



JCHX Mining Management Co., Ltd.

Environmental, Social and Governance Report

2023

Inherit mining dreams and create a century-old store

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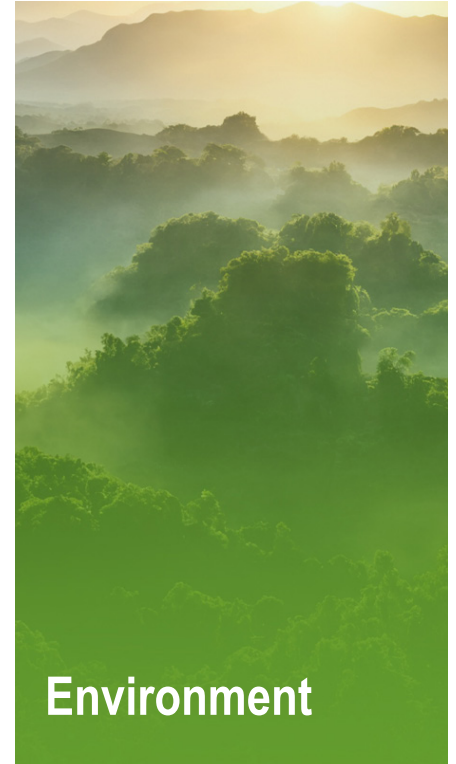
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About This Report

Overview

This is the first ESG report published by JCHX Mining Management Co., Ltd. ("the Company", which discloses our work and achievements in environmental, social and governance (ESG) in 2023, and responds to the expectations and concerns of stakeholders.

Basis of the Report

This Report has been written with reference to the Global Reporting Initiative (GRI) Standards, Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies - Sustainability Report (Trial), benchmarked against the United Nations' Sustainable Development Goals (SDGs).

Scope of the Report

Reporting Scope: the Company and its branches and subsidiaries.

Reporting Cycle: from January 1, 2023 to December 31, 2023, somewhat extended for certain contents.

Reporting period: this report is an annual report.

Data Source

The information disclosed in this Report has been obtained from official internal documents, statistical reports and annual reports of the Company. The Board of Directors and all directors of the Company warrant that this Report contains no false records, misleading statements or material omissions, and assume several and joint legal responsibilities for the authenticity, accuracy and completeness of the content herein. The financial data in this Report is denominated in RMB. In case of any inconsistency between this Report and the Financial Report, the Financial Report shall prevail.

Abbreviations

For the convenience of expression, JCHX Mining Management Co., Ltd. is referred to as "JCHX" or "the Company".

Access to This Report

The electronic version of this Report may be accessed or downloaded on the website of the Company (<https://www.jchxmc.com>), or the website of Shanghai Stock Exchange.

ESG Highlights in 2023



Economic performance



The annual operating revenue was RMB **7,399.2145 million**, with a year-on-year increase of **38.18%**.



The net profit attributable to shareholders of the Company was RMB **1,031.2273 million**, with a year-on-year increase of **68.74%**.



The taxes generated amounted to RMB **631.7049 million**.



Social performance

R&D innovation

377 employees embarked on R&D, accounting for **3.36%** of all employees. R&D investments were RMB **102.27 million**, accounting for **1.38%** of the operating revenue.

Health and Safety

A total of **121,853** employees received safety education and training, with **21,581** safety training hours in total.

Diversity

There were **328** employees of minority groups. The overseas employees in China accounted for **64.92%**.

Employee training and development

100% of employees received training, and each employee was trained for **72 hours** on average.

Public welfare and charity

The social public welfare investments totaled RMB **7.9069 million**. The social public welfare benefited **686** people.



Environmental performance



Throughout the year, RMB **46.8199 million** was invested in environmental protection, with an increase of **581%** compared with the previous year, and accounting for **0.63%** of the operating revenue.



GB/T 24001-2016/ISO 14001: 2015 Environmental Management System Certification was passed.

Honors and Awards



JCHX

TOP100 Private Enterprise in Beijing



JCHX

Employee Innovation Studio



Key Technology and Application Project of High-efficiency and Low-damage Blasting and Tunneling in Deep Shafts

Second Prize of the Technological Invention Award, China Society of Explosives and Blasting



Research and Application Project on Key Technologies of Natural Caving under High Stress and Complex Structural Conditions

Special Prize of the Science and Technology Award, China Gold Association



Key Technology and Industrial Application Project of Intelligent Mining of Mines by Natural Caving

First Prize of China Nonferrous Metal Industry Science and Technology Award



No.1 Air Shaft Excavation and Masonry Project of Congo-KAMOA Copper Ore Development System and Congo-Kinshasa Musonoi Project

2022-2023 Nonferrous Metals Industry Quality Project (Ministerial Level)



Introduction to JCHX



About the Company

Company Profile

JCHX is a professional management service enterprise integrating the engineering construction of nonferrous metal mines, black metal mines and chemical mines, as well as mine operations management, mine design and technology R&D. Listed in Shanghai Stock Exchange on June 30, 2015, the Company has more than 40 branches and subsidiaries, as well as 1 provincial R&D center at home and abroad.

Major Business Qualifications

Qualification	Qualification Owners
Level I Qualification for General Contracting of Mining Engineering Construction	JCHX Yunnan Jinchengxin
Level II Qualification for Professional Contracting of Tunnel Projects	JCHX
Level I Qualification for Blasting Organizations	JCHX
Level II Qualification for General Contracting of Mine Projects	JCHX Technologies JCHX Design Institute
Level A Engineering Design Qualification for Metallurgy Industry (Metallurgical Mining Projects)	JCHX Design Institute

Business Sectors

At present, the Company has a full industry chain that covers five major sectors: mining service, resource development, technological innovation, equipment manufacturing, and trade circulation. It has gradually developed a business sector with distinctive characteristics. Among them, mining service is the traditional primary and core business of JCHX, and the foundation for business development of the Company. We possess leading technology, talent and equipment advantages in the industry. In recent years, the Company has developed rapidly and achieved remarkable results in the mining service. It has not only maintained its leading edge in the domestic market for a long time, but also continuously developed businesses in the international market. Highly recognized and praised by the markets and owners, we have constantly enhanced our international operation advantages and core competencies.



Enterprise Mission

Inherit mining dreams and create a century-old store



Management Philosophy

Be people-oriented in businesses, survive based on integrity, keep up with the times, and pursue excellence



Core Values

Consider customers foremost and coexist harmoniously



Vision

Become an internationally well-known and a domestically leading planner, builder and operator of safe, ecological and smart mines.

2023 Major Events

January

The Company held 2023 work meeting and the fourth session of the third Workers' Congress from January 13 to January 15, proposing that "five major critical battles" should be fought well and ten key jobs should be well done in 2023.



February

On February 17, Wang Xiancheng of the Company was evaluated as "Economic Figure of the Year in China's Nonferrous Metals Industry".

On February 28, the Company entered into a tunnel construction contract with Guizhou Fulin Mining Co., Ltd. for the mining project of Jigongling Phosphate Mine with an annual capacity of 2.5 million tons.



March

On March 19, our Chairman Wang Qinghai was elected as the vice president of the third board of directors of China Industry-University-Research Institute Collaboration Association.

On March 12, the 400 m-540 m horizontal ramps of the air shaft were accurately made accessible over about 1,166 m in our Jinke project, which symbolized the accessibility to all the ramps and the first successful transition from vertical to horizontal construction of the project.



April

On April 2, the Company and Shandong Gold Mining (Laizhou) Co., Ltd. successfully entered into a construction contract on the special air return shaft excavation and masonry project of Jiaojia Gold Mine.

On April 27, Wang Xiancheng attended the EPC contract signing ceremony for Daotuo Manganese Mine between JCHX Design Institute and Guizhou Daotuo Manganese Industry Co., Ltd.



May

On May 6, Shaling Gold Mine's shaft project undertaken by the Company finally came to a successful conclusion after four years of difficult exploration and practice. The 1,459 m long auxiliary shaft and 1,433 m long main shaft excavation and masonry projects of Shaling Gold Mine demonstrated our comprehensive leading advantages in ultra-deep shaft construction projects.



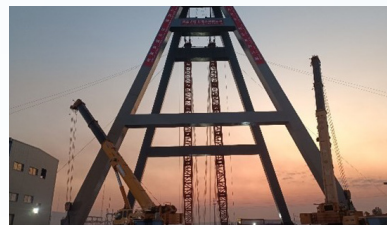
On May 8, JCHX, Cordoba Minerals Corp affiliated to Ivanhoe Capital Corporation, and its wholly-owned subsidiaries held a grand delivery ceremony for the joint operation of the San Matias project in Colombia at our headquarters in Beijing.



June

On June 1, the deep orebody infrastructure project of Kamoya Copper-cobalt Mine undertaken by the Company was successfully completed, marking another big step closer to the completion and commissioning of the deep orebody.

On June 9, the main and auxiliary inclined frames of the ultra-large derricks in the multi-purpose shaft of Musonoi Copper Mine constructed by Jinke Project Company were successfully erected. A frame of the multi-purpose shaft was 69 m tall, approximately with a tare weight of 2,000 tons. The main and auxiliary inclined frames were about 1,300 tons heavy as the first ultra-large steel frames in Jinke Project.



On June 20, No.1 Air Shaft Excavation and Masonry Project of Congo KAMOA Copper Ore Development System and Congo Musonoi Project undertaken by the Company were evaluated as "2022-2023 Nonferrous Metals Industry Quality Project (Ministerial Level)".

On June 30, Setters Investment Limited Company, our subsidiary located in Ghana, entered into a cooperation agreement with Golden Star (Wassa) Limited affiliated to Chifeng Gold regarding Wassa Gold Mine 242 in Ghana and the underground mining project in Zone B in the south.



