.
- Identify, determine, prioritize, and evaluate the Company's ESG risks and opportunities and advise on issues that will have a substantive impact on the Company's operations.
- Assess, review, and monitor the Company's ESG endeavors.



### CGN Mining's climate governance structure





### Climate-Related Risk Management

At CGN Mining, we have taken the initial step of integrating climate-related risk management into our risk management system. We have implemented appropriate measures to address identified risks and seamlessly integrated them into our daily production and operational processes. This ongoing effort ensures that CGN Mining consistently enhances its response to climate-related risks.

We identify risk factors impacting the Company's growth by assessing macroeconomic conditions, business trends, and regulatory demands. Subsequently, we categorize these risks into physical and transition risks, considering their likelihood of occurrence. Finally, we devise viable response strategies aligned with the Company's objectives to proactively address climate change.

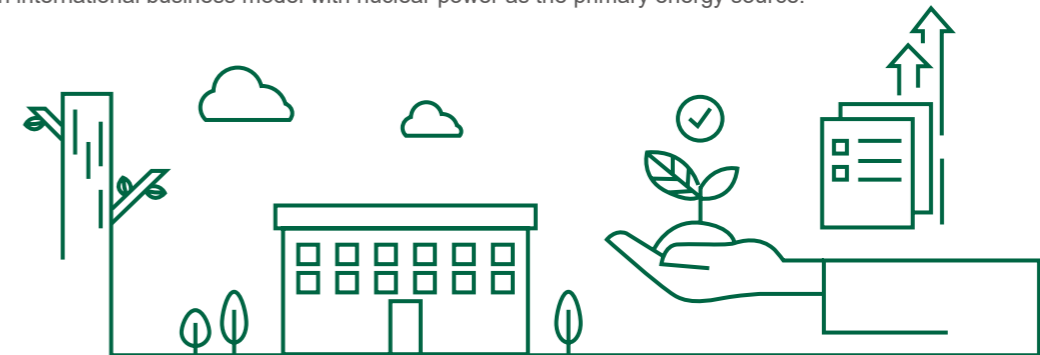
We prioritize the regular identification of climate-related risks and opportunities to bolster CGN Mining's resilience to climate impacts while mitigating associated risks. To this end, we have taken the initial step to identify categories of climate-related risks, implement risk prevention and response measures, and integrate them into the Company's risk management and strategic considerations. Our focus on clean energy aligns closely with our business characteristics. Additionally, China has clarified nuclear power's position and role in China's clean, low-carbon, safe, and efficient energy system. These factors present new opportunities for CGN Mining's high-quality and sustainable development of nuclear energy. We remain committed to monitoring climate-related risks closely and implementing corresponding risk management measures to achieve the Company's long-term strategic objectives.



We have summarized the transition and physical risks that may occur, have occurred, or are highly relevant to our business, and have developed risk response measures.

Type	Physical risks	
Risk	 <p><b>Extreme weather</b></p>	 <p><b>Changing mean temperatures</b></p>
Details	<p>During extreme weather events, the northern mines may face damage to products and equipment caused by unusual weather conditions such as flooding, rainstorm, and heavy snow.</p>	<p>As the global mean temperature rises, hot weather is on the rise. They not only affect employees' health but also reduce the durability of equipment, leading to a decrease in overall productivity. Furthermore, global warming has increased the frequency of extreme weather events, resulting in lower incomes and economic losses.</p>
Counter-measures	<ul style="list-style-type: none"> <li>The mines have an emergency response program in place for extreme and severe weather, including heating for employees at the mine in northern Kazakhstan, where severe cold is common in winter.</li> <li>Saunas are provided in the locker rooms to help outdoor workers quickly warm up.</li> <li>Observation stations are set up at the mines to provide necessary support for outdoor workers.</li> <li>In case of inclement weather such as snowstorms, heavy rainfall, and extreme heat, managers will promptly mobilize manpower, take precautionary measures, and arrange for the commuting of employees as mandated to ensure safety for employees.</li> <li>We develop protection measures based on the recommendations of local government agencies to possibly avoid physical damage.</li> </ul>	<ul style="list-style-type: none"> <li>We raise employee awareness of illnesses caused by heat stress through policies, guidelines, and drills.</li> <li>We provide more cooling facilities for our employees, such as portable solar-powered fans and ice water supplies.</li> <li>We use more heat-resistant materials in our operations and mining activities.</li> </ul>

As climate change draws increasing attention both at home and abroad, the focus on low-carbon and renewable energy has emerged as a pivotal aspect of the global energy transition. The implementation of policies such as "carbon peak and carbon neutrality" significantly influences the structural transformation of the economy, particularly in energy structure, energy consumption methods, and energy technology.

As a company engaged in the development and trading of natural uranium resources, we are poised to capitalize on climate-related opportunities and leverage our business strengths. With a strong emphasis on clean energy consumption, we aim to establish an international business model with nuclear power as the primary energy source.



Transition risks	
 <p><b>Policy and legal</b></p>	 <p><b>Reputation</b></p>
<p>Increasing environmental and emissions requirements by governments will increase relevant taxes (such as carbon tariffs) or compliance costs.</p>	<p>The community, including the public and investors, are increasingly concerned about environmental protection and security. Failure to meet environmental targets may affect the Company's share price and image.</p>
<ul style="list-style-type: none"> <li>We have established an ESG Committee, an ESG Management Committee, and an ESG Working Group. The Working Group closely monitors policy dynamics and formulates corresponding strategy and measures in light of the actual situation to ensure that the Company's ESG performance complies with pertinent provisions and standards.</li> <li>We proactively reduce emissions from various types of large-scale equipment through regular inspections and upgrades so that we can comply with the law and increase production capacity while still enhancing energy conservation and emission reduction.</li> <li>The mines that we participated work towards carbon neutrality by improving energy consumption, replacing equipment, and lowering carbon emissions.</li> </ul>	<ul style="list-style-type: none"> <li>The process from extraction to delivery at the mines that we participated is in strict compliance with the standards for the management of radioactive materials of the countries where they operate. Throughout the reporting period, Semizbay-U and Ortalyk held qualification certificates issued by the Committee of Atomic and Energy Supervision and Control of the Ministry of Energy of the Republic of Kazakhstan.</li> <li>We maintain multiple communication channels with stakeholders to relieve their concerns.</li> </ul>

# 03

## SAFE DEVELOPMENT

- 3.1 Reinforcing Safety Management
- 3.2 Ensuring Safe Operations
- 3.3 Occupational Health and Safety



At CGN Mining, we adhere to bottom-line thinking for safety production. We have set management standards on safe operations and occupational health, with a strong emphasis on safety production management. We accelerate the identification and mitigation of hidden hazards, enhancing our risk management and control capabilities. We take it as our responsibility to guard the safety and health of all stakeholders and continuously refine and improve our safety management structure and system. We have built a robust line of defense for safety production and created a favorable safety culture to guard the health and safety of our employees, contractors, customers, and local communities.

## Reinforce Safety Management

At CGN Mining, we strictly comply with the *Work Safety Law of the People's Republic of China*, the *Fire Safety Law of the People's Republic of China*, the *Regulations on the Reporting, Investigation and Disposition of Work Safety Accidents*, and other safety laws and regulations. We adhere to internal regulations of our parent company, including the *Regulations on the Administration of Safety Production Expenses*, to define safety management responsibilities across all aspects of our operations. These responsibilities encompass industrial safety, occupational health, fire safety, radiation protection, transportation safety, special equipment safety, and emergency response. This proactive approach ensures standardized safety practices throughout our production processes and bolsters our overall safety preparedness.

We always comply with the safety management structure of our parent company, CGNPC-URC, adhere to the safety production policy of "safety first, focusing on prevention, and integrated control," and perform safety management in compliance with the law. URC operates on a sturdy safety governance framework and adheres to well-defined safety management objectives. It identifies and assigns safety management responsibilities across all departments and subsidiaries, establishing a comprehensive safety accountability network. This approach lays the foundation for high-caliber and sustainable corporate growth. To ensure efficient top-down oversight of safety concerns, we have established an information reporting system. Any significant hidden hazards or accidents discovered must be promptly reported to CGNPC on the same day.

