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with stakeholders based on principles of integrity, equality, and transparency. It actively listens to stakeholders' feedback and opinions, responds to their demands and expectations in a timely and effective manner, and updates and adjusts its sustainability plans and practices based on the feedback. Under the guidance of related international standards, guidelines and initiatives, as well as relevant national policies, industry development trends, the Company's development strategies, and external expert advice, CNGR identifies significant ESG issues related to our business. In the ESG report, it will respond to all issues one by one and highlight the most material issues. CNGR updated its governance structure in December 2023, transforming the Strategy Committee of the Board of Directors to the Strategy and ESG Committee. Moving forward, CNGR will continue to refine its ESG management system and establish ESG regulations, striving to achieve a comprehensive and top-tier ESG management approach. With a responsible attitude, it aims to contribute to sustainable development.

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2 Scope of Application

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CNGR strictly adheres to the Paris Agreement and implements compliant and efficient measures to address climate change, achieve carbon neutrality, and manage energy. It reduces energy consumption and popularizes renewable energy in accordance with the Energy Conservation Law and the Renewable Energy Law of the People's Republic of China. The Board of Directors is fully responsible for climate change risk management. In line with the climate-related disclosure standards set by the International Financial Reporting Standards Foundation (IFRS Foundation) and the International Sustainability Standards Board (ISSB), a top-down management framework and response plans for climate change are established. CNGR sets targets for addressing climate change, achieving carbon neutrality, and managing energy. In this regard, CNGR is committed to:

- 2025 100% ×
  Achieving 100% clean energy power at its bases in China by 2025;

- 2040
  Achieving carbon neutrality in operation by 2040;

- SBTi
  Setting carbon emission reduction targets based on the Science Based Targets initiative (SBTi), regularly tracking the progress, and disclosing information to all stakeholders;

-
  Continuously strengthening the energy-saving transformation of existing facilities in the bases

Actively consulting external stakeholders such as communities, authorities, and experts during the development and implementation of its environmental policy, including those

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CNGR strictly adheres to local laws, regulations, and policy standards at its operation sites to implement a tiered and categorized approach to waste and pollutant management. It aims to reduce or lower the levels of various pollutants discharged to ensure compliance and to prevent harm to society and the environment. It also ensures the achievement of annual EHS performance targets by signing a Work Safety Responsibility Statement with the primary responsible persons of various units according to the Management Regulations on EHS-related Rewards and Punishments. CNGR discloses its pollutant discharge information in accordance with the ESG disclosure requirements set by the Global Reporting Initiative (GRI) and the Shenzhen Stock Exchange. In this regard, CNGR is committed to:

- 100%
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  Improving the disposal capacity for hazardous wastes, harmful gases, sewage and wastewater, aiming to achieve 100% non-hazardous disposal within feasible limits;

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  ron;;

3.1.4 Coping with Water Stress

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- Minimizing or avoiding production and operations in areas at high water resource risk;
- Continuously enhancing the awareness and understanding of all internal employees regarding water resource conservation;
- Complying with all laws, regulations and current standards related to water resources management, and disclosing relevant information on the use and treatment of water resources.

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3.1.5 Biodiversity Conservation

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Inviting third-party professional organizations to assess the biodiversity status near

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Considering environmental standards and health impacts during production and use in product development/design, and introducing alternative products to toxic and harmful substances;

- SVHC[5](™CX ,[G)¥Ñ]p™

Following the relevant laws, regulations, and standards to conduct hazard assessments on products and substances, and disclosing the risks to health and the environment associated with the content of SVHC (Substances of Very High Concern)[5] substances in the products;

- Continuously exploring green packaging solutions and prioritizing recyclable, biodegradable and lightweight packaging materials;

- Conducting the full life cycle analysis of products.

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Intellectual Property Protection

- Respecting intellectual property rights and protecting independent intellectual property rights;

- Fully respecting the intellectual property rights of partners and using their intellectual property rights only with authorization.