August

On August 7, our Peki project in Serbia held a Miners' Day celebration event and sent holiday gifts and condolence cards to our Serbian employees to express their high recognition and heartfelt thanks for the miners' diligence and hard work.



September

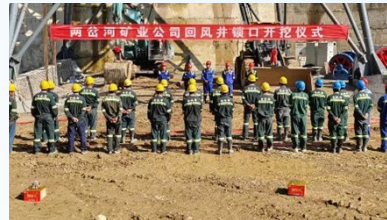
On September 5, the downcast shaft excavation project of the second bid section of Guizhou Laohudong Phosphate Mine Mining and Processing Project undertaken by our Weng'an Project Department was successfully completed 37 days ahead of schedule.



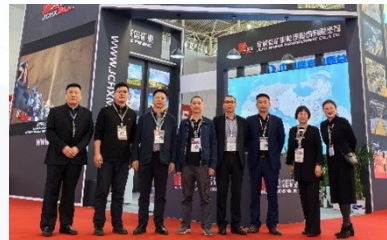
On September 21, the Company was included again in the main list of "Top 100 Private Enterprises in Beijing" due to its stable operating result.

October

On October 17, the wellhead fore shafts of the multi-purpose shaft and air return shaft in the north mining area of the phosphate mine in the Liangchahe mining section (southern section) of Guizhou Liangchahe Mining Development Co., Ltd. were successfully excavated.



On October 26, the Company was invited to participate in the 2023 (25th) China Mining Conference and Exhibition with more than 260 exhibitors from 28 countries and regions, comprehensively demonstrating the latest development achievements in the "five major sectors".



November

On November 13, Jinji Mining Co., Ltd., our subsidiary in the Democratic Republic of the Congo, was awarded the zinc-copper mine development and mining engineering construction contract by Kipushi affiliated to Ivanhoe Mines.



On November 28, the Company obtained Level 1 qualification and license for blasting operations, marking that the Company became a "double Level 1" enterprise with Level 1 general contracting qualification for mining projects and blasting operations.



December

On December 4, the Company entered into a "Cooperation Agreement on Joint Talent Training, Graduate Supply and Demand Docking" with Jiangxi University of Science and Technology to further deepen cooperation with the school and jointly open a new chapter of cooperation.



Sustainability Management

Sustainable Management Strategy and System

Sustainability, which is an important part of our management philosophy, is also fundamental for JCHX to pursue long-term value drives. The Company attaches great importance to sustainability management, continuously strengthens the supervision of the Board of Directors over its ESG matters, and formulates sustainability management approaches and an effective governance structure system. We constantly review and update our sustainability plans in combination with our strategic objectives and business development objectives. Our Board of Directors continuously tracks the global ESG development trend, domestic and foreign regulatory compliance requirements, strengthens stakeholders' involvement, conducts in-depth research on our excellent peers' ESG management practices, focuses on improving our practices in ESG-related fields, and fully integrates the sustainability concept into our strategic development planning, production and business activities. Besides, the Board of Directors regularly evaluates ESG-related risks and opportunities, optimizes and adjusts ESG management approaches and strategies in a timely manner, and ensures that our ESG concept keeps pace with the times.

ESG Governance Structure of JCHX

During the reporting period, the Company planned and prepared for building the ESG governance structure. As the highest governance body for our management of ESG matters and public information disclosure, the Board of Directors exercised leadership and supervision functions in formulating our overall ESG management approaches and strategies, identifying risks and opportunities, and establishing policy systems.



Board of Directors

- Assume overall responsibility for our ESG governance work;
- Formulate our sustainability management approaches and strategies;
- Evaluate our ESG-related risks and opportunities;
- Review our ESG-related policies;
- Review our ESG reports and make them public.



ESG working group

Led by the Office of the Board of Directors, composed of different functional and business departments

- Implement our sustainability management approaches and implement specific ESG management practices;
- Formulate our ESG-related policies and implementation rules;
- Organize regular internal discussions to summarize the achievements in ESG goals and improve our ESG work;
- Organize preparation of annual ESG reports.

ESG Risk Management

We deeply understand the significant impacts of potential environmental and social risks on sustainability management performance, stakeholder interests, corporate reputation and financial status. In combination with our business characteristics, we continuously identify risks, comprehensively analyze different opportunities and challenges internally and externally faced by us, formulate control measures, carry out risk management, and enhance our overall competitiveness and ability to resist risks.

Risk type	ESG-related risks	Risk countermeasures
<p>Environmental and safety risks</p>	<ul style="list-style-type: none"> During the project operation, unexpected dangerous situations such as equipment failure and blasting accidents might occur, which might cause casualties and property losses; Wastewater, waste rocks, tailings and slags are produced during the development of resources projects. If the sewage and slag discharge and tailings ponds are not managed well, local disasters and environmental pollution might be caused. 	<ul style="list-style-type: none"> Strengthen safe and environment-friendly production management. Constantly increase investments in safety and environmental protection by formulating and continuously improving safety management systems, and strengthening responsibilities and assessments for safety and environmental protection. Promote safety management standardization and improve essential operation safety; Strictly implement the relevant provisions of national laws, regulations and industry norms about safety and environmental protection.
<p>Risks in human capital development</p>	<ul style="list-style-type: none"> The increasingly fierce market competitions, especially the talent competition strategies of similar enterprises, threaten our talent advantages. The Company is faced with the risks of fierce talent competitions and insufficient talent reserves. 	<ul style="list-style-type: none"> Strengthen human resource development and do a good job in talent reserve; Establish a more competitive salary system and an equity incentive system for core talents.
<p>Risks in climate changes</p>	<ul style="list-style-type: none"> Extreme weather caused by climate changes, accompanied by natural disasters such as heavy rain, flood and mudslide, might cause damages to our property and personnel, affect our normal production and business operation, cause direct economic damages or lead to a decline in our profitability. 	<ul style="list-style-type: none"> Draw up and improve emergency response plans for extreme weather events and incorporate them into our daily risk management. Besides, improve relevant supply guarantee facilities, carry out training and emergency drills, and improve our employees' emergency response capabilities. Strengthen monitoring and early warning of extreme weather disasters.

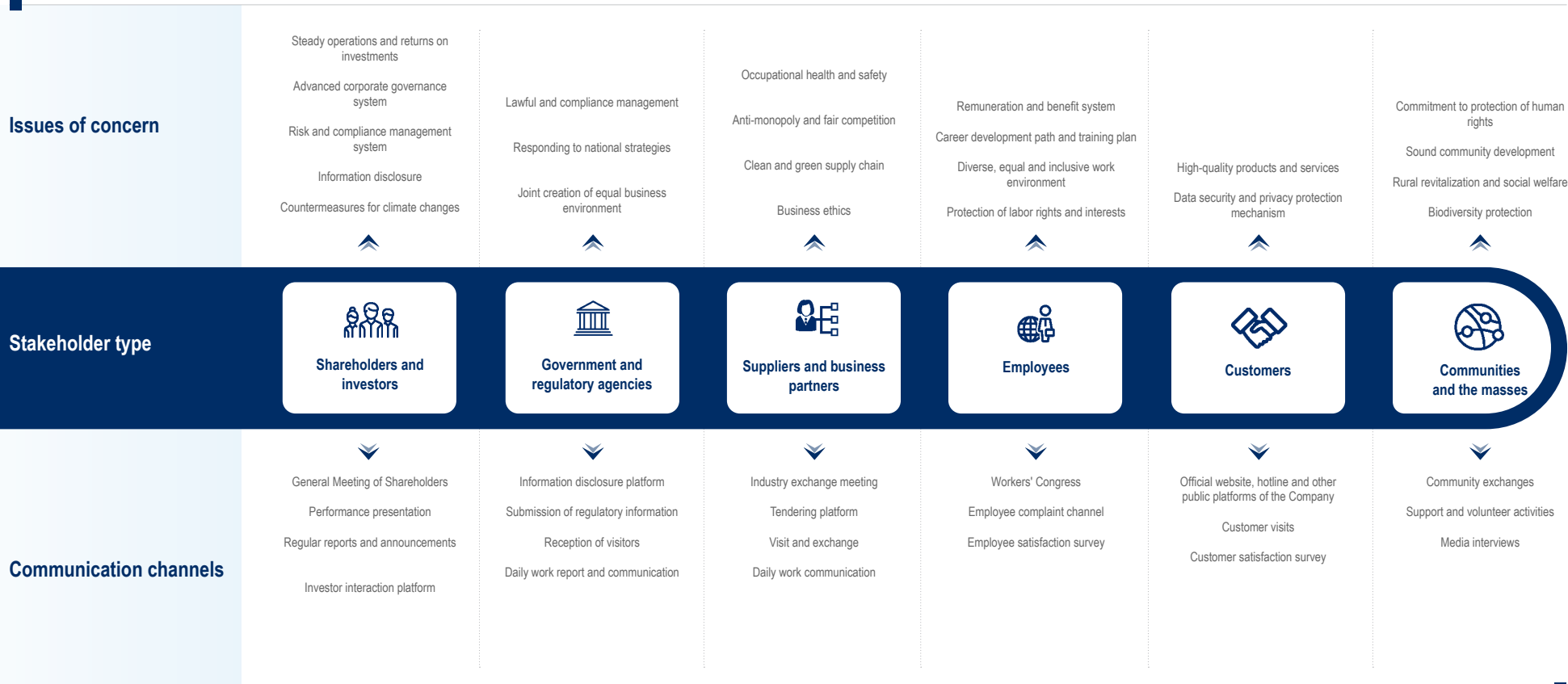
Mechanism for Linking Executive Compensation and ESG Performance

To effectively promote our ESG management and facilitate realization of corporate strategic objectives, we continuously improve the Performance Management Measures for Executives, linking our compensation assessment for non-independent directors, executives, senior technical managers and other executives with the performance in ESG-related indicators. Among them, the performance in key performance indicators on ESG issues, including talent training, environmental management, work safety, occupational health, technological innovations and major liability accident management, has been included in our assessment, reward and punishment plans for the executives so that the executives will fully realize the importance of sustainability management, in order to better avoid ESG risks and seize ESG development opportunities, thus contributing to our long-term and high-quality development.