Level	Structure	Responsibilities
Leadership	Safety & Assurance Management Committee (Safety Committee)	<ul style="list-style-type: none"> <li>It leads the Company's nuclear and radiation safety, industrial safety, occupational health, environmental protection, quality management, and anti-terrorism security.</li> <li>The Safety Committee determines the risk grade of the Company's departments and subsidiaries to implement graded control.</li> </ul>
Management	Safety & Assurance Department	<ul style="list-style-type: none"> <li>As the Company's independent department of safety, quality, and environment management, it is responsible for the comprehensive oversight of the Company's safety, quality, and environment.</li> </ul>
Execution	Safety Committee of a subsidiary	<ul style="list-style-type: none"> <li>Subsidiaries of Grade-I risk must set up a Safety Committee, which leads the subsidiary's nuclear and radiation safety, industrial safety, occupational health, environmental protection, quality management, and anti-terrorism security.</li> </ul>
	Safety Director of a subsidiary	<ul style="list-style-type: none"> <li>Subsidiaries of Grade-I risk must set up the position of Safety Director and define it in its organizational structure.</li> </ul>
	Safety & Assurance Department of a subsidiary	<ul style="list-style-type: none"> <li>Subsidiaries of Grade-I risk shall set up an independent department of safety, quality, and environment management and staff it with dedicated safety, quality, and environment managers at a ratio of 50:1, which means 1 safety, quality, and environment manager every 50 workers.</li> </ul>
	Safety managers	<ul style="list-style-type: none"> <li>The Uranium Company's departments of Grade-I risk shall set up dedicated safety, quality, and environment managers and establish a departmental network of part-time safety, quality, and environment supervisors based on business needs. Other departments shall assign at least one member as the part-time safety, quality, and environment manager for the department, who shall assist the head of the department in safety, quality, and environment management of the department.</li> </ul>

Semizbay-U and Ortalyk actively cooperate with the national government agencies of the operating site for inspection and supervision. They submit weekly reports on safety production and rectification to the Company. Semizbay-U and Ortalyk participate in the mutual inspection program of mining companies by Kazatomprom's safety production department. Through horizontal and vertical multi-dimensional supervision and inspection, they greatly reduce hidden hazards and eliminate production risks, thus protecting the personal safety of mine workers and laying a solid foundation for efficient, stable, and safe production.



### Safety Control Measures

- ▶ To ensure employee safety, adequate personal protective equipment (PPE) is provided at all work sites, including safety belts for overhead work, masks for dust and hazardous gas, and acid-resistant coveralls. Operators must wear protective equipment when entering the work site.
- ▶ To ensure the safe driving of mineral vehicles, motor vehicle safety inspectors regularly inspect the operation of vehicles and the health of drivers. Relevant equipment and mineral vehicles are regularly tested to confirm their operating conditions.
- ▶ The mines and offices provide specialized washing places and equipment for employees to ensure their personal hygiene.
- ▶ To ensure radiation safety, daily radiation monitoring is conducted for employees and the environment at mines and office areas to ensure that all indicators do not exceed specific dose and level limits.
- ▶ In response to emergencies, studios, workshops, and offices are equipped with first-aid kits, which are regularly checked and updated to ensure an adequate supply of medicine.

## Ensuring Safe Operations

At CGN Mining, we always adhere to the safety production policy of "safety first, focusing on prevention, and integrated control" and fulfill safety responsibilities in compliance with the law. We actively implement the Four Responsibilities<sup>3</sup> management philosophy of our parent company, CGNPC-URC. With risk management and control as the cornerstone, we steadily advance special safety production rectification actions, enhance the risk grading and control mechanism, and reinforce safety control across key segments and projects.

In 2023, no Group assessment indicator incidents<sup>4</sup> were reported.



The Group strictly complies with the permit system by applying for and obtaining nuclear material permits, radiation safety permits, and other pertinent certificates as per laws and regulations, thus ensuring compliance in its natural uranium business. Semizbay-U and Ortalyk hold qualification certificates issued by the Committee of Atomic and Energy Supervision and Control of the Ministry of Energy of the Republic of Kazakhstan for storage devices of radioactive substances, substances containing radioactive substances transportation, and radioactive waste management.

<sup>3</sup> Four Responsibilities: Leadership, management, executive, and supervisory responsibilities.

<sup>4</sup> Assessment indicator incidents: INES Level-2 nuclear events or above, serious (causing 3 to 9 deaths) accidents causing injuries or deaths or above, accidents causing serious injuries or above, fire accidents, serious quality accidents, concealment or false reporting, major radiation protection incidents, and social incidents causing serious adverse impacts.

● Safety Culture

At CGN Mining, we are constantly promoting a safety culture. We offer science-based and comprehensive safety training tailored to our business characteristics and requirements. Additionally, we organize safety culture training and campaigns for our business directors, in-service employees, and contractors. In 2023, our invested companies, Semizbay-U and Ortalyk, conducted multiple training sessions covering labor safety and health, industrial safety, radiation safety, fire safety techniques, and first aid, achieving a training coverage rate of 100%. These systematic training initiatives further solidified the safety foundation for daily production, heightened personal risk awareness, and provided a robust guarantee for effective production activities. In 2023, Semizbay-U invested HK\$1.47 million in safety and environmental protection.

📌 Safety Culture Highlights in 2023

- ▶ On October 25, the Group hosted a special training session on emergency response in the form of “online livestreaming + offline lecture” in Beijing. More than 80 people attended the training, including the emergency duty personnel of CGN Mining and members of all specialized emergency response teams of the Company’s emergency command.
- ▶ We promoted a nuclear safety culture by organizing a series of events including “Chairman’s Nuclear Safety Warning Education Lecture,” the “Nuclear Safety Leadership” training, “For Compliance and Against Violation,” and questionnaire surveys on the nuclear safety culture. The research center hosted radiation protection authorization training for a total of 179 participants at all levels, effectively promoting the nuclear safety culture.

📌 Case: Nuclear Safety Warning Education Event

On November 29, 2023, the Company’s Chief Executive Office hosted a warning education and sharing session under the theme of “Reaching Consensus on Driving the Company’s New Development with the Nuclear Safety Culture.” During the session, the CEO dissected the Company’s typical cases, emphasizing the importance to learn from the cases and stay alerted. Nuclear security is an integral part of national security and the lifeline of the nuclear industry development and is even elevated as part of the national strategy. It is important to recognize the fundamental principle that nuclear security is imperative to nuclear power, and the development of nuclear power cannot be separated from nuclear security. The Company is the Group’s natural uranium supplier. Therefore, all managers and employees at the Company must be committed to eliminating hidden hazards, satisfying the Company’s “six-fulfilment” requirements on safety, quality, and environmental protection, and achieving “absolute safety without any error.”



Site of the education event

● Safety Management for Contractors

At CGN Mining, we continuously update and improve the occupational health adaptation evaluation requirements for contractors and third-party workers on site, as well as the *Regulations on HSSE<sup>5</sup> Management for Contractors*. We have established clear requirements aimed at protecting the lives of external construction workers and enhancing contractors’ safety management capabilities to prevent safety accidents at our operational sites. We conduct baseline risk assessments of contractors to determine their risk level and verify the status of equipment, facilities, and safety protection measures. During project implementation, we assess contractors’ safety performance and compile the *HSSE Performance Evaluation Report*, which serves as a crucial criterion for selecting contractors for future projects. Contractors with poor HSSE performance are subject to bidding restrictions and potential blacklisting. In 2023, Semizbay-U monitored contractors’ safety production performance and generated safety production completion sheets detailing contractor information, accident numbers, occupational safety education, and internal safety inspections. This initiative effectively ensures comprehensive safety management for all contractors.



Data of Work-related Injuries among Contractors of CGN Mining, Semizbay-U, and Ortalyk in 2023



<sup>5</sup> HSSE: The acronym of Health, Safe, Security, Environment.

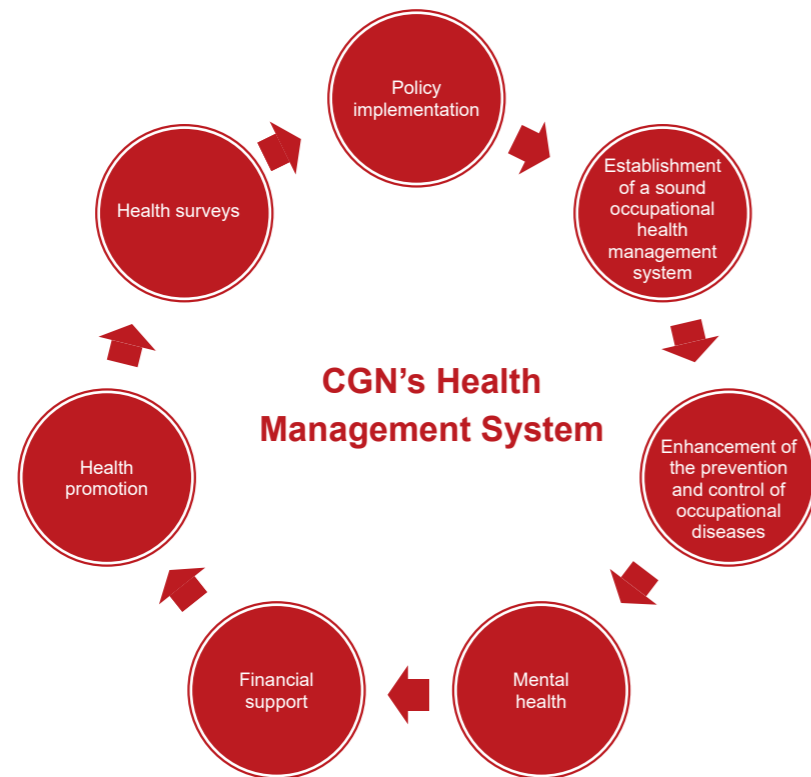


## Occupational Health and Safety

At CGN Mining, we prioritize safeguarding the occupational health of our employees and consistently enhance our occupational health and safety management system. Employee health remains a paramount concern in our corporate management approach. We are deeply committed to the physical and mental well-being of our employees, exerting utmost efforts to prevent occupational diseases and minimize related exposures. Our goal is to cultivate a safer and healthier work environment for all our employees.