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3.2.2 Chemical Management

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5 Substances of Very High ConcernÈ

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CNGR takes the chemical safety management seriously and strictly adheres to the Regulations on the Safety Management of Hazardous Chemicals, the List of Chemicals under Priority Control, the EU Restriction of Hazardous Substances (RoHS) Directive, the EU Regulation on the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and the Rotterdam Convention, as well as other conventions, laws and regulations. In response to high-risk chemicals, it has established the Regulations on Safety Management and the Regulations on Hazardous Substances Management, which clearly delineate management responsibilities across various stages, including the production, storage, use, operation, transportation, and disposal of dangerous chemicals. In this regard, CNGR is committed to:

- Strengthening the concept of chemical management within the company and conducting relevant training;
- Classifying chemicals according to their hazards, establishing a hierarchical control list of chemicals, and improving the risk level management system and measures for hazardous substances to ensure effective chemical supervision;
- Conducting environmental impact assessments and hazard assessments on products and raw materials used;
- Continuously focusing on the research on alternative materials for high-risk chemicals, and gradually implementing raw material substitution plans.

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3.2.3 Customer Relationship Management

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CNGR adheres to the service philosophy of "customer-centric", providing a solid guarantee for customer satisfaction through high-quality products and exceptional services. It responds to customer needs and actively addresses complaints and feedback, ensuring that customer expectations are met.

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3.2.4 Equality, Diversity and Inclusion

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¾ Œ] * \ Ï I ¼ s Y Ó@0 Ê È ú - æ-(£# »# ?ô pL@F ,´ µ é È :Gý ˜ ƒ ˆ

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Ensuring that employees are entitled to paid annual leave in accordance with legal requirements, with clear provisions on leave entitlement, application procedures, and usage, supporting employee well-being and work efficiency×

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guidance and training;

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According to the laws and regulations of the operational site, respecting the rights of employees to freedom of association and collective bargaining, supporting employees to participate in social groups and organizations, and achieving 100% coverage of labor unions and collective bargaining agreements across all industrial bases. If there are associations and/or trade unions acting on behalf of employees, the Company undertakes to negotiate in good faith with their representatives.

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3.2.5 Occupational Health and Safety

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CNGR values the occupational health and safety of every employee and recognizes that a safe and healthy workplace is the most fundamental protection for its employees. To better pursue health and safety management and actively maintain a healthy and safe working environment, CNGR continuously advances the effective operation of the management system through various means, including the establishment and implementation of policies, skills training, enhancement of safety awareness, hazard identification, and continuous improvement. This ensures the health and safety of its employees. In this regard, CNGR is committed to:

- Strictly abiding by the laws, guidelines and rules and regulations on health and safety in the country and region where the operational activities are carried out;

- Effectively communicating the Company's occupational health and safety management policies to suppliers, contractors and partners, and requiring them to be equally committed to implementing relevant requirements;

- Integrating health and safety into the formulation, planning and conduct of all business activities;

- Setting the safety management objectives of the base to effectively reduce the safety accident rate;

- Strictly following the relevant laws and regulations at its operation sites, and carrying out employment and annual physical examination for employees with reference to relevant industry standards and guidelines;

- Comprehensively identifying, assessing and controlling the occupational health risks of employees, formulating detailed closed-loop risk management processes and countermeasures when risks occur, and regularly monitoring the performance;

- Ensuring that health and safety training activities are organized for employees, contractors and other interested parties, and technology and resources are available to ensure that all operational activities are carried out safely;

- Implementing the accountability system for safety accidents, and involving the main performance indicators of health and safety in the performance and salary of relevant business supervisors, senior management and other responsible persons;

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entire industry chain. By collaborating with upstream and downstream partners, CNGR strives to enhance and advance sustainability management within the supply chain, thereby reducing adverse impacts on the environment and society. In this regard, CNGR is committed to:

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  Continuously optimizing the procurement and use of raw materials to reduce environmental impacts such as greenhouse gas emissions, water consumption, and solid waste generation. Prevent potential social risks in the supply chain and ensure that raw material sourcing activities comply with environmental protection and social responsibility requirements;

- Avoiding or reducing the procurement of disposable materials or products as much as possible and giving priority to recyclable materials or products;

- Actively promoting circular utilization by giving priority to recycled raw materials that meet quality requirements and have traceable sources, and gradually increase the proportion of recycled materials used in production;