Stakeholder Communication

Attaching importance to maintaining close communications with internal and external stakeholders, we fully understand all our stakeholders' expectations and demands and respond to them in a timely manner by developing diversified communication channels. We constantly adjust our sustainability strategy and material ESG issues, allow all the stakeholders to effectively participate in our ESG management and work with them for common development. During the reporting period, the Company selected key stakeholder groups with reference to the GRI Standards 2021, other standards and guidelines, recorded and responded to the concerns of all the stakeholders.

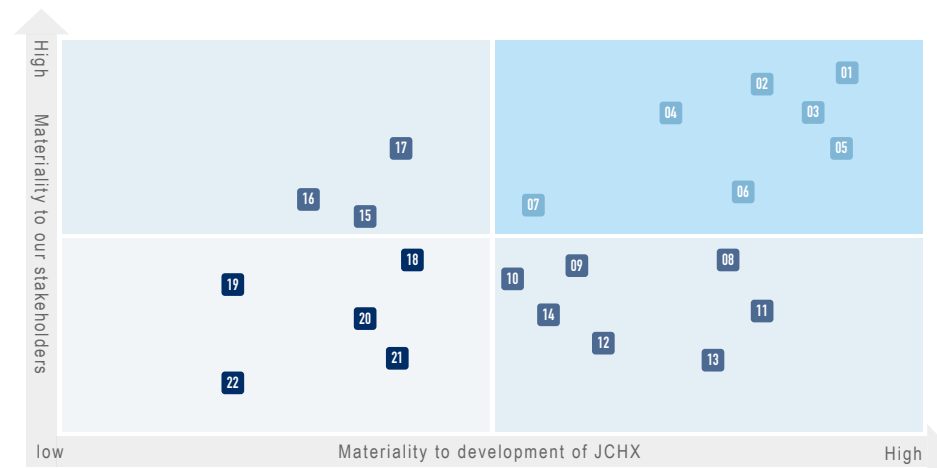


JCHX's mechanism for normalized communications with stakeholders

Analysis of Material Issues

During the reporting period, the Company analyzed material issues through identification, evaluation, confirmation and other work procedures, selected its 22 material ESG issues in 2023, and actively responded to the stakeholder demand based on the national macro policy guidance, research on domestic and foreign social responsibility standards, industry benchmarking, etc., combined with its business development strategies, operations management, and stakeholder focus. Considering the "materiality to Corporate Development" and "materiality to the stakeholders", the Company ranked its material ESG issues in terms of materiality, which was helpful for determining the focus and priority of sustainability management that year, and setting specific long-term ESG goals.

The steps for JCHX to assess the material issues are as follows:



- | Fairly important issues | Important issues | Secondary issues |
|---|--|--|
| <ul style="list-style-type: none"> 01 Product quality and safety 02 Compliance and risk management 03 Occupational health and safety 04 Business ethics and anti-corruption 05 Corporate governance 06 Protection of labor rights and interests 07 Customer relations management | <ul style="list-style-type: none"> 08 Disaster prevention and control 09 Product R&D and technological innovations 10 Intellectual Property Protection 11 Environmental Management 12 Employee training and development 13 Waste emissions 14 Community relations 15 Climate changes, energy conservation and emission reduction 16 Sustainable supply chain 17 Biodiversity | <ul style="list-style-type: none"> 18 Tailings management 19 Industry development and cooperation 20 Water resources management 21 Use of resources 22 Public welfare and charity |

GOVERNANCE

On the basis of governing by law, the Company is committed to establishing a transparent, fair and efficient governance system to ensure that its decisions and operations comply with laws, regulations as well interests of its shareholders and other stakeholders. We emphasize the importance of risk management, internal control, business ethics and information security to ensure our stable operations and long-term development, for the purpose of our sustainable development and value creation.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS

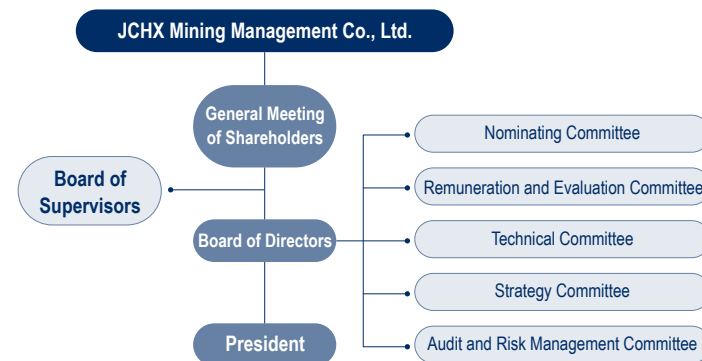


Corporate Governance



Corporate Governance Structure

In strict compliance with relevant laws and regulations, including the Company Law of the People's Republic of China, Securities Law of the People's Republic of China, Code of Corporate Governance for Listed Companies, and Rules Governing the Listing of Stocks on Shanghai Stock Exchange, our governance structure comprises of the general meetings of shareholders, Board of Directors, Board of Supervisors and senior management. We have established a coordination and balance mechanism among the authorities, decision-making authorities, regulatory authorities and management. With their rights and responsibilities clarified, the authorities closely collaborate with each other and maintain efficient operations.



Shareholders and General Meetings of Shareholders

The general meetings of shareholders is the highest authority of the Company. Assuming definite responsibilities, our general meetings of shareholders have clear rules of procedure, which are truly implemented. During the reporting period, the Company held one general meetings of shareholder and five extraordinary general meetings of shareholders, where spot and online voting was combined. The general meetings of shareholders were strictly convened and held in accordance with the Articles of Association, Rules of Procedure for the General Meetings of Shareholders, Shanghai Stock Exchange's Rules for the General Meetings of Shareholders of Listed Companies, other regulations and requirements. In all motions, the votes of minority shareholders were separately counted to ensure that all our shareholders, especially the minority shareholders, enjoyed equal rights and fully exercised their voting rights.

The Company was completely separated from the controlling shareholder in terms of personnel, assets and finance. Our organizations and businesses were operated independently. Our controlling shareholder exercised its shareholder rights in strict accordance with the Company Law, Articles of Association and other relevant provisions. It strictly abided by its commitment to the Company to avoid horizontal competitions. During the reporting period, our controlling shareholder never took advantage of its special position to exploit or damage the interests of listed companies and other shareholders.

During the reporting period

Company held general meetings of shareholder

1 Times

held extraordinary general meetings of shareholders

5 Times



Directors and Board of Directors

The Board of Directors is our highest decision-making body. The Company strives to promote the diversity of the Board of Directors and comprehensively considers different factors such as sex, age, educational background and professional skills in the nomination and appointment of directors. As at the end of the reporting period, our Board of Directors consisted of 9 members, including 1 female director and 3 independent directors. The responsibilities of our Board of Directors are clear, and all our directors can perform their duties conscientiously in a responsible manner. During the reporting period, the Company convened a total of 9 Board of Directors meetings, at which 54 resolutions were deliberated and approved, with an attendance rate of 100% among the members of the Board of Directors. The Board of Directors meetings were held and convened in strict compliance with the Articles of Association, Rules of Procedure for the Board of Directors, and Independent Director Work System, etc. Our Board of Directors performed corresponding procedures for deliberation in respect of the matters within the scope of its authorities in strict compliance with the Articles of Association.

Time		2021	2022	2023
Number of members of the Board of Directors		9	9	9
Disclosure by sex	Male directors	8	8	8
	Female directors	1	1	1
Disclosure by type	Independent directors	3	3	3
	Non-independent directors	6	6	6

Our Board of Directors has five special committees, namely, the Strategy Committee, Nomination Committee, Audit and Risk Management Committee, Remuneration and Evaluation Committee, and Technical Committee. The rules of procedure are formulated for each committee. The compositions, responsibilities and meetings are defined for each committee. During the reporting period, the special committees faithfully, conscientiously, responsibly, diligently and honestly performed their duties according to the actual situation of the Company and their respective rules of procedure. They played positive roles in corporate governance, strategic planning, remuneration system management, technical guidance, internal control system construction, preparation of regular reports and review of related-party transactions, which effectively promoted the standardized operation and scientific decision-making of the Board of Directors.

Number of meetings		2021	2022	2023
Special committees				
Strategy Committee		1	1	1
Audit and Risk Management Committee		4	6	6
Nominating Committee		1	1	1
Remuneration and Evaluation Committee		1	1	2

Supervisors and the Board of Supervisors

Our Board of Supervisors has three supervisors, including one supervisor who is an employee representative, who are elected by the Workers' Congress. The Company has formulated the Rules of Procedure of the Board of Supervisors, which clearly specifies the duties of supervisors, as well as functions, powers, convening, notices and resolutions of the Board of Supervisors. During the reporting period, the Board of Supervisors convened and held its meetings in compliance with relevant laws, regulations and rules. During their tenure, the supervisors were diligent and responsible. They actively attended the Board of Supervisors meetings, conscientiously performed their duties, and supervised the legality and compliance of our directors, president and other senior management in performing their duties, to safeguard the legitimate rights and interests of the Company and all shareholders.



Risk Management and Internal Control

Efficient and comprehensive risk management and internal control mechanisms are the cornerstones of sound operation and high-quality development of enterprises. Our internal control system consists of five parts: internal environment, risk evaluation, control activities, information and communication, and internal supervision. In accordance with the Basic Specifications for Internal Control of Enterprises, Guidelines for Application of Enterprise Internal Controls, and Enterprise Internal Control Evaluation Guide, the Company has established and improved the internal control system, and formulated the Internal Control Manual as the basis for establishing, implementing, evaluating and verifying internal control. Besides, the Company has established a series of internal control management systems for capital, procurement, payment recovery for R&D projects, inventories, fixed assets, financing, investments, budget, human resources, financial management, external guarantee and comprehensive management, etc., which cover all aspects of daily operations management. We have set management processes for businesses and established control measures for corresponding risk points. In addition, the Company has formulated the Internal Reporting Material Information System, Emergency Response System, Legal Affairs Management Measures and other systems to fully prevent risks and efficiently handle negative incidents.