### Occupational Health and Safety Management System

Protecting the physical and mental health of employees is both a compelling obligation for an enterprise and a fundamental requirement for our stable operations. We strictly adhere to relevant laws and regulations, such as the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and the *Occupational Safety and Health Ordinance of Hong Kong*. Additionally, we have developed company-wide policies like the *Regulations on Occupational Health Monitoring and Management*. We prioritize the occupational health of our employees and meticulously enforce state regulations regarding occupational safety and health. We have established a robust occupational health management system, managing the entire process that includes identifying, preventing, controlling, and monitoring occupational hazards, relevant facilities and supplies, and health examinations, as we prioritize the health of our employees in corporate management. Meanwhile, we continuously improve budget expenditure on occupational health, increasing the number and performance of occupational health protection facilities and personal supplies. We have set up the CGN Mining Healthcare Network to disseminate health knowledge and guide employees to care about health issues actively. We also pay attention to employees' life problems, stress, and vacations, developing corresponding measures to protect employee occupational health and enhance their sense of well-being.



### Occupational Health and Safety Management Initiatives

At CGN Mining, we uphold the principles of safety first, quality foremost and excellence. Guided and supervised by the ESG Committee of the Board of Directors and the ESG Management Committee, the Safety & Assurance Department coordinates, organizes, and implements occupational health and safety measures, pooling efforts to safeguard the health and safety of every employee. We have set targets for safety management improvement as another way to effectively guard the health and safety of our employees and contractors. Semizbay-U and Ortalyk have passed the ISO 45001 certification.

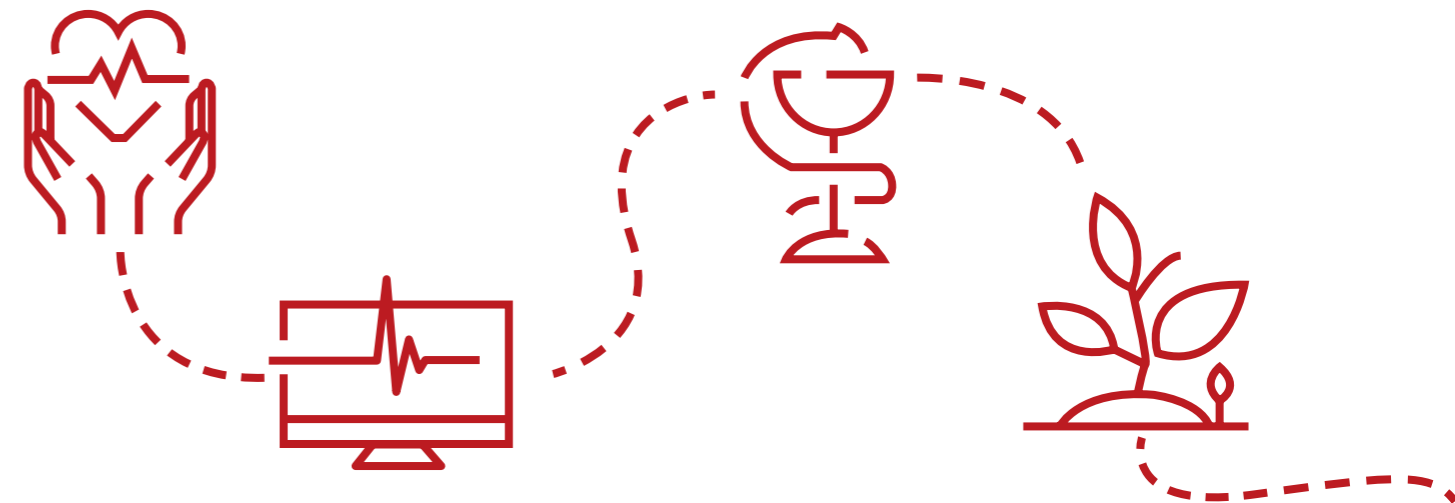
During the reporting period

the Company experienced **0** fatal accidents among employees, **0** days lost due to work-related injuries, zero cases of occupational diseases, and the coverage rate of physical examination for employees was **100%**.



Data on Work-Related Injuries in CGN Mining in the Last Three Years

We value the physical and mental health of all workers, emphasizing our commitment to providing a safe and healthy workplace for both employees and contractors, with the aim of preventing work-related injuries and health issues. To achieve this goal, we have implemented various occupational health management initiatives aimed at creating a more pleasant work environment for our employees.





Occupational Health Management Initiatives

In addition, we have increased our investment in occupational health R&D and actively built intelligent production systems. In the reporting period, Semizbay-U launched a project on integrated robots for the uranium production process, effectively realizing fully automated canning and transportation of natural uranium compound. While improving work efficiency and reducing operating costs, the robots can effectively prevent employees from being directly exposed to hazardous substances, thus guarding employees' safety and health.

In terms of mental health, we regularly engage professional psychological counselors to provide our employees with EAP psychological counseling services and courses on emotional management and mindfulness to mitigate stress. These initiatives help employees recognize the importance of mental health and master effective methods to cope with stress, creating a healthy and harmonious working environment for employees.

**Employee Care Day held on May 25 to help employees alleviate work-related stress**

To enhance employees' mental health and help them better respond to work and family-related stress, we hold Employee Care Day on May 25, along with a series of events. Employees have face-to-face communication with professional counselors by way of a relaxing and interesting card game. During these sessions, they talk about their confusion and stress and receive professional advice and aid. At the same time, we provide employees with shoulder and neck massage devices and stress-reducing gifts to help them relieve stress and enhance work efficiency.



One-on-one Physical Counselling Services

In 2023, Semizbay-U, further strengthened the promotion of occupational health and safety. Working with doctors from Medicer Industrial Medicine LLP, it organized occupational health training sessions to raise awareness among all employees. The training encompassed knowledge and precautions for self-rescue and mutual rescue in common workplace injuries, including prevention of cardiovascular diseases, defibrillator usage, and first aid for respiratory cardiac arrest, along with emergency treatment and first aid methods. These training sessions significantly heightened employees' health and safety awareness.

# 04

## EMPLOYEE CARE

- 4.1 Protecting Employees' Rights and Interests
- 4.2 Common Progress with Employees
- 4.3 Care for Employees' Lives



We continuously strive to transform CGN Mining into a platform for fostering the growth and development of our employees. We prioritize respecting their rights and interests, ensuring their well-being, and offering equal and transparent development opportunities. We empower our employees across all fronts, allowing them to unleash their full potential. Our commitment remains unwavering in creating a diverse, inclusive, and equitable work environment, providing ample opportunities for our employees to grow and develop and enabling them to advance alongside the Company.

## Protecting Employees' Rights and Interests

Following the *International Labor Organization Convention* and other initiatives, we promote an environment of equality, diversity, inclusion, and employee well-being. We hold deep respect for each employee, ensuring equal treatment for all, and we are resolute in eradicating any instances of bullying, sexual harassment, discrimination, or abuse based on factors such as gender, location, age, race, religion, vulnerable groups, or any other inappropriate behaviors.

### Compliance in Employment

At CGN Mining, we adhere to the "people-orientation" philosophy of employment. We strictly abide by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Employment Promotion Law of the People's Republic of China*, the *Special Rules on the Labor Protection of Female Employees*, the *Trade Union Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, the *Employment Ordinance of Hong Kong*, and the *UK Equal Opportunities Employment Policy and the Equality Act 2010*, as well as the *Measures for Employment and Labor Management of the Group*. We have also formulated our own *Labor Employment Management System* and other internal systems. Our commitment to ethical employment practices encompasses every stage of the employment lifecycle, from recruitment and contract signing to orientation, probationary period management, on-the-job supervision, resignation procedures, labor dispatch, and post-retirement rehiring. We unequivocally prohibit child labor, any form of slavery, bonded, foreclosed, indentured, or prison labor, nor forced labor. Throughout the hiring process, we meticulously adhere to the relevant laws and regulations of the countries or regions in which we operate. Notably, we actively prevent involuntary labor and ensure that all work undertaken is the result of the employee's voluntary decision. In the event of discovering any irregularities in employment practices, such as instances of child labor or employees lacking labor contracts, we promptly investigate, address, and refine our systems and management processes.