- / /7 ROHS7Ã REACH ,Hx×

  Strictly abiding by EU Directives/Regulations/Standards (ROHS Directive, REACH Regulation, EU Packaging and Packaging Waste Directive, etc.), and prioritizing the procurement of green and healthy materials;

- Utilizing various tools during the due diligence process, including on-site inspection, third-party verification, information acquisition from official and international organizations, civil society, and other third-party sources, consultation with relevant experts, and access to technical literature;

- Strictly controlling the sources of raw materials to avoid procuring minerals or other raw materials from areas of global or national biodiversity importance, such as Key Biodiversity Areas, World Natural Heritage Sites, and legally protected areas. Ensure that there are no improper activities within ecologically sensitive areas in the supply chain through measures such as origin identification, risk screening, and on-site verification;

- Training employees and suppliers of the Company involved in resource acquisition, procurement, sales, trade, contracting, contract management, and other related functions within the framework of supplier risk management, including sustainability-related contents such as environment, safety and occupational health;

CNGR is attentive to the rights and welfare of local communities and residents, actively undertaking corporate social responsibility to give back to society. In this regard, CNGR is committed to:

- FPIC Å ,?ÌÀÍ169 '4Ê,-O:‡AsY@ÊÔ:‡A,Ø,ú
  Strictly abiding by the host country's policies and regulations on human rights and indigenous peoples, following the tenure governance guidelines of the Food and Agriculture Organization of the United Nations — Respecting Free, Prior and Informed Consent: Practical Guidance for Governments, Companies, NGOs, Indigenous Peoples and Local Communities in Relation to Land Acquisition (FPIC), ILO Convention No. 169 and the United Nations Declaration on the Rights of Indigenous Peoples, and acknowledging the individual and collective interests of indigenous peoples;

- Designing development plans that benefit indigenous peoples by actively engaging in consultation and communication with indigenous communities, maintaining regular contact with affected indigenous communities during exploration, construction, operation, and mine closure phases, to achieve regional prosperity, enhance economic momentum and effectively reduce regional development gaps through innovative solutions;

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  Encouraging the active participation of indigenous peoples and traditional communities in addressing issues related to corporate activities, including risks of and/or impacts on community populations, allowing free, prior and informed consultation and consent, and monitoring compliance with control and/or mitigation measures;

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education, healthcare, and medical services, and planning operational projects to support disadvantaged groups, thereby making a significant contribution to the economy of the countries, regions, and localities where its projects operate.

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3.2.9 Cultural Heritage

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CNGR is deeply aware of the importance of protecting cultural heritage and respecting the rights of local communities where its projects operate, given that mining and other forms of industrial development may cause profound and irreversible damage to cultural heritage. CNGR is committed to establishing mutually beneficial and constructive relationships based on respect for cultural diversity and the rights of indigenous peoples. It also recognizes the unique relationship of indigenous peoples with their territory, which encompasses not only material and socio-economic aspects but also cultural and spiritual dimensions. In this regard, CNGR is committed to:

- Developing no projects at world heritage sites or areas that may cause adverse effects on world heritage sites. If the Company considers exploration or extraction projects in the buffer zone or adjacent areas of the world heritage sites, it will first consult with external professional organizations;

- Recognizing the unique culture, history, language, customs and identity of indigenous peoples, and respecting and promoting the rights, culture, heritage and livelihoods of indigenous peoples and traditional communities;

- Consulting with affected communities on measures that aim to protect important cultural heritage and achieve fair outcomes for affected communities, and documenting the mutually accepted consultation process and results;

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- Screening related cultural heritage to identify risks and potential impacts of proposed construction activities on irreproducible, reproducible and significant cultural heritage prior to the development of new projects or when significant changes occur in project-related activities. Where irreproducible, reproducible and significant cultural heritage may be involved in project-related activities according to screening, the nature and magnitude of potential impacts should be assessed and mitigation measures

regulations;