The Company conducts internal control evaluation every year, and determines the main units, businesses and matters within the evaluation scope and high-risk areas according to the principle of risk orientation.

- The main units within the evaluation scope include our business systems, branches (subsidiaries), division headquarters and projects under their jurisdiction, covering the our main businesses such as mining services and resource development.

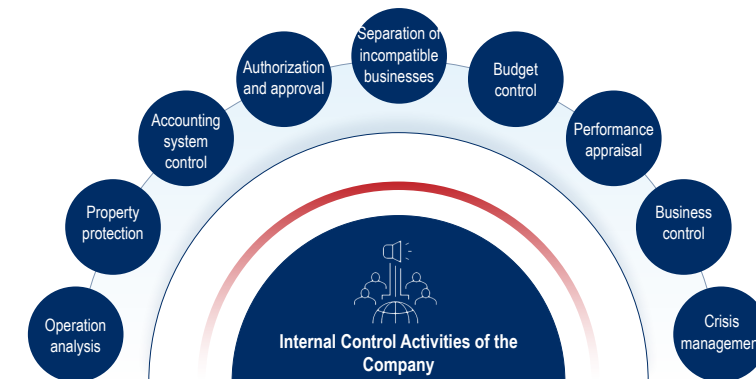
- The main businesses and matters within the evaluation scope include:



- The high risk areas of key concern mainly include:

Based on the internal environment, particularly pay attention to:	Governance structure, development strategy, organizational structure, distribution of powers and responsibilities, whether incompatible positions are separated, human resources policies, incentive and restraint mechanisms, corporate cultures and social responsibilities
With the focus on production and operation, particularly pay attention to:	Fundraising and use, procurement and payment, sales and collection, production process and cost control, asset operation and management, foreign investment, related-party transactions, foreign guarantee and R&D
With controls taken into account, particularly pay attention to:	Whether the budget is binding, whether disputes exist in contract performance, whether the information system is organically integrated with internal control, timely transmission and effective communication of internal reports, etc

The Audit and Risk Management Committee under our Board of Directors is responsible for the communication, supervision and verification of our internal and external audits in accordance with the Rules of Procedure for the Audit and Risk Management Committee of the Board of Directors and other regulations. An audit and supervision center has been built under our Audit and Risk Management Committee. Staffed with professional auditors, it is responsible for inspecting and supervising the soundness and effectiveness of our internal controls, financial information and related business activities, etc. It also procures us to improve our internal control system, operations management, and economic benefits. During the reporting period, the Company continuously optimized the internal control system according to the characteristics of business development, to institutionalize its work, make the businesses process-oriented and standardize the procedures. We comprehensively implemented Mining 4.0, strengthened standardized management, and further improved management. In accordance with our internal control specifications/systems and relevant regulations, effective internal control of financial and non-financial reporting was maintained in all material aspects. Our financial reports were true and reliable. Our businesses were legal and compliant. Thus, our internal control objectives were realized.



Internal Audit

During the reporting period, the Company completed on-site audits of 19 domestic project departments, 4 functional centers, 2 branches (subsidiaries), 14 overseas project companies and 3 self-owned resource projects. Our internal audits mainly involved capital operation and management, procurement and payment management, sales and collection management, production process and cost control, asset operation and management, foreign investment management, related-party transaction management. In combination with the on-site audit supervision, we issued items for rectification upon audits, requiring that rectification measures, plans, deadlines, and responsible persons should be defined. We uploaded rectification results when due for review and verification. All problems for rectification after audits were solved, and the rectification completion rate was up to 100%.

completed on-site audits

42

the rectification completion rate

100%

Cultivation of Risk Management Culture

The Company continuously cultivates a risk management culture, strengthens internal control through comprehensive risk management and control of all employees, improves compliance operations, enhances risk prevention and control capabilities, and guarantees its high-quality development.

CASE

Training for middle and senior managers - Bravely shouldering heavy responsibilities, being good at supervision and performing due diligence

On May 12 and July 21, 2023, the Audit and Supervision Center conducted training on our risk management system, risk management internal control system, internal audit and internal control supervision system, and audit and supervision work ideas for our middle and senior managers in Phase III.

CASE

Our financial and operational personnel at two levels conducted corporate risk management and compliance training

On December 13, 2023, our Audit and Supervision Center conducted compliance training for our financial and operational personnel at two levels with the theme of "preventing risks and promoting compliance". Focused on introducing our risk management system and the three lines of defense for compliance management. The three lines of compliance defense refer to the operations management, risk and compliance supervision, and internal audit.

The first line of defense: people who work (managers and production workers). Provide products and services directly to the owners.

The second line of defense: people who oversee (operations management and two-level companies). Continuously provide knowledge and services in respect of risks, and continuously supervise them.

The third line of defense: people who conduct internal audits (Audit Supervision Center). Internal audit refers to an independent and objective supervision and evaluation activity within an organization, which promotes the realization of organizational objectives by reviewing and evaluating the appropriateness, legality and effectiveness of business activities and internal controls.



Figure: Training Site



Figure: Training Site

Tax Management

The Company has formulated the Tax Management Measures based on its own actual situation. We actively perform tax management, fulfill our tax obligations according to the law, standardize our tax payments and control tax risks. When implementing this system, our overseas branches also abide by the laws and regulations of the countries or regions where they are located.

Our tax work is subject to unified leadership and hierarchical management. Under the leadership of the chief financial officer, our Financial Management Center is responsible for tax management of ours and all our internal organizations. The secondary units are responsible for the tax management of themselves and the projects under their jurisdiction. The Overseas Business Department and Overseas Resource Company formulate and implement policies and tax plans, daily tax management and inspections of the countries where their operations are conducted. The project departments are responsible for the final implementation of our tax plans, including daily tax declaration and tax payment, and reports to the secondary units according to their jurisdiction, and important matters to the headquarters.

The Company has defined how to manage tax payment methods, tax registration, tax accounting, tax declaration and review, invoice management, tax work reports and analyses, tax inspections, tax training, file management, etc. In terms of tax inspections, the Company requires the secondary units to carry out tax inspections on the units under their jurisdiction at least once a year and prepare corresponding inspection reports. Moreover, we conduct company-wide inspections every year. For tax training, the Financial Management Center organizes tax policy training more than once a year, and releases relevant information for all units to organize different forms of tax training by themselves.

We perform tax risk management from the perspective of "responsibility identification, learning reinforcement, early communication, speed rectification and emphasis on inspection". Our headquarters has established a special tax matter handling mechanism to sort out tax risks and standardize tax treatment. Draw up special tax plans and implement them downward. After judging and analyzing the tax problems or potential tax risks raised by subordinate units, offer feedback, track and supervise the implementation. External agencies are engaged to jointly study complicated norms and plans. During the reporting period, the responsibilities for the implementation of our special tax plans were 100% supervised and inspected.

The tax matters that also need to be reported to the headquarters include but are not limited to:



- 01 Tax registration, determination of tax type, tax rate and collection method related to the new projects;
- 02 Excavation from project sites and tax cancellation by the Project Department;
- 03 Tax inspections by local tax authorities;
- 04 Material tax errors;
- 05 Changes in tax type, tax rate, invoice content and collection method, etc.;
- 06 Tax-related matters of major contracts and economic matters;
- 07 Efforts for obtaining and acquisition of major tax preferences

During the reporting period

the responsibilities for the implementation of our special tax plans supervised and inspected

100%



Investor Relationship Management

To standardize our information disclosure, strengthen its information communications with the investors, further improve its corporate governance structure, and effectively protect the legitimate rights and interests of its investors, especially public investors, JCHX has formulated the Information Disclosure Management System, Investor Relations Management System and Investor Reception Management Measures according to the Company Law, Securities Law, Rules Governing the Listing of Stocks on Shanghai Stock Exchange, other relevant laws and regulations as well as the Articles of Association. During the reporting period, the Company strictly complied with the above rules. On the basis of "fairness, impartiality and openness", we conduct investor communication and information disclosure objectively, truthfully, accurately and completely, enhance market trust and investor confidence, attach importance to our investors' opinions and suggestions, and actively respond to our investors' concerns, thereby realizing the common growth of our value and investor interests. In addition, the Company regularly organizes the senior management and heads of relevant departments to conduct training on investor relations.



Investor Communication Channels

During the reporting period, the Company communicated with its investors through telephone communication meetings, on-site research and exchange meetings, roadshows, etc. We answered our investors' questions in different forms such as "SSE E-interactive", investor research meetings, investor hotline and email, and built an equal smooth communication platform. We held regular performance briefings for special exchanges, and actively participated in the online collective reception day activities for our investors organized by the jurisdictions. We conducted special investor exchange meetings, tracked and analyzed the changes of major shareholders, and maintained smooth communication channels with investors. Through the above measures, the Company effectively facilitated the investors' understanding and recognition, protected their legitimate rights and interests, and promoted its establishment of long-term, stable, benign relationships with the investors.