During the reporting period

CGN Mining experienced no incidents of illegal employment such as child labor or forced labor, and no strikes or work interruption.



At CGN Mining, we uphold the principle of equal employment and actively foster a diverse and inclusive workplace environment. We specify the principles of equal employment and zero tolerance for discrimination. Across all aspects of our employment, including recruitment, remuneration, training, and advancement, we unequivocally reject any form of discrimination or unfair treatment based on factors such as age, disability, ethnicity, gender, marital status, nationality, political affiliation, race, religion, sexual orientation, union membership, or any other characteristic. Instead, we are dedicated to providing equal opportunities for all our employees.

We have established a sound personnel management system and standardized recruitment process, and we attract talented people through diversified recruitment channels. During the reporting period, we organized a talent seminar attended by senior officials from the General Manager Department and department heads. At this seminar, we established six fundamental principles to guide our human resources efforts: adjusting structure, leveraging strengths, addressing weaknesses, enhancing capabilities, optimizing resource utilization, and prioritizing key issues. Additionally, we formulated a comprehensive action plan to implement these principles. In this way, we successfully attracted and selected individuals with outstanding professional qualities, injecting renewed energy into the Company and elevating our human resources practices to a higher standard. Furthermore, we conducted targeted campus recruitment activities aimed at addressing recruitment challenges in geology, mining, and hydrometallurgy. We engaged in face-to-face interactions with over 200 promising graduates from prestigious institutions such as China University of Geosciences and Central South University. During these sessions, we shared insights into CGN Mining's natural uranium mining business and addressed students' inquiries and concerns regarding employment opportunities. Finally, we provided comprehensive pre-employment training and guidance to newly recruited graduates, further enhancing the professionalism of our workforce.

Six fundamental principles to guide our human resources efforts



Adjusting structure



Leveraging strengths



Addressing weaknesses



Enhancing capabilities



Optimizing resource utilization

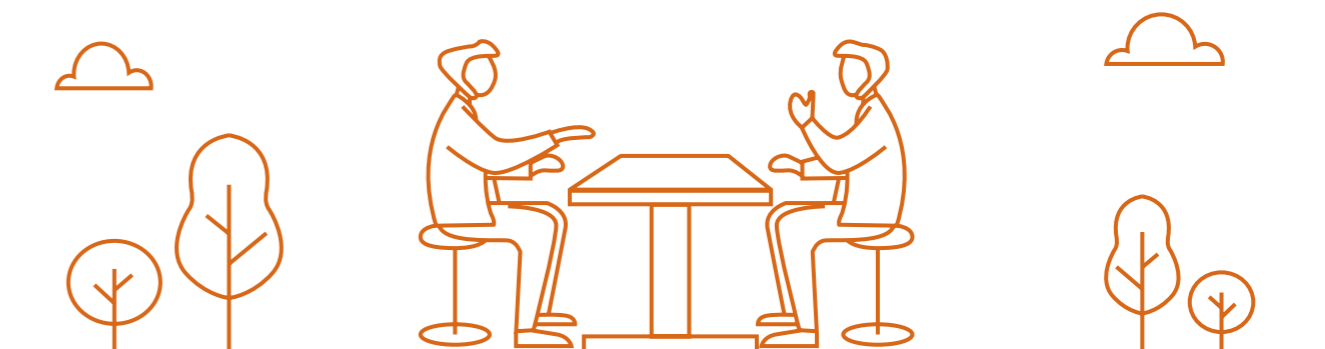


Prioritizing key issues

We have established trade unions, which mediate labor disputes and help and guide employees to sign labor contracts with the enterprise. They also negotiate on an equal footing and sign collective contracts with the enterprise on labor remuneration, working hours, labor quotas, rest and vacation, labor safety and health, insurance and benefits, and supervise the fulfillment of collective contracts. At the same time, we explicitly prohibit any violation of employees' rights and interests. We adhere strictly to state regulations regarding employee working hours, national holidays, paid vacations, and overtime pay, while also offering additional benefits. We meticulously oversee employees' occupational health and safety, particularly emphasizing the protection of female employees' labor rights. We continuously improve our internal monitoring and communication mechanisms to provide all-round protection for the legitimate rights and interests of employees.

During the reporting period

100% of our employees joined the trade union.



As of December 31, 2023, the Company's workforce by different categories is as follows

Category	CGN Mining (person)	Mines (person)	
By gender	Male	170	1,104
	Female	84	170
By age	35 and under	134	326
	36 – 45	85	506
	46 and over	35	442
By region	Chinese mainland	237	/
	China's Hong Kong, Macao, Taiwan and overseas regions	17	/
By rank	Kazakhstan	/	1,271
	Outside Kazakhstan	/	3
By rank	Senior management	8	7
	Middle management	23	274
	General employees	223	993

### Employee Communication

At CGN Mining, we value the democratic rights and interests of our employees, actively engaging in dialogue with them and prioritizing their concerns. We regularly convene employee congresses and enhance our democratic management system, establishing an effective mechanism for employee consultation and communication to uphold employees' right to know, participate, and supervise corporate management. We offer various online and offline communication and feedback channels, including the Chairman's Mailbox and performance evaluations. By maintaining open, honest, and effective communication with employees, we listen to their opinions and suggestions, effectively protecting their rights and interests.

## Common Progress with Employees

At CGN Mining, we are committed to providing our employees with an expansive development platform to unlock their potential and achieve their worth. We have implemented a comprehensive performance evaluation management system to consistently enhance employees' capabilities and guide their development and growth. At the same time, we enhance our employees' business and general skills through a robust training system offering a variety of courses, empowering them to pursue their career aspirations.

### Employee Promotion

At CGN Mining, we have established and implemented a "four-column and five-level" employee development system and formulated the *Appointment System for Professional and Technical Positions* governing the career development mechanisms for employees in technical, skill, and functional positions. We have also established skill sequences for professional positions, effectively increasing development paths for employees. We regard technology as a fundamental element and delineate the ability and qualification requirements for technical positions. We have established a decision-making mechanism for technical issues and optimized the development path of technical personnel, thus increasing the promotion steps. At the same time, we leverage performance evaluation and clear value orientations and adjust salary levels within the rank to motivate employees to surpass themselves. In addition, we have established an honor system for scientific and technological experts and improved it, and issued the *Honor System Management Regulations* and the *Researcher Management Program*. The first phase of the "Pilot, Spearhead, Leader" talent incentive program was launched to enhance the appeal to high-caliber individuals and give full play to the leading role of technology experts. In 2023, 100% of our senior and above positions were openly selected and recruited, with an average elimination rate of 27%. These efforts are tangible proof of our rigorous selection oriented by performance evaluation and talent development through a fair and impartial promotion process that is unimpeded and sound.



Employee turnover is a significant concern for us. We continuously improve our corporate culture and work environment and endeavor to provide our employees with more alluring opportunities for career development and growth.

During the reporting period, CGN Mining's overall employee turnover rate was 7%. The turnover rate by different categories is as follows:

Category	CGN Mining (%)	Mines (%)	
By gender	Male	8.60	6.84
	Female	3.45	8.11
By age	35 and under	4.96	10.44
	36 – 45	10.53	5.77
	46 and over	5.41	5.76
By region	Chinese mainland	7.42	/
	China's Hong Kong, Macao, Taiwan and overseas regions	0	/
By rank	Kazakhstan	/	7.02
	Outside Kazakhstan	/	0
By rank	Senior management	20.00	41.67
	Middle management	11.54	9.57
	General employees	5.91	5.88

### Employee Training

At CGN Mining, we attach importance to the career development of every employee, offering comprehensive and diverse career planning within the stable and sustainable career development platform we have established. Through our holistic training mechanism, employees evolve and advance alongside the Company.

The growth of the Company is intricately linked to the learning and development of our employees. Therefore, we are committed to building a learning organization aligned with the core tenet of “developing capabilities instead of training skills,” the basic requirements of “authorization for induction, training for all, and lifelong education,” and the operation mechanism of “training-assessment-authorization-induction.” At the same time, we design and implement tailored learning programs aligned with the Company’s strategy and the developmental needs of employees at various stages and positions, emphasizing the integration of theory and practice. We also continuously improve our training system to enhance the competitiveness and self-development ability of our employees.

committed to building a learning organization

<p>The tenet</p>	<p>“ Developing capabilities instead of training skills ”</p>	
<p>Basic requirements</p>	<p>“ Authorization for induction, training for all, and lifelong education ”</p>	
<p>Operation mechanism</p>	<p>“ Training-assessment-authorization-induction ”</p>	

During the reporting period

in our modular and staged training system that caters to managerial and professional competencies, we provided a variety of training sessions to improve our employees’ competence and professional skills and also standardized our training work.