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- Establishing an information security monitoring and response mechanism to identify potential threats such as cyberattacks, virus intrusions, and system vulnerabilities. Developing an emergency response plan for information security incidents to ensure rapid handling of such events. In the event of an information security emergency, follow established procedures to assess the impact, contain the damage, and promptly inform customers of the basic situation and possible effects of the incident, the measures taken or to be taken, recommendations for customers to independently prevent and mitigate risks, and any remediation actions offered to customers;

- Incorporate information security requirements into the evaluation, contracting, and management of suppliers, contractors, and other third-party partners. Require these partners to establish appropriate information security safeguards to ensure compliance with data protection and cybersecurity laws and company policies throughout the provision of products or services to the company;

- Strictly forbidding to transfer of customer information and data to a country other than that where they are collected and stored, unless explicitly stipulated by relevant laws and regulations or authorized by the customer.

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3.3.2 Business Ethics and Anti-corruption Management

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CNGR upholds the core values of Practicality, Innovation, Progress, and Win-Win. It maintains a zero-tolerance policy towards any form of corruption, ensuring a sound business environment and safeguarding the Company's healthy and sustainable development. In this regard, CNGR is committed to:

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Standing against any form of commercial bribery and corruption, providing effective complaint and reporting channels, encouraging reporting violations, and protecting the information and rights and interests of the informants;

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- Preventing, investigating and holding accountable any violations of business ethics or

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educational background, race, professional experience, professional skills, knowledge, and term of office, to make the composition of the Board more diversified. The Board will regularly assess the achievement of diversity objectives and take effective measures to ensure that diversity is fully considered in the selection and appointment of Board members;

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The proportion of independent directors on the board shall not be less than one-third of the total board members, and must include at least one accounting professional. Ensuring that candidates nominated as independent non-executive directors meet the relevant requirements in the Guidance Opinions Regarding the Establishment of the Independent Director Systems in Listed Companies issued by CSRC, do not hold other positions in the Company except as directors, perform their duties independently, and are not affected by the Company's major shareholders, actual controllers or other units or individuals that have a stake in the Company, and have sufficient time and energy to effectively perform the duties as independent directors;

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Designating the Nomination Committee of the Board of Directors of CNGR to supervise the implementation of the Policy and review it in due course to ensure its effectiveness.

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3.3.4 Remuneration and Performance

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The remuneration of the Company's senior executives is strictly paid according to plans reviewed and appro (ut)6.3 t by the Board of Directors ant by the Company's governance procedures and is linked to their performance assessment results.

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CNGR has established a senior executive remuneration assessment system that combines operational assessment and sustainability assessment. The operational assessment includes

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the following year. Equity incentives are implemented based on the

management of the business units). Meanwhile, the company has established performance incentive mechanisms linked to key risks, making employee or management performance in specific risk areas a significant basis for bonuses or rewards. These incentives focus on the company's identified key risk areas, such as occupational health and safety, compliance governance, and environmental management.

When developing new products or services, incorporate financial risks, regulatory risks, operational risks, and other relevant factors into the decision-making criteria as essential components of project initiation and feasibility assessment. Before entering the market, all new products and services must complete a formal risk identification and assessment report, which is submitted to the risk control or audit department for review. The assessment should be based on the company’s unified risk standards to ensure potential issues are anticipated and corresponding prevention or mitigation measures are formulated, thereby preventing business losses or compliance problems caused by overlooked key risks.

CNGR continuously and closely monitors and controls ESG-related risks, and dynamically reviews and revises individual risks and overall processes and mechanisms. It also regularly evaluates significant changes, optimizes workflows, and enhances the risk management framework to ensure compliance and stability in its ESG risk management.

4 Organizational Leadership

In December 2023, CNGR upgraded its Strategy Committee of the Board of Directors to the Strategy and ESG Committee, with the Chairman serving as the director. The Strategy and ESG Committee is responsible for researching the Company's ESG governance and providing decision-making recommendations. It monitors the implementation progress of the Company's ESG strategy and objectives, reviews reports from working groups, and provides feedback. Additionally, the Committee reviews the Company's annual ESG report and other ESG-related disclosures to ensure the completeness and accuracy of these reports and

disclosures. In the future, CNGR will regularly review and adjust its organizational structure and make continuous efforts to establish a sound sustainability management system that encompasses the Company and its subsidiaries.