2023



Announcements made

106



Investor communications

76



Rate of response to the investors' questions

100%



Publications by SSE Service

11



Investors received

260



Performance briefing

3

Business Ethics and Anti-corruption

| Business Ethics

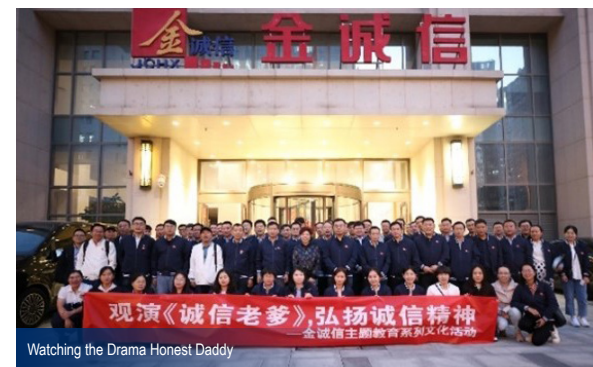
The Company is committed to establishing and maintaining high standards of business ethics. The Company strictly abides by the Company Law of the People's Republic of China, Anti-Unfair Competition Law of the People's Republic of China, United Nations Convention Against Corruption, other relevant laws and regulations, as well as pertinent laws applicable to the local areas where the overseas subsidiaries are. We adhere to the commercial principle of "fair competition and anti-corruption", carefully supervise and strictly regulate issues related to the business ethics such as fair competition, anti-corruption, related-party transactions and tax payment according to the law, in order to fulfill our firm commitment to the organizational integrity and business ethics.

| Anti-corruption and Anti-fraud

The Company has built an Audit and Supervision Center to supervise and manage its corruption issues. We have established a Discipline Inspection and Supervision Work System, where the rules on anti-corruption, anti-fraud and clean construction are expressly specified. To protect the interests of all stakeholders and maintain a fair, just business environment, the Company clearly stipulates that all employees are prohibited from soliciting, accepting or accepting in disguised form gifts, belongings and securities from suppliers, contractors, potential partners and other organizations or individuals related to the exercising of their functions and powers, or accepting banquets, travel, fitness, entertainment and other activities that might affect the fair exercising of their functions and powers.

Creation of Incorruptible Cultures

To effectively respond to the high risk of corruption, the Company has implemented a series of regular identification and training measures. The Company regularly conducts integrity training for the directors, supervisors and senior management to increase their awareness of integrity and self-discipline. For new employees, we implement pre-job integrity education to ensure that they develop the concept of integrity at the beginning of their career. In addition, we organize on-site warning education for personnel in sensitive positions such as logistics, finance and engineering, and enhance their capabilities of risk prevention through practical cases.



Watching the Drama Honest Daddy

Whistleblowing Procedures and Whistleblower Protection System

Whistleblowing procedures

As a professional department that receives and handles employee complaints, reports and accusations on behalf of the Company, the Audit and Supervision Center is responsible for accepting the employees' and affiliated units' complaints and accusations against the managers at varying levels for their violation of our systems, safety regulations, work instructions, use of their authority for personal gains, and other behaviors that prejudice our interests and undermine our ethos.

Whistleblowing Tel
010-83203999-9511

Whistleblowing E-mail
jiwei@jchxmc.com audit@jchxmc.com

The Company has a whistleblowing e-mail address, a whistleblowing hotline, and a whistleblowing mailbox for the sites of each project department.

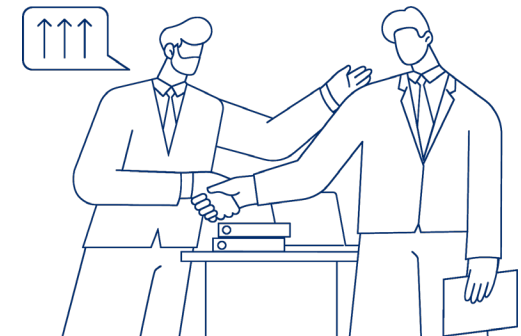


Related whistleblower protection mechanism

JCHX supports and encourages all employees, customers, contractors, suppliers and other relevant parties to report misconduct or malfeasance. The Audit and Supervision Center strictly keeps the information of whistleblowers confidential, safeguards their legitimate rights and interests, ensures that the whistleblowers can safely and legally disclose any reported matters that they are certain. The audit and supervision personnel who disclose the whistleblowers' information and the matters whistleblown are treated according to our internal control system, and if causing serious consequences, they will be transferred to judicial organs.

Anti-unfair Competitions

JCHX strictly abides by the Anti-Unfair Competition Law of the People's Republic of China, Model Provisions on Protection against Unfair Competition, other laws, regulations and relevant standards. We stick to our bottom line in the process of production and operation, without damaging the goodwill or reputation of other enterprises, impairing the credit of other enterprises or their activities or misleading the general public. We are committed to maintaining a fair and just market competition environment. The Company prevents unfair competitions by establishing and improving systems, optimizing processes, carrying out publicity, education and training on risk management and business ethics, and making whistleblowing channels accessible. During the reporting period, no lawsuit was filed against the Company regarding unfair competitions.



Information Security and Privacy Protection



JCHX respects the privacy rights and interests of all stakeholders, and strives to protect their privacy and information security. The Company strictly abides by the Personal Information Protection Law of the People's Republic of China, Cybersecurity Law of the People's Republic of China, Data Security Law of the People's Republic of China, other relevant laws and regulations. We have formulated the Measures for Security of Computer Information Networks in accordance with the relevant information security management systems, which clearly specify the procedures for us to obtain, utilize, store and transmit information. We fully implement a guarantee system for network information security and privacy protection.

In view of information security risks, the Company unifies its construction/deployment of its networks and distribution of network resources by fully combining its actual situation, regulatory requirements and industry best practices. We identify and effectively respond to possible information security and privacy disclosures in a timely manner, and makes every effort to protect the data and privacy security of our customers, employees, suppliers and other related parties. In addition, to increase the employees' information security awareness and prevention capabilities, the Company regularly organizes information security-related training and drills, covering its headquarters, two domestic branch offices, 17 domestic project departments and 7 overseas project companies, and continuously consolidates its employees' information security awareness and privacy protection. During the reporting period, the Company conducted information security-related training for more than 27 hours, with more than 500 participants.

During the reporting period, we invited external professional organizations to conduct inspections on firewalls, security gateways and EDR, etc., and issued inspection reports. If major system vulnerabilities are found in a firewall inspection, they will be solved in time. Where it is discovered that the product event database, virus database or vulnerability database, etc. is found to be not updated to the latest version, they will be promptly updated. If any product configuration is found to be improper, it will be adjusted in time. Security gateway inspections focus on the hardware, system operations and function usage of equipment. EDR inspection mainly confirms the system version and running status. In such inspection, log reports, authorization information and asset status are checked. During the reporting period, our information system worked normally, without information security or privacy breach incidents.

During the reporting period

conducted information security-related training

27⁺ hours

participants

500⁺



CASE Training on information security awareness and software legalization

In July 2023, the Company conducted training on information security awareness and software legalization. The training was aimed at multiple departments, and a total of 22 people participated the training on site. All relevant units took part in the training through video. At the meeting, the basic types of computer viruses, routes of transmission, how to judge infection and prevent, and solutions, etc. were introduced. In addition, software legalization was publicized to ensure the Company's information security.



Training Site

SOCIETY

While achieving steady development, JCHX actively fulfills its social responsibilities and empowers the sustainable development of the value chain. The Company upholds "technological innovation and technological leadership" as the cornerstone of its development, actively encourages independent scientific and technological R&D, attaches great importance to quality management, provides customers with high-quality services, and continuously improves product quality and corporate competitiveness. Meanwhile, we fully protect the basic rights and interests of our employees and strive to create a diverse, inclusive and equal workplace environment. In addition, the Company is deeply committed to public welfare and actively participates in charity activities. We are dedicated to contributing to community harmony and development. We actively carry out inter-industry exchanges and cooperation to jointly promote industry progress.

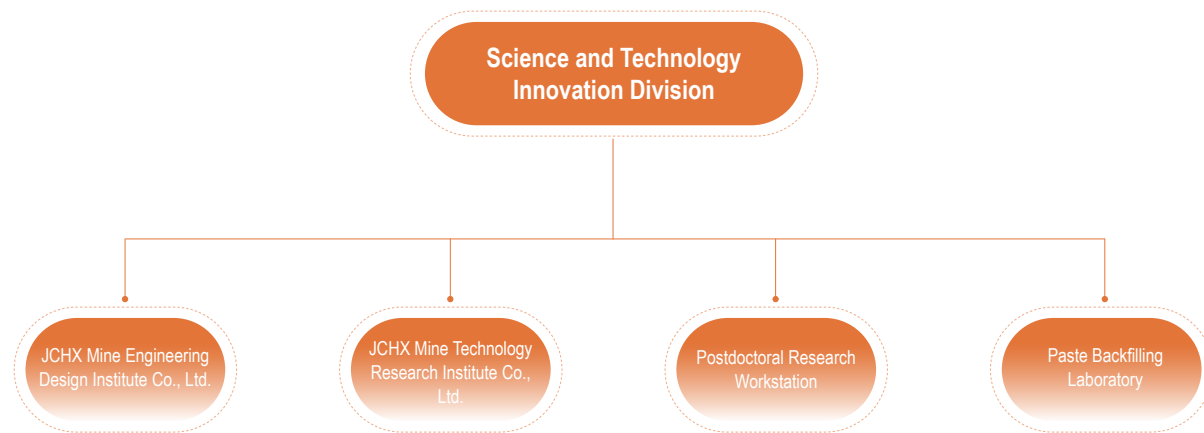


R&D Innovations



Technological R&D and Innovation System

Consistently upholding the concept of "technological innovation and technological leadership", JCHX sticks to the path to technological innovation. We have established a scientific research and innovation system that combines independent and open innovations. The Company upholds close combination of sciences and technologies with engineering design practices. We have successively established JCHX Mine Engineering Design Institute Co., Ltd. (hereinafter referred to as the "the Design Institute"), JCHX Mine Technology Research Institute Co., Ltd. ("the Research Institute"), Postdoctoral Research Station and Paste Backfilling Laboratory, which have provided powerful technological support for enhancing for the major doubts, difficulties and new topics regarding "depth, bulkiness and crush" in mine projects. Besides, the Company has established a complete institutional system in accordance with the national laws, regulations and professional industry norms, and constructed technological innovation systems such as Science and Technology Management System, Implementation Rules for Management of Scientific Research Plans and Programs, and Detailed Implementation Rules for Management of Technological Innovation and Rationalization Proposals to continuously improve corporate innovation and creation mechanisms.