### New employee training helps new employees swiftly integrate into the Company

In July 2023, CGN Mining hosted a centralized training session for 32 newly recruited university graduates. In this session, the new employees learned the Company’s business, mastered basic office skills and the operation of safety protection facilities, and became qualified for their positions, transforming from students to professionals. By learning the Company’s history and corporate culture and mastering the work methods and basic skills, the new employees swiftly integrated into their positions.



To enhance our training management practices and effectively advance the strategic objectives across various segments while fostering our employees’ development, we have refined our training management system by introducing the *Training and Position Authorization Management System* based on the *Training Management System of the Group*. Tailored to different ranks and positions, we offer leadership training for primary-level managers and professional manager training for middle and senior managers. These programs include ten courses such as a two-day seminar on “McKinsey’s Seven-Step Approach to Problem Solving” and “Leadership in Nuclear Power.” These internal and external resources are constantly empowering our employees.

### On-the-job training for employees to enhance their competence and pave career development paths

In 2023, CGN Mining hosted 303 department-level on-the-job training sessions and 1,761 individual on-the-job training sessions. In on-the-job training, employees learn higher-level professional knowledge, master higher-level skills and practical abilities, and obtain basic qualifications for higher positions. The training allows employees to grow from their current position to a higher position, enabling the career development of technical employees through the authorization of technical training.



CGN Mining Employee Training

During the reporting period, the percentage of employees trained

Category	CGN Mining (%)	Mines (%)
Total percentage of employees trained	100	100
By gender	Male	86.66
	Female	13.34
By rank	Senior management	0.55
	Middle management	21.51
	General employees	77.94

During the reporting period, the average hours of training completed per employee by category

Category	CGN Mining (hour)	Mines (hour)
Total hours of employees trained	34,261	77,184
By gender	Male	62.25
	Female	49.78
By rank	Senior management	107.71
	Middle management	63.04
	General employees	59.58

## Care for Employees' Lives

At CGN Mining, we are proactive in fostering a joyful and harmonious work environment for our employees, offering attractive benefits and organizing diverse cultural and sports activities to support them in maintaining a healthy work-life balance.

### ● Remuneration and Benefits

At CGN Mining, we strictly comply with payroll standards and state and local payroll regulations and continuously improve our salary and performance system. Our comprehensive compensation package includes fixed salaries, performance bonuses, and equity incentives, ensuring a fair and rewarding remuneration structure for our employees. Furthermore, we have implemented a long-term incentive mechanism, including the retirement reserve fund and initiatives such as the employee shareholding scheme for eligible employees.

In addition to competitive salaries and incentives, we guarantee basic statutory benefit programs for our employees, contributing to the endowment, medical, unemployment, employment injury, and maternity insurances (collectively referred to as the "five insurances") and the housing provident fund for our employees. Moreover, we offer various corporate benefit programs, including holiday benefits, team-building activities, sports and exercise opportunities, and hobby classes, designed to enrich our employees' leisure time. During the reporting period, the Company has contributed to social insurance for 100% of employees under labor contracts.

At the same time, we offer our employees with flexible work arrangements. In special circumstances, such as when a family member falls ill, employees may work from home upon providing relevant documentation. Additionally, employees across our various operating locations are entitled to paid parental and paternity leave in accordance with state and local laws and regulations, enabling male employees to play a more active role in family life.

### ● Employees' Activities

To further enhance employees' happiness and sense of belonging, we organized various cultural and entertainment activities throughout the reporting period to enrich our employees' leisure time. Additionally, we tailored our benefits to meet the practical needs of employees both at work and in their personal lives, conveying warmth and care to them.

### 📍 Hong Kong employees visited CGNPC's showroom and Daya Bay Nuclear Power Base

In the development of the Guangdong-Hong Kong-Macao Greater Bay Area, Hong Kong exerts unique advantages and functions, and CGN Mining shoulders the special historical mission of boosting economic growth in Guangdong and Hong Kong. On the occasion of May 4th Youth Day, we organized a visit to CGNPC's showroom and Daya Bay Nuclear Power Base for young Hong Kong employees. During the visit, the Hong Kong employees carefully observed the Hualong No. 1 model and the nuclear fuel assembly model, and intuitively learned nuclear power, nuclear fuel, new energy, and application of nuclear technology. They fully recognized the critical position and significance of nuclear power in the national energy strategy, and further enhance their self-confidence and sense of belonging to the nuclear power business as well as the mission of national clean energy development as CGN members.



Hong Kong Employees Visit CGNPC's Showroom

**Mid-Autumn theme event**

On the occasion of the Mid-Autumn Festival, the employees of CGN Mining actively participated in the tea-tasting event with the theme of "A Wonderful Moment on the Mid-Autumn Festival" held by CGNPC-UTC Labor Union. The organizer invited a tea sommelier to explain tea tasting to employees during the event. This event not only increased employees' knowledge of traditional Chinese culture but also enriched their spare time and strengthened their sense of belonging.



The tea-tasting Event with the Theme of "A Wonderful Moment on the Mid-Autumn Festival"



**Employees' Fun Games**

To celebrate the 17th anniversary of the establishment of CGN Uranium, employees from CGN Mining participated in the Fun Games organized by URC. This occasion allowed employees to release their passion and show their style after a tense work day. The events of the Games were fun and entertaining, featuring both collaboration and competitiveness, which not only presented employees' sports competitiveness but also tested their teamwork. The success of the Fun Games not only enriched employees spare time but also provided them with more opportunities to show themselves as well as communicate and interact with each other, further enhancing the Company's cohesion and unity.



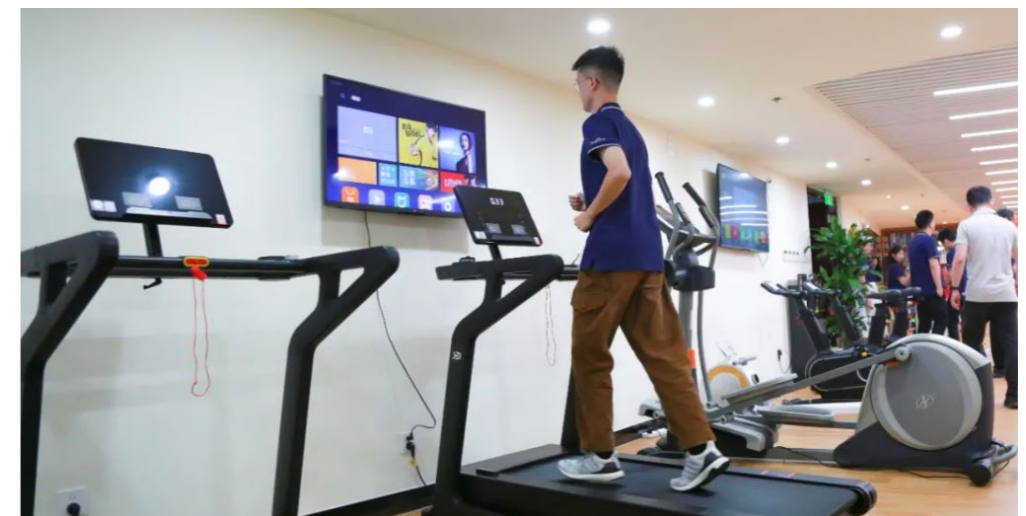
On the Site of the Fun Games

We provide our employees with benefits such as five insurances and the housing provident fund, annual physical examinations, and team building activities. During significant holidays such as New Year's Day, the Chinese New Year, the Mid-Autumn Festival, and National Day, we distribute holiday gifts inspired by the characteristics and traditional customs of each Festival. We have established the Workers' Home and set up nursery rooms and a maternity channel at the access control to provide convenience for pregnant female employees. We extend our support to employees in their personal and family lives as much as possible, allowing them to dedicate themselves to their work with renewed energy and enthusiasm.

**Workers' Home officially launched to provide care and motivation for employees**

The opening of the Workers' Home demonstrates the continuous pursuit of "serving the masses" in practical actions. The newly-built Workers' Home is located on the B3 floor of Guangyao Dongfang Center, covering an area of about 200 m<sup>2</sup>. It is mainly divided into the reading, sports, and living sections and has special areas such as shower rooms and care rooms for female employees. It meets the daily needs of employees and provides space for small-scale activities.

By establishing the Workers' Home, we encourage employees to communicate, discuss, and engage in more activities. We will continue to provide heartfelt services for our employees and convey our care to them.



CGN Mining Launched the Workers' Home



# 05

## GIVING BACK TO SOCIETY

- 5.1 Protecting Customers' Rights and Interests
- 5.2 Practicing Green Procurement
- 5.3 Maintaining Community Relations
- 5.4 Fulfilling Social Responsibility



At CGN Mining, we support sustainability management and actively integrate it into all aspects of our business operations to create good community relations. Together with all sectors of society, we contribute to public welfare and rural revitalization and achieve both economic and social benefits.