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5 Policy Review and Revision

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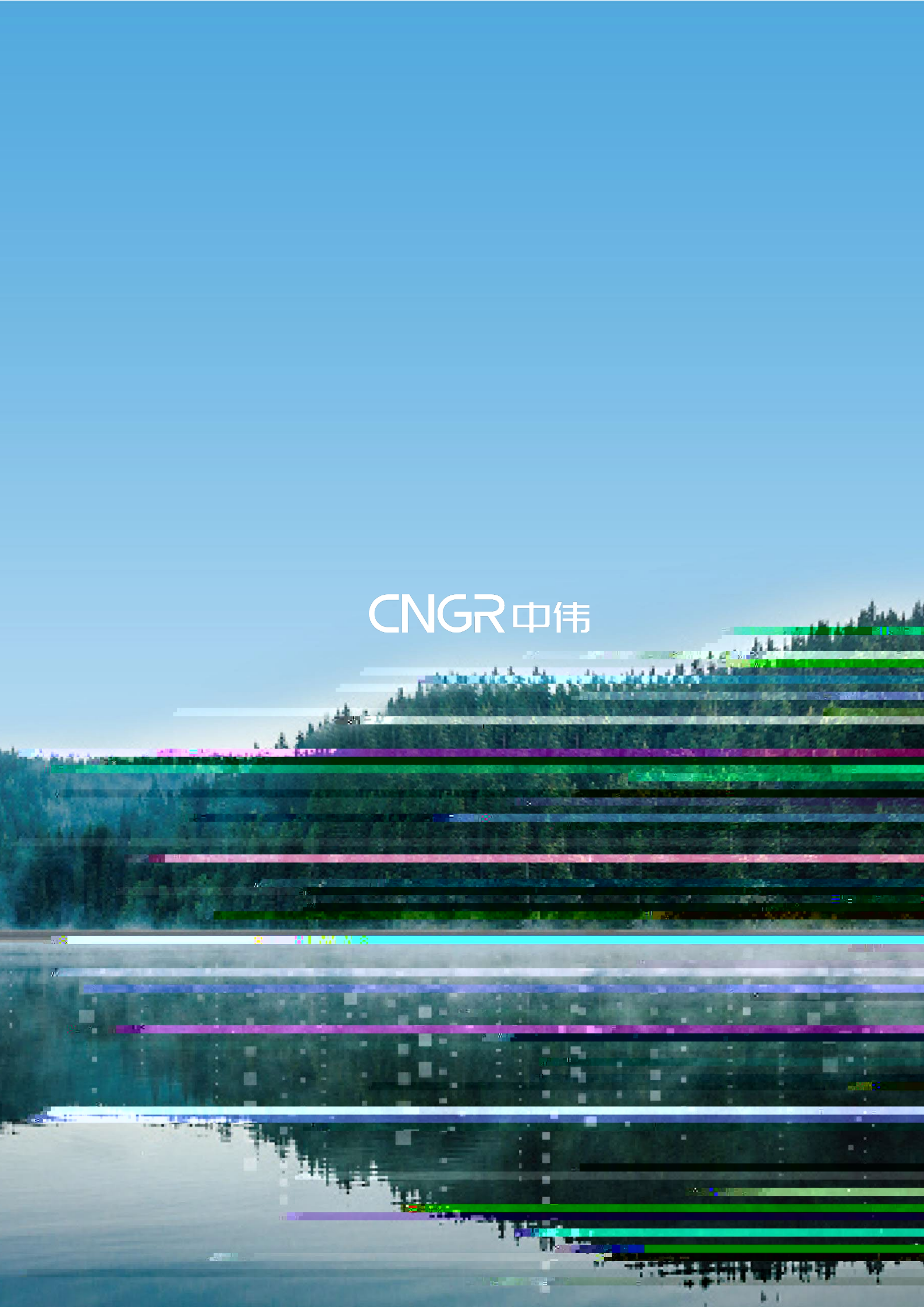
This policy was approved by the Board Strategy and ESG Committee on March 22, 2024, and was revised and implemented on December 26, 2024. Should any necessary amendments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