In addition, the Company engaged academicians (including Wen Bangchun, Hong Boqian, Wang Xuguang, Sun Chuanyao, Cai Meifeng and Wu Aixiang), and other well-known industry experts such as national design master Liu Fanglai to set up JCHX Science and Technology Expert Committee to provide scientific and technological support and technical guarantee for the Company and promote JCHX's rapid development in sciences and technologies.

R&D Innovation Achievements

JCHX, which insists on taking technological innovation as the core driving force, committed to becoming an "internationally renowned and domestically leading planner, constructor and operator of safe, ecological and smart mines". We continuously increase our investment in R&D innovations, constantly tackle key problems of key areas and make a number of technological innovation achievements. As of the end of the reporting period, our R&D team currently had 377 professional and technical R&D employees, including 11 employees titled as professor senior engineers and 54 employees with the title of senior engineers. During the reporting period, our core technical personnel and R&D team remained stable.

Technology R&D	Unit	2021	2022	2023
R&D investments	RMB10,000	7,868.09	9,416.61	10,227.00
Number of R&D employees	Person	376	360	377

During the reporting period:

In terms of R&D awards, the Company won 2 ministerial-level science and technology awards, 2 ministerial-level quality engineering awards, and 4 ministerial-level consulting awards; 7 of our industry standards were evaluated as ministerial standards; In addition, our employee Wang Qinghai obtained 2023 China Award for Outstanding Contribution to Industry-Academia-Research Cooperation. As a postdoctoral fellow of JCHX, Kevin was funded by Beijing Municipal International Exchange and Introduction Program. It was the first time that the Company was funded by this program.

As of the end of the reporting period:

The Company had 4 and 89 standards evaluated as national and ministerial standards respectively; The Company participated in the formulation of 12 national or industry standards (specifications), among which, we were responsible for drafting 4 standards (specifications) in part, and made positive and constructive comments on parts of the 8 standards (specifications) as participants.



The Key Technology and Application Project of High-efficiency and Low-damage Blasting and Tunneling in Deep Shafts Won the Second Prize of the Technological Invention Award, China Society of Explosives and Blasting



The Company Was Evaluated as Employee Innovation Studio



Research and Application Project of Key Technologies of Natural Caving under High Stress and Complex Structural Conditions Was Awarded the Special Prize of the Science and Technology Award, China Gold Association



The Key Technology and Industrial Application Project of Intelligent Mining of Mines by Natural Caving Won the First Prize of China Nonferrous Metal Industry Science and Technology Award

CASE Paste Backfilling Laboratory provided platform support for our science and technology innovations

In 2016, JCHX jointly built the Paste Backfilling Laboratory with the University of Science and Technology Beijing and Putzmeister, PM (Germany). Guided by the theory of green mines, the laboratory has developed an experimental research platform for new mine filling processes, new equipment and new materials. Owing 200 sets of equipment, it covers an area of 2,000 square meters, with a total investment of RMB 50 million.

Owning equipment	covers area	total investment
200 sets	2,000 m ²	50 ^{RMB} million

The laboratory has built a "four-in-one" paste testing platform integrating tailings thickening, preparation, transportation and automatic control systems. It has developed key devices such as combined deep cones and split mechanical rake frames, independently designed core units such as interlocked dilution systems and paste flow control devices, and taken the lead in realizing industrial-grade accurate testing and automatic control of paste filling parameters, overturning the limitations on the paste system design relying on low-concentration filling data and experience. It can test basic physical properties of filling materials, rheological properties of filling slurry, and tensile properties of filling body, etc. It is able to carry out explorative tests and scheme verification tests such as tailings cyclone classification, tailings deep cone thickening, paste preparation, and paste pumping by circular pipes. In addition, it continues to develop towards delicacy, having built four indoor laboratories, namely Basic Physical and Chemical Properties Laboratory, Mechanical Properties Laboratory, Filling Test Block Preparation Room and Tailings Element Testing Room. During the reporting period, our Paste Backfilling Laboratory was evaluated as "National Demonstration Innovation Studio of Mechanical Metallurgy and Building Materials Industry"



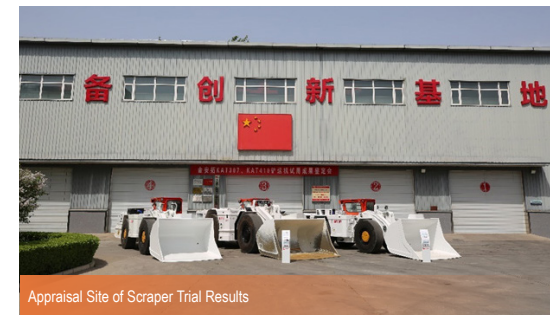
Site of the Paste Backfilling Laboratory

Work Outcomes of the Paste Backfilling Laboratory

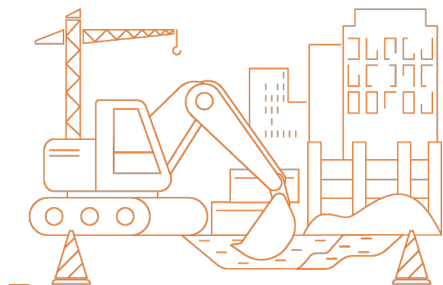
- In 2021, the Company internally initiated a project for developing intelligent van-type tailings thickening test devices and van-type paste filling loop test device, which were finally commissioned and put into use in 2023;
- We undertook the teaching practice and scientific research tasks for the Practical Teaching Base of University of Science and Technology Beijing, JCHX Postdoctoral Scientific Research Workstation, strategic partners joining the National Platform for Transforming Scientific and Technological Achievements in Comprehensive Utilization of Industrial Solid Wastes, and Key Laboratory of Ministry of Education for Efficient Mining and Safety of Metal Mines;
- We participated in the preparation of two national specifications, Technical Specification for the Total Tailings Paste Backfill (GB/T 39489-2020) and Technical Specification for Total Tailings Paste Production and Disposal (GB/T 39988-2021).

CASE Two styles of independently developed scrapers passed the appraisal of trial results

On April 19, 2023, the Academic Mining Committee of the Nonferrous Metals Society of China organized experts to appraise trial results of KING ANT KAT307 and KAT410 underground diesel scrapers independently developed by Hubei Jinchengxin at JCHX Miyun Equipment Innovation Base. After product development, trial report, inquiry and Q&A, the trial results of the two scrapers successfully passed the appraisal of the expert panel.



Appraisal Site of Scraper Trial Results

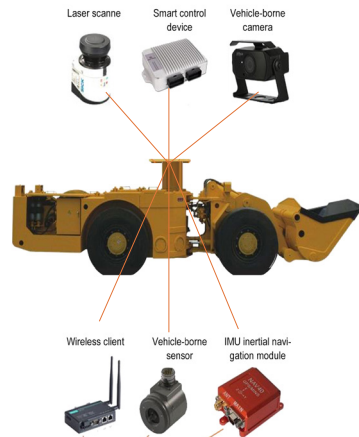


Smart Mine Construction

Consistently upholding firm pursuit and active practice for smart mine construction, JCHX is committed to realizing complete information-based and smart mine production and management. Since its establishment, the Company has actively gotten involved in the strategic planning of smart mines, and joined hands with research teams from top domestic universities to build a cooperation platform. With work safety as the cornerstone, this platform is intended to make outstanding achievements in cost reduction and efficiency improvement. Completely integrating the three development stages of mines, namely digitalization, informatization and intelligent development, it covers production technology collaboration, intelligent process management and control, intelligent equipment and systems, big data analysis and some other key fields like virtual training. A core technical support system for smart mine construction has been successfully built. The Company regards intelligent mining technology as its core development direction, and through independent R&D, it has successfully launched a remote and autonomous scraper technology. This innovative technology has been successfully applied in Pulang Copper Mine. It is being gradually extended to more large-scale mines, making important contributions to the intelligent and efficient production and management of mines.

CASE Smart mine construction - Pulang Project

JCHX designed an intelligent steerable remote control system based on Pulang mining technology and on-site environment. The system mainly consists of industrial wireless communication system, automatic scraper driving transformation, automatic scraper management system, automatic security access control system for operation areas, data storage and security, and automatic system maintenance and repair. The system solution is based on the latest technologies, including wireless communication, steering control, laser detection, and video transmission. It monitors the operating status of the equipment in real time and gives control instructions to help the equipment detect obstacles ahead and prevent them from scratching. Besides, it can perform algorithm processing according to the roadway environment. Its path is optimized to realize the remote wireless control and autonomous walking functions of the scrapers.



Intellectual Property Management

Attaching great importance to the intellectual property protection, we strictly abide by the Patent Law, Trademark Law, Copyright Law, other laws and regulations related to intellectual property. The Company has established internal management systems such as the Science and Technology Management System, Detailed Implementation Rules on Preparation of Patent Application Documents and Application, standardized and managed its internal patent application, use and protection, and ensure the transformation of scientific research achievements. The Company has been certified as a high-tech enterprise. During the reporting period, no infringement upon others' or the Company's intellectual property was found.