## Protecting Customers' Rights and Interests

At CGN Mining, we are always committed to protecting our customers' rights and interests, providing them with quality products and services based on the principles of integrity, transparency, and fairness, and continuously improving and optimizing the customer experience.

### Quality Assurance

Product quality is the foundation of our business. We are always committed to providing customers with high-quality, safe, and responsible products and services. We strictly comply with the international standard ASTM C976 *Standard Specification for Uranium Concentrate*, implement rigorous product quality inspections, and resolutely prevent sub-par products from leaving the factory. During the reporting period, we did not experience any recalls or complaints arising from product quality.

In order to ensure the quality and reliability of the products provided, the Company has taken the following measures:



Sampling analysis and testing are in place before delivery according to product standards required by customers



All uranium containers must be sealed to the fullest extent possible to avoid leaking of radioactive materials



For delivery, the transportation vehicles must clearly mark the hazards of uranium products as a safety warning

We keep a close eye on industry dynamics to ensure that our production and product quality are always at the top tier of international standards. In April 2023, Kazatomprom issued Order No. 34, approving and bringing into force a new version of CTHAK02-2023 *Technical Production Standards for Natural Uranium*. Semizbay-U immediately standardized the requirements for uranium-containing raw material processing products as per Article 155 of the Standards. During the reporting period, we did not experience any product recalls or complaints related to product quality and service.

During the reporting period

we did not experience any product recalls or complaints related to product quality and service.



### Customer Relationship

Customers' opinions are the driving force for us to keep moving forward. Therefore, we always strive to maintain good communication with our customers. We listen to our customers' needs and suggestions through regular communication and continuously improve our services to bring better experiences to our customers. We have established procedures to handle customer opinions and complaints. When there is a problem with our services, we will immediately launch a probe and develop mitigation measures to minimize the impact of the incident and prevent recurrence.



### Customer Privacy

Protecting customer privacy is fundamental to maintaining customer trust with us, and we are always committed to maintaining and safeguarding customer privacy. We strictly comply with the *Cybersecurity Law of the People's Republic of China*, the *Regulations of the People's Republic of China on Protecting the Safety of Computer Information Systems*, the *Measures for the Administration of Network and Information Security of the Electric Power Industry* and other laws and regulations, and integrate the network security and information technology committee of the company with the integration organization of industrialization and industrialization to form a leading organization of "Network Information Committee/Integration Committee of industrialization and industrialization" to fully guarantee the network and information security of the company. We strictly comply with internal policies such as *Group Data Security Management Measures* and *Group Master Data Management Standard* at CGN Group level, strictly stipulate information access rights, formulate customer master data maintenance processes, and standardize the use and deletion of customer data. We require all new projects to provide server scan reports, static and dynamic scan reports before they are launched. Some projects require additional penetration test reports, otherwise they will not be pre-commissioned. At the same time, we conduct vulnerability test scans on servers and systems on a weekly basis through the background, rectify problems found in a timely manner, and ensure the confidentiality of customer information and privacy.

During the reporting period

we did not receive any complaints about customer privacy leakage and negative information security incidents.



To improve the Company's protection of customer privacy and information security, we carried out a series of training activities during the reporting period. In September 2023, we called on all employees to participate in the (fifth) Cybersecurity Knowledge Publicity Week organized by CGN Group, and issued the *Cybersecurity Knowledge Publicity Manual* to employees. In the exam answering activity of Network Security Knowledge Promotion Week, our employee participation rate and pass rate exceed 80%. In addition, we also actively participated in the unified confidentiality training at the level of URC, including a centralized confidentiality training for all domestic employees (mainly including confidentiality warning cases, daily confidentiality norms, etc.), a special training on confidentiality, and organized the Company's employees to participate in the online confidentiality training and education courses of "Confidentiality View" organized by the State Secrecy Bureau. A total of 148 people completed the training examination and obtained certificates.

## Confidentiality Skill Competition

On October 26, 2023, our parent company URC held the 2nd URC Confidentiality Skill Competition. The competition covered general knowledge of confidentiality in daily operations, information classification and hierarchical management and other aspects, aiming at "competition for learning" and further strengthening information controls. 140 employees at CGN Mining participated in the competition. The contestants fully utilized their knowledge and experience in confidentiality work and answered the questions actively and enthusiastically in small teams, thus making a lively scene. The competition effectively tested the basic knowledge of confidentiality and the capacity for adjustments to changing circumstances of each participating team.



Group photo of the Confidentiality Skill Competition

## Responsible Marketing

We always strive for more transparent and accurate product marketing to ensure that our customers can make informed decisions based on sufficient and truthful information. We strictly comply with the *Advertising Law of the People's Republic of China* and have stringent regulations regarding health and safety, advertising, and labeling of products. We order our frontline employees to provide customers with truthful, complete, and clear product descriptions and strictly prohibit misleading advertising or marketing practices. As our products serve limited purposes and their quality is measured against limited standards, we require our mines to promote the products as what they are instead of exaggerating or misrepresenting them.

## Practicing Green Procurement

At CGN Mining, we respect our partners and ensure supply chain compliance to promote sustainable development. We comply with the internal systems set by CGNPC including the *Company Supplier Management Regulations*, the *Supplier Qualification Evaluation Process*, the *Supplier Qualification Review Process*, the *Supplier Data and Status Maintenance Process of the Group*, the *Suppliers' Misconduct Management Process of the Group*, and the *Supplier Evaluation and Management Measures of the Group*. We incorporate suppliers' ESG performance into supplier admission, evaluation, and other processes to promote sustainable supply chain management.

## Supplier Management

At CGN Mining, we emphasize the whole-process management of suppliers. We comply with the internal systems set by CGNPC including the *Tenders Evaluation Process of the Group*, the *Service Standards of the Group for Tendering Agency*, the *Procedures for Receiving, Opening and Evaluating of Tenders of the Group*, and the *Management Standards of the Group for Tenders Evaluation Experts and Tenders Evaluation Database*. Relevant projects are tendered in accordance with the law, providing safeguards for subsequent supplier access.

For the admission of suppliers, We comply with the internal systems set by CGNPC including the *Group Contract and Order Acceptance and Performance Evaluation Process*, the *Two Zero Tolerance Violation Management Regulations*, the *Company Supplier Management Regulations*, the *Supplier Qualification Review Process*, the *Supplier Qualification Evaluation Process*, and the *Procurement Management System*. We audit and evaluate technology, quality, costs, delivery, service responses, environmental protection, and social responsibility through an audit process that focuses on quantitative performance indicators, supplemented by directional and qualitative indicators. We adopt the source evaluation method, whereby relevant departments send their managers to the location of the potential supplier for on-site evaluation. Evaluators use appropriate evaluation strategies according to the categories to be supplied, and evaluate suppliers in a timely and regular manner to ensure that there is a continuous record of evaluation during the contract execution cycle. This practice assures the quality of the Company's products and promotes a stable and sustainable supply chain.

At CGN Mining, we guarantee fair and impartial procurement and create an open and transparent supply chain. We adopt a zero-tolerance approach to corruption and resolutely eliminate commercial bribery. We require our suppliers to strictly abide by the *Two Zero Tolerance Violation Management Regulations* and the *Suppliers' Misconduct Management Process of the Group*. In this way, we strengthen our management of suppliers.

During the reporting period

we admitted **65** suppliers, and Semizbay-U and Ortalyk admitted **451**.



Number of Suppliers by Region in 2023

Chinese mainland

CGN Mining: **11**

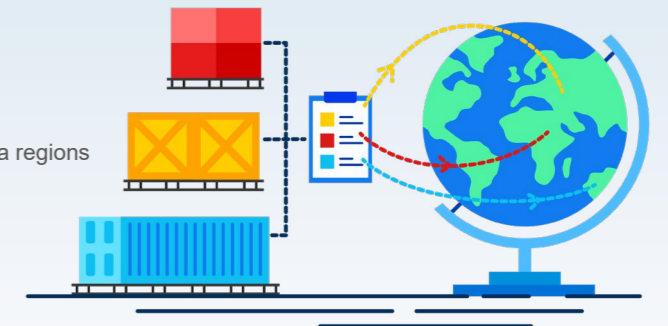
China's Hong Kong, Macao, Taiwan, and other overseas regions

CGN Mining: **52**

Kazakhstan

CGN Mining: **2**

Mines: **451**



## Supplier ESG Management

At CGN Mining, we incorporate suppliers' ESG performance into the whole process of supplier admittance, evaluation and withdrawal to promote sustainable supply chain management. We pursue "openness, transparency, health, and order" and adhere to the principles of "openness, priority of benefits, and closed-loop management," ensuring fair play for all suppliers. At the same time, we strengthen the supervision and control of key segments and rationalize the procurement and use of materials to control or reduce waste and idle materials from the source. For idle and waste materials, we promptly analyze the reasons, summarize the lessons, and formulate improvement measures to continuously optimize the intensive and standardized management of idle and waste materials. With regard to the admission of suppliers, we have established a tendering committee for admission assessment and auditing, to evaluate such aspects as technology, quality, costs, delivery, service responses, environmental protection, and social responsibility. By the end of the reporting period, all of our suppliers had passed ISO system certification.

We draw up the contract of integrity, clearly set up anti-corruption related clauses, and sign a responsible agreement for cooperative consolidation of integrity with suppliers, so as to continuously convey the idea of "sunshine procurement" to our suppliers.

### ■ Exchanges with Suppliers

At CGN Mining, we have established a diversified supplier communication and cooperation system for all suppliers to consolidate our partnerships with them and promptly understand their needs and feedback. Our communication with suppliers operates in accordance with the Group's and the Company's supplier management regulations and strictly in line with the principle of "separation of technology and business." At the same time, we carry out supplier sourcing. In the early stage, the department in need and the commercial department work together to formulate a sourcing plan and sort out the sourcing projects. In the middle stage, the department in need, the commercial department, and the Safety and Assurance Department (if necessary) jointly carry out supplier sourcing according to the sourcing plan. In the later stage, each department will issue a research report based on the sourcing results and initiate the introduction of suppliers.

Later in the contract performance phase, the department in need maintains active communication with the supplier to ensure that the project is functioning properly. In the contract performance evaluation phase, the department in need and the commercial department jointly rate the supplier's performance and keep a record of it.

## Maintaining Community Relations

At CGN Mining, we value good relations with the communities in which we operate. We comply with local laws and regulations and work with communities to promote sustainable development and address communities' needs. We respect aboriginal social order, policies on aboriginal religious beliefs, culture, and traditions, and local policies to prevent violent conflict. To maintain a harmonious relationship with local communities, we are committed to refrain from conducting activities in community conservation areas and to protect local resources. Moreover, to minimize the impact of resource development in local communities, we conduct impact assessments to safeguard the legitimate interests of our stakeholders and the long-term development of the communities. Our parent company has formulated the *Regulations on the Administration of External Donations* applicable to URC and its subsidiaries, which specify the requirements and standards for donations.

During the reporting period

our operating site in Hong Kong actively practiced localized procurement. Except for a small number of office supplies, such as employees' laptops and office chairs, which were sourced in the Chinese mainland, the rest were sourced locally.



## Fulfilling Social Responsibility

At CGN Mining, we are committed to shaping a better society. Through various activities and channels, including helping farmers and organizing employees for blood donation, we take practical actions to fulfill our corporate social responsibility and put efforts in the community. In this way, we contribute to a future with the blue sky, white clouds, lush mountains, and lucid rivers, and bring everyone to a warm society with goodwill and love.

### 📍 "Keep Running, Lychee" charity bazaar to support farmers

Farmers in the vicinity of CGNPC-URC's Yangjiang project site grow lychees all year round, and the sale of lychees is the main source of income for the farmers. However, due to the remote geographic location and narrow sales channels, the poor lychee sales in the long term have caused losses to the farmers. To help the farmers solve practical difficulties and consolidate the foundation of rural revitalization, URC adhered to "serving the masses" in practical actions, called CGN Mining's employees to join in, and coordinated the resources from all sources to carry out this rural revitalization activity to help the farmers. The activity helped the fruit farmers in the nearby Wabei Village to sell more than 2,500 kg of lychees, generating an additional income of about HK\$50,000 for the fruit farmers.

In this activity, volunteers not only gained the joy of harvest but also felt the value of rural revitalization. In the future, we will continue to carry out the "Keep Running, Lychee" rural revitalization brand activity as well as other innovative activities to help farmers, striving to drive the development of the surrounding areas with corporate development.



"Keep Running, Lychee" Charity Bazaar to Support Farmers

### 📍 CGNPC-URC organized blood donation

In June, on the occasion of the 20th World Blood Donor Day, CGNPC-URC organized volunteers to donate blood at the Beijing Red Cross Blood Center, and 15 employees from CGN Mining's actively participated in the activity. The blood donation activity was enthusiastically supported by members of the Communist Youth League of China and other young people, who practiced their original aspirations with enthusiasm and fulfilled the role of youth with practical actions. In the future, we will continue to provide support and guarantee for the lives in urgent need of blood, and transfer positive energy and selfless dedication with our actions.



The Blood Donation Activity

As an old Chinese saying goes, "When one drinks water, one must not forget where it comes from." We bear in mind our mission and responsibility and care for the well-being of the masses. While developing and expanding with the support of the state and society, we are always grateful and pay back the society with love, send warmth and hope to the needy, and promote the healthy and benign development of society. In the future, we will actively exert our influence in social welfare to pursue the harmonious development of the Company and society. We will continue to fulfill the Company's development mission with practical actions and inject constant power to build a better society.

## HKEX ESG Index

Indicator	Description	Location
Mandatory disclosure indicators		
Governance Structure		
A disclosure of the board's oversight of ESG issues		P18-19
The board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses);		P18-21
How the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses		P18-21
Reporting Boundary		
A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.		P3-4
"Comply or explain" Indicators		
A. Environmental		
Aspect A1 Emissions		
General Disclosure		P31
A1.1	The types of emissions and respective emissions data.	P34-36
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P77
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P77
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P77
A1.5	Description of emission target(s) set and steps taken to achieve them.	P33-34
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	P33-36
Aspect A2 Use of Resources		
General Disclosure		P31, P33-36
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).	P77
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P77
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	P33-34
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.	Relevant work planned
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A
Aspect A3: The Environment and Natural Resources		
General Disclosure		P31, P33-36

Indicator	Description	Location
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P33-40
A4: Climate Change		
General Disclosure		P37-38
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	P39-40
B. Social		
Aspect B1: Employment		
General Disclosure		P53-56
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P55
B1.2	Employee turnover rate by gender, age group and geographical region.	P56
Aspect B2: Health and Safety		
General Disclosure		P47-50
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P48
B2.2	Lost days due to work injury.	P48
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P48-49
Aspect B3: Development and Training		
General Disclosure		P57-59
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P59
B3.2	The average training hours completed per employee by gender and employee category.	P59
Aspect B4: Labour Standards		
General Disclosure		P53
B4.1	Description of measures to review employment practices to avoid child and forced labour.	P53
B4.2	Description of steps taken to eliminate such practices when discovered.	P53
Aspect B5: Supply Chain Management		
General Disclosure		P67-69
B5.1	Number of suppliers by geographical region.	P68
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.	P67-68
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P67-68
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P67-68

Indicator	Description	Location
Aspect B6: Product Responsibility		
General Disclosure		P65-66
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	P65
B6.2	Number of products and service-related complaints received and how they are dealt with.	N/A
B6.3	Description of practices relating to observing and protecting intellectual property rights.	P28
B6.4	Description of quality assurance process and recall procedures.	N/A
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	P66
Aspect B7: Anti-corruption		
General Disclosure		P24
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.	P26
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	P26
B7.3	Description of anti-corruption training provided to directors and staff.	P24-26
Aspect B8: Community Investment		
General Disclosure		P69-70
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	P69-70
B8.2	Resources contributed (e.g. money or time) to the focus area.	P70

## UNGC and SDGs Indices

### UNGC Index

We support the Ten Principles of the United Nations Global Compact (UNGC) and disclose our endeavors in implementing them in this Report.

Principle	Disclosure in the Report
<b>Human Rights</b>	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Employee Care · Protecting Employees' Rights and Interests
Principle 2: make sure that they are not complicit in human rights abuses.	Employee Care · Protecting Employees' Rights and Interests
<b>Labor</b>	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Employee Care · Protecting Employees' Rights and Interests
Principle 4: the elimination of all forms of forced and compulsory labor;	Employee Care · Protecting Employees' Rights and Interests
Principle 5: the effective abolition of child labor; and	Employee Care · Protecting Employees' Rights and Interests
Principle 6: the elimination of discrimination in respect of employment and occupation.	Employee Care · Protecting Employees' Rights and Interests
<b>Environment</b>	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Lucid Waters and Lush Mountains · Responding to Climate Change
Principle 8: undertake initiatives to promote greater environmental responsibility; and	Lucid Waters and Lush Mountains · Responding to Climate Change
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Responsible Governance · Inputs in Innovation and R&D
<b>Anti-Corruption</b>	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Responsible Governance · Upholding Integrity Principles