As of the end of the reporting period

the Company held patents

191 valid

invention patents

18 valid

utility models

173 valid

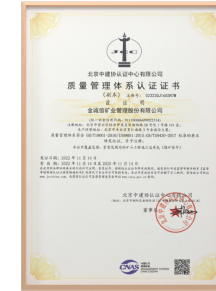
computer software copyrights

25 valid

Product Liability

Product Quality Control

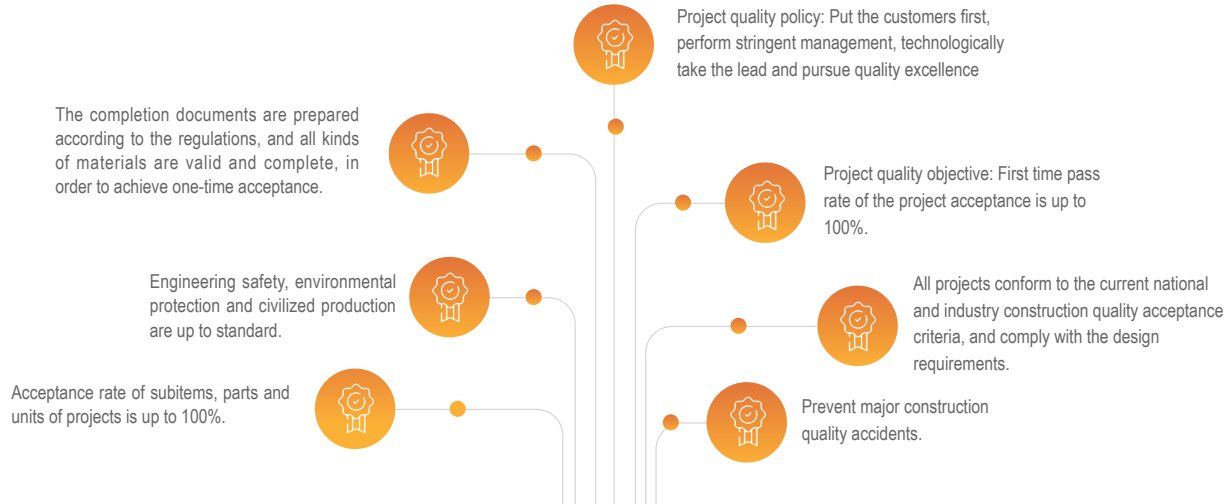
Upholding "projects of vital and lasting importance, quality foremost" as the quality management policy, JCHX conscientiously implements a quality, environmental and occupational health and safety management system. We have formulated and executed a Project Quality Management System, and strictly implement project quality plans. Besides, the Company has established and improved a lifelong responsibility system for project quality management, strengthened quality supervision and control in the whole process, and make quality management procedure-oriented, standardized and scientific. During the reporting period, the Company passed ISO 9001 Quality Management System Certification, rated AAA in terms of quality qualification level. Both the certification and rating are still valid. In addition, we have won 7 provincial and ministerial awards on QC results.



Quality Management System Certificate



Quality Qualification Rating Certificate



The completion documents are prepared according to the regulations, and all kinds of materials are valid and complete, in order to achieve one-time acceptance.

Engineering safety, environmental protection and civilized production are up to standard.

Acceptance rate of subitems, parts and units of projects is up to 100%.

Project quality policy: Put the customers first, perform stringent management, technologically take the lead and pursue quality excellence

Project quality objective: First time pass rate of the project acceptance is up to 100%.

All projects conform to the current national and industry construction quality acceptance criteria, and comply with the design requirements.

Prevent major construction quality accidents.

Engineering Quality Policies and Objectives of JCHX

To strengthen, standardize and improve its construction project quality management, and ensure the realization of quality objectives, the Company strictly implements a project quality leadership accountability system and lifelong responsibility system for project quality, establishes a hierarchical responsibility system, and assigns project quality responsibilities to different posts and employees, forming an all-round quality management system for all staff and the whole process.

Engineering quality leadership and responsibility system

Lifelong engineering quality responsibility system

Drawing review and technical disclosure system

Approval system for construction proposals

Engineering quality inspection system



Regular reporting and summary system

Material procurement, inspection and management system

Quality follow-up service system

Engineering quality accident reporting, investigation and handling system

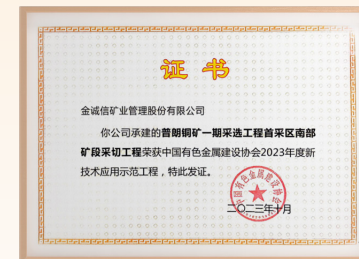
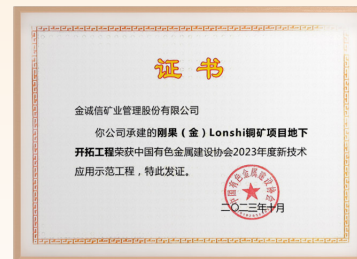
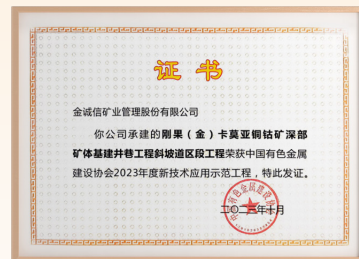
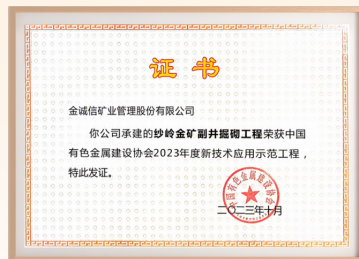
Technical quality data management system

Engineering quality leadership and responsibility system

- Quality responsibility of our management: Our president is the chief person responsible for our quality management. Our vice presidents are directly responsible for the quality management within their respective responsibilities, and the chief engineer bears technical responsibility for the engineering quality.
- Quality responsibilities of our secondary units' management: The general managers of the secondary units are chief persons responsible for their quality management. The deputy general managers assume direct responsibility for leading the quality management within their respective responsibilities, and the chief engineer bears technical responsibility for the engineering quality.
- Quality responsibilities of the project departments: The managers of the project departments, who are leaders and direct organizers of the project construction, take overall leadership responsibility for the engineering quality.
- Quality responsibilities for the deputy technical managers of the project departments: Assist with the project managers' quality work, and bear corresponding leadership responsibilities for the shared work.

Lifelong engineering quality responsibility system

- Carry out extensive and in-depth quality management education, whole-process quality management activities and QC group activities for all employees. Increase the employees' awareness of excellence, and improve the quality assurance system in accordance with ISO9001:2015 and GB/T50430-2017, in order to better quality control.
- Draw up quality excellence plans, set project quality objectives, formulate corresponding quality assurance measures, implement hierarchical decomposition, assign responsibilities, pay close attention to implementation, and perform dynamic quality control in the whole construction process.
- From the headquarters to secondary units, project departments, construction teams, shift teams, and individuals, quality responsibility letters are signed at all levels. A lifelong quality responsibility system is established at all levels for different departments and fields to perform construction quality management in accordance with the law.



The "Auxiliary Shaft Excavation and Masonry Project of Shaling Gold Mine", "Ramp Section Project of Deep Ore Body Infrastructure Construction Shaft and Tunnel Works of Kamoya Copper-cobalt Mine in the Democratic Republic of the Congo", "Underground Development Works of Lonshi Copper Mine Project in the Democratic Republic of the Congo", "Mining and Cutting Works of Southern Mine Section in the First Mining Area of the Phase I Mining and Processing Project of Pulang Copper Mine" Were Evaluated by China Nonferrous Metals Industry Association as 2023 New Technology Application Demonstration Project.

CASE- Two overseas projects were awarded the 2022-2023 Quality Engineering Certificate of the Nonferrous Metals Industry

On June 20, 2023, the 2023 Construction Project Quality Supervision Work Meeting for the Nonferrous Metal Industry was held in Zhengzhou. At the meeting, the first high-quality projects of the non-ferrous metal industry in 2022-2023 were commended. No.1 Air Shaft Excavation and Masonry Project of Congo-KAMOA Copper Ore Development System and Congo-Kinshasa Musonoi Project undertaken by JCHX were evaluated as "High-quality Projects of the Nonferrous Metals Industry (Ministerial Level)". In the process of creating excellence in the KAMOA and Musonoi projects, our overseas project teams overcame challenges such as tight construction schedules, high standards, heavy tasks and the epidemic. They actively communicated with all parties to solve problems to ensure smooth project construction, and improved project construction through scientific management and strict quality control.

The two overseas mining service projects that won the award this time represented the current advanced construction of China's nonferrous metals industry. They fully reflected our comprehensive strengths in the mining service sector, and the abundant outcomes achieved in completely improving quality management by taking several measures together under the guidance of the "Fifth Five-Year Plan" and lead of Mining 4.0.



Awarded 2022-2023 Quality Engineering Certificate of the Nonferrous Metals Industry

Customer services

Upholding "considering customers foremost and coexisting harmoniously" as the core values, we continuously optimize customer services at home and abroad. The Company is committed to continuously optimizing the customer service management system, improving customer satisfaction, working hand in hand with the customers with excellent service quality, and striving to achieve mutual benefit and win-win with the customers.

Customer Management System

The Company has formulated a set of comprehensive Customer Management Measures to continuously improve its services and reputation through systematic processes and standards, in order to ensure that it may satisfy the diversified customer needs to the maximum extent, establish and maintain long-term favorable customer relationships.

Management of existing customers

- During holidays or major events, actively visit and condole corresponding business management centers or units .
- When related personnel of the customers come to the Company to consult about businesses, the departments shall cordially receive them to provide satisfactory and thoughtful services for the guests. The offices at all levels shall arrange pick-up, accommodation, ticketing and other services for the guests.
- The reception and entertainment shall be arranged by the offices at all levels. In principle, the guests shall be accompanied by the business supervisors and leaders. For important guests, a request may be made to the chairman or president for accompanying.
- When the executives and leaders of our branches/divisions go to the project departments to inspect work, they ought to actively contact and communicate with the top leaders of the customers to enhance mutual trust and friendship of cooperation.
- Our operations management center organizes customer satisfaction surveys on and visits to some customers every year.