SDGs Index

United Nations Sustainable Development Goals (SDGs)	Disclosure in the Report
	<ul style="list-style-type: none"> <li>▶ Actively carrying out external donation activities and contributing to rural revitalization</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Establishing the Workers' Home, setting up nursery rooms, and organizing physical examinations for female workers</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Actively fulfilling corporate social responsibility and continuously promoting public welfare in various fields such as rural revitalization</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Creating and maintaining a work environment that provides equal opportunity and tolerating no discrimination or harassment based on gender, age, religious beliefs, and race</li> </ul>
 	<ul style="list-style-type: none"> <li>▶ Promoting environmental protection by installing solar power generation equipment and reducing purchased electricity</li> <li>▶ Promoting sewage treatment and integrated water environment management</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Improving the remuneration and performance structure and building a sound security and benefit system</li> <li>▶ Setting up channels for communication, grievance, and whistleblowing, and maintaining two-way communication with employees</li> <li>▶ Adhering to the people-oriented human resources management philosophy and establishing a sound training system</li> <li>▶ Committed to building a fair and impartial employment environment and a safe and healthy work environment for employees</li> </ul>

United Nations Sustainable Development Goals (SDGs)	Disclosure in the Report
	<ul style="list-style-type: none"> <li>▶ Optimizing the innovation management system and strengthening IPR management</li> <li>▶ Proactively identifying and preventing supply chain risks and creating high-quality services along the entire chain</li> <li>▶ Strengthening the requirements on labor rights for suppliers</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Recruiting talented people from various fields through diversified recruitment channels</li> <li>▶ Developing the <i>Labor Employment Management System</i> and the <i>Two Zero Tolerance Violation Management Regulations</i> to protect the legitimate rights and interests of employees, those employed in the supply chain, the community, and other stakeholders</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Establishing a waste management system to enhance solid waste disposal</li> <li>▶ Developing an energy conservation work plan, efficiently using energy and water resources, and conserving resources</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Analyzing climate change risks and developing countermeasures</li> <li>▶ Utilizing clean energy</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Developing an <i>Environmental Management System</i> and prioritizing biodiversity conservation in economic development</li> <li>▶ Developing protection programs</li> <li>▶ Reducing environmental impacts from the whole project lifecycle</li> </ul>
	<ul style="list-style-type: none"> <li>▶ Establishing effective governance and internal control systems</li> <li>▶ Adhering to business ethics</li> </ul>

# ESG Performance Indicators

## Environmental Performance

Indicator	Unit	CGN Mining	Mines
Comprehensive energy consumption	MWh	620.90	14,659.80
Comprehensive energy consumption intensity	MWh/employee	0.49	93.63
Direct energy consumption <sup>6</sup>	MWh	NA	14,362.84
Direct energy consumption intensity	MWh/employee	NA	11.27
Indirect energy consumption <sup>7</sup>	MWh	620.90	104,919.51
Indirect energy consumption intensity	MWh/employee	0.49	82.35
Total water consumption	tonne	1,294	400,876.42
Water consumption intensity	tonne/employee	5.09	314.66
Fresh water consumption	tonne	1,294	371,841.00
Recycled water consumption	tonne	NA	29,035.42
Product water consumption	tonne	NA	148.75
Non-hazardous waste	tonne	116.46	2,122.73
Discharge intensity of non-hazardous waste	tonne/employee	0.46	1.67
Total amount of hazardous waste	tonne	NA	6,663.54
Discharge intensity of hazardous waste	tonne/employee	NA	5.23
NO <sub>x</sub>	kg	NA	7,621.8
SO <sub>x</sub>	kg	NA	5,966.9
Particulate matter (PM)	kg	NA	4,324
Total GHG emissions	tCO <sub>2</sub> e	354.10	63,624.48
Scope 1 GHG emissions	tCO <sub>2</sub> e	NA	3,788.88
Scope 2 GHG emissions	tCO <sub>2</sub> e	354.10	59,835.60
GHG emissions intensity	tCO <sub>2</sub> e/employee	1.39	49.94
Natural uranium production of the Company	tU	NA	2,605
Power generation using natural uranium of the Company	100,000,000 kWh	NA	1,039
Dust reduction by using natural uranium of the Company	10,000 tonnes	NA	4.10
NO <sub>x</sub> reduction by using natural uranium of the Company	10,000 tonnes	NA	16.10
CO <sub>2</sub> reduction by using natural uranium of the Company	10,000 tonnes	NA	7,107

<sup>6</sup> Direct energy consumption mainly consists of diesel and gasoline used in specialized production equipment (e.g., air compressors, etc.), boiler rooms and various vehicles used in mine production.

<sup>7</sup> Indirect energy consumption mainly consists of purchased electricity used in the Company's daily operations, mining, processing and other processes.

## Social Performance

Indicator	Unit	CGN Mining	Mines
Total workforce	person	254	1,274
Total number of new employees	person	35	225
Total number of employees with disabilities	person	0	3
Number of employees by employment type	Full-time	person	254
	Part-time	person	0
Number of employees by gender	Male	person	170
	Female	person	84
Number of employees by age	35 and under	person	134
	36-45	person	85
	46 and over	person	35
Number of employees by region	Chinese mainland	person	237
	China's Hong Kong, Macao, Taiwan, and overseas regions	person	17
	Kazakhstan	person	/
	Outside Kazakhstan	person	/
Number of employees by rank	Senior management	person	8
	Middle management	person	23
	General employees	person	223
Percentage of female employees	%	33.07	13.30
Employee turnover rate	%	6.96	7.01
Employee turnover rate by gender	Male	%	8.60
	Female	%	3.45
Employee turnover rate by region	Chinese mainland	%	7.42
	China's Hong Kong, Macao, Taiwan, and overseas regions	%	0
	Kazakhstan	%	/
	Outside Kazakhstan	%	/
Employee turnover rate by age	35 and under	%	4.96
	36-45	%	10.53
	46 and over	%	5.41
Employee turnover rate by rank	Senior management	%	20.00
	Middle management	%	11.54
	General employees	%	5.91
Investment in employee training	HK\$10,000	344.38	777.50
Number of employees trained	person	254	1,274
Total hours of employee training	hour	34,261	77,184



Indicator	Unit	CGN Mining	Mines	
Training by rank	Members of senior management trained	person	8	7
	Members of middle management trained	person	23	274
	General employees trained	person	223	993
	Percentage of members of senior management trained	%	3.15	0.55
	Percentage of members of middle management trained	%	9.05	21.51
	Percentage of general employees trained	%	87.80	77.94
	Average hours of training completed per member of senior management	hour	154.25	107.71
	Average hours of training completed per member of middle management	hour	104.74	63.04
	Average hours of training completed per general employee	hour	137.30	59.58
Training by gender	Male employees trained	person	170	1,104
	Female employees trained	person	84	170
	Percentage of male employees trained	%	66.93	86.66
	Percentage of female employees trained	%	33.07	13.34
	Average hours of training completed per male employee	hour	146.00	62.25
	Average hours of training completed per female employee	hour	112.40	49.78

### Community Inputs

Indicator	Unit	CGN Mining	Mines
Total investments in public welfare and charity	HK\$10,000	0	/ <sup>8</sup>
Total hours of public welfare undertakings by employees	hour	623	/

### Safety Production Data

Indicator	Unit	CGN Mining	Mines
Work-related fatalities	person	0	0
Lost days due to work injury	day	0	0
Cases of strikes or work disruption	case	0	0

### Supply Chain Data

Indicator	Unit	CGN Mining	Mines	
Number of suppliers	Total	organization	65	451
	Chinese mainland	organization	11	/
	Kazakhstan	organization	2	451
	China's Hong Kong, Macao, Taiwan, and other overseas regions	organization	52	/

<sup>8</sup> Both Semizbay-U and Ortalyk make charitable donations through the Samruk-Karzner Foundation and have not conducted any activities on their own behalf.

# Reader's Feedback

Dear reader,

Greetings! It is much appreciated for you to spend time in reading the *CGN Mining 2023 Environmental, Social and Governance Report*. We value and look forward to hearing your feedback on CGN Mining's ESG management, practices, and reporting. For our better ESG management, we kindly request you to complete the questions in the feedback form and send it back to us via one of the following ways.

Address: Room 1903, 19/F, China Resources Building, 26 Harbour Road, Wanchai, Hong Kong  
Telephone: +852 3150 6788  
E-mail: cgnmc.hk@pordahavas.com

## Your Information

Name: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Title: \_\_\_\_\_  
Telephone: \_\_\_\_\_  
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## Feedback

1. Your overall evaluation of this report is  
 Very Good    Good    Average    Poor    Very Poor
2. Do you think that this report reflects the significant economic, social, and environmental impacts of CGN Mining?  
 Very High    High    Average    Low    Very Low
3. How clear, accurate and complete do you think the information, data and indicators disclosed in this report are?  
 Very Good    Good    Average    Poor    Very Poor    No Idea
4. Which aspect of this report are you most satisfied with?
5. What information would you like to know more about?
6. What other suggestions do you have for us to publish future reports?



**CGN Mining Company Limited**

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(Stock Code: 01164)