Management of potential customers

- Identify specific persons for tracking potential customers.
- The specific tracking personnel shall regularly or irregularly contact the supervisors of the customers by phone, and arrange meetings if possible.
- When related personnel of the customers come to the places where the Company, its branches/divisions are located for business travel, the guests shall be invited to visit and inspect the Company.
- Any customer's request for assistance for support shall be actively satisfied.

Customer management measures of JCHX

Customer satisfaction

To continuously improve its customer services, the Company insists on conducting a comprehensive customer satisfaction survey every year. The survey focuses on the services provided by the Company, covering multiple key dimensions such as project quality, construction progress, safety and environmental protection, and services, in order to ensure that the Company may exactly understand customer needs and continuously optimize the Company's service processes and standards.

Customer satisfaction

2021

92.68%

Customer satisfaction

2022

93.55%

Customer satisfaction

2023

91.66%

Customer complaint and feedback

The Company has consistently obeyed the process specifications established in the Customer Management Measures, upholding "timeliness, sincerity and accountability" in handling customer complaints. When receiving customer complaints, the Company will quickly summarize the information for its operations management center or overseas divisions. Subsequently, relevant teams will be organized to conduct thorough investigations to confirm the details of the complaints. Response and rectification measures will be put forward right after verification. After all decisions are reported to its president for approval, the Company will provide detailed feedback on the handling results to the customers in writing within seven working days.

We remain "sincere" in handling complaints. No matter if the complaints are true, the departments treat all customers cordially, sincerely and humbly, ensuring that their voices are heard and respected. The company also emphasizes the importance of "accountability". For the complained units or individuals, the Company will fairly assign responsibilities, impose corresponding financial penalties or implement assessment measures according to the situation to ensure that similar problems do not happen again.



Index	Unit	2021	2022	2023
Number of customer complaints	/	3	2	2
Customer complaint handling rate	%	100	100	100

Sustainable Supply Chain

Supplier Management

Sustainable supply chain management is an important factor for empowering the sustainable development of enterprises. JCHX integrates the sustainability concept into every link of the supply chain. Internally, JCHX continuously optimizes the supply chain management system and resolutely prevents potential supply chain risks. Externally, it actively advocates and promotes that the upstream and downstream suppliers shall fulfill their social responsibilities, work together to build a transparent, cooperative and responsible supply chain, and jointly move towards a bright and win-win future.

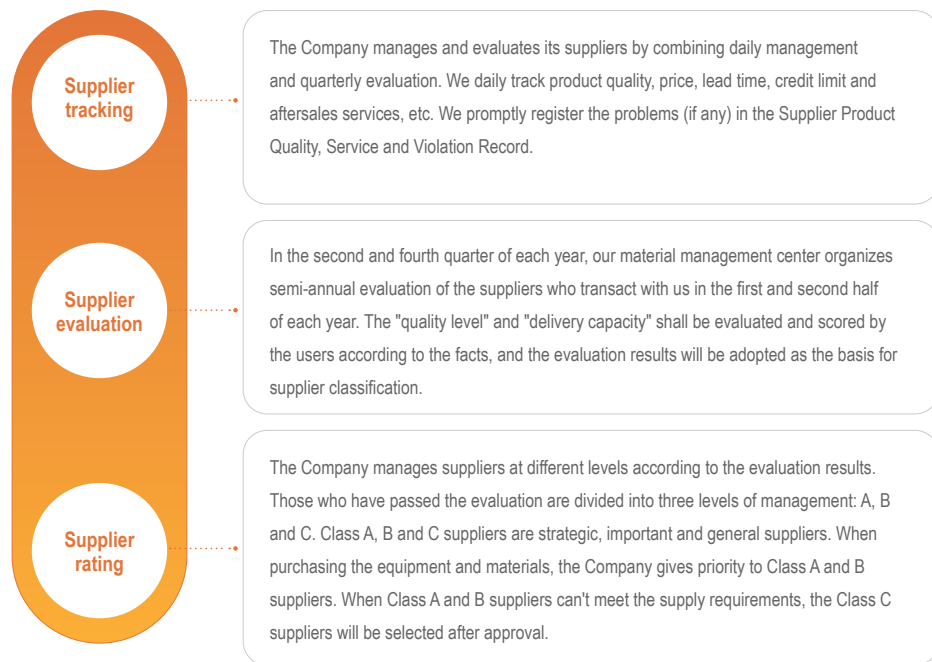
The Supplier Management Measures have been formulated, in order to standardize the management of equipment and material suppliers (including consignment suppliers) of the Company and its subordinate units, optimize procurement resources, avoid procurement risks, ensure procurement quality and control procurement costs. The Company has created a qualified supplier database. In addition to open tendering for procurement, it shall also be strictly stipulated that the suppliers shall be selected from the qualified supplier database when purchasing equipment and materials. Adhere to three major principles for supplier management:



Supplier Onboarding

Strictly controlling supplier onboarding from the sources, JCHX has prepared standard documents such as Review Items and Details of Material Supplier Onboarding and Qualified Supplier Evaluation Form. All intended suppliers must follow the application recommendation, prequalification, onboarding review and onboarding procedures. Our material management center and procurement unit are responsible for organizing the preliminary examination of application materials for supplier onboarding according to their authorities. On-site inspections of the suppliers applying for onboarding may be organized. Inspection reports may be prepared from the perspective of company profile, production equipment and operation, quality control, R&D capabilities and actual product usage, etc., which may be reckoned as important basis for supplier evaluation.

Daily Supplier Management and Evaluation



Supplier Audit

Our material management center and secondary units shall conduct daily supervision and quarterly inspection on supplier management. Our audit and supervision center shall supervise the supplier management according to its duties and authorities. Conduct random inspections on the management of the subordinate units' qualified suppliers every quarter. No less than 30% of the qualified suppliers shall be inspected at random. A rectification notice shall be issued for the problems discovered, and the rectification shall be supervised. The rectification shall be fully performed.

Main details of supervision

- 01 The supplier onboarding is not performed as specified;
- 02 Collude with or assist with the suppliers to falsify information or provide false information;
- 03 Fail to report major quality problems or hidden dangers of suppliers;
- 04 Select suppliers outside the supplier database without approval;
- 05 Get derelict of duty, malpractice and accept bribes in the process of supplier management;
- 06 Alter, destroy or disclose relevant information without permission.

Supplier Management Training

The Company conducted new supplier qualification review and approval training for the staff of our material management center and secondary units, aiming at strengthening their abilities to control the suppliers' contract execution, assuring the suppliers' delivery quality, providing better materials and after-sales services for the site, and guaranteeing the Company's interests when disputes arise.

In addition, the Company takes a "zero tolerance" attitude towards the "corrupt" and "dishonest" behaviors of cooperative suppliers. In the contractual treaties concluded with the domestic and foreign suppliers, it is specified that if the suppliers commit corrupt and fraudulent acts, the contracts will be terminated directly and the corresponding losses will be recovered.



Environmental Management of the Supply Chain

We are highly aware that the green supply chain management is an important part of the sustainable supply chain development, so we strengthen the greening of our production and sales. Besides, we procure our upstream suppliers to jointly fulfill their social responsibilities, in order to keep up with the trend of green consumption and drive the entire supply chain to achieve green and low-carbon development. In the supply chain management, the Company advocates that the suppliers shall save resources and reduce their impacts on the environment during their operations. The suppliers are required to actively identify toxic and hazardous chemicals, wastewater and waste gases generated by their own businesses, which must be handled in compliance with corresponding regulations. The suppliers are also encouraged to actively invest in the greenhouse gas emission reduction, to ease the environmental load caused by product delivery.

CASE

Attending the seminar on low-carbon development and green supply chain system construction of the copper industry

On June 14, 2023, a seminar on low-carbon development and green supply chain system construction of the copper industry jointly sponsored by the International Cooperation Center for Economics and Technology, the Ministry of Industry and Information Technology and the International Copper Association was held in Beijing. The conference focused on green supply chain management, aiming to support the copper industry to achieve green, low-carbon and sustainable development through exchange and sharing of research results and typical experiences. The Company has deeply learned that it needs to put itself in the right core position in supply chain management, take carbon management as the main starting point, play roles as a "chain owner", and implement green supply chain management in the copper industry.



Sustainable Communities



Protection of labor rights and interests

JCHX clearly supports related human rights tenets under the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights, as well as International Labor Organization(ILO) Declaration on Fundamental Principles and Rights at Work and relevant standards. We strictly abide by the Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Trade Union Law of the People's Republic of China, Law of the People's Republic of China on the Protection of Minors, as well as the legal provisions related to human resources in the country where the company's overseas projects are located. We have established sound human resource management systems, including internal system documents such as Management Measures for Human Resource Planning, Employee Recruitment Management System, Management System for Labor Relations and Labor Dispatch and Employment Management System, which are continuously optimized and updated to ensure that the rights and interests of all domestic and overseas employees are legally protected.

Compliant Employment

The Company upholds equal employment and treatment of all employees regardless of their nationalities, races, genders, religious beliefs and cultural backgrounds. We ban all forms of discrimination, and avoid child labor, forced labor and gender discrimination. The Company attaches great importance to the legitimate rights and interests of the employees, strictly abides by relevant national laws and regulations where the projects are located, and adopts a series of measures to protect the employees' rights and interests and avoid the use of child labor and forced labor. The systems and specific measures are as follows:

<p>01</p> <p>Laws and regulations</p> <p>The Company strictly abides by the the labor and minor protection laws and regulations of the project locations at home and abroad, to ensure all the rights and interests of all employees are lawfully protected.</p>	<p>02</p> <p>Recruitment procedures</p> <p>During the recruitment, the Company conducts strict verifications by age and identity to ensure that all candidates reach the legal working age and avoid the use of child labor.</p>	<p>03</p> <p>Labor contract</p> <p>Enter into formal labor contracts with all employees to clarify mutual rights and obligations and protect the legitimate rights and interests of the employees.</p>	<p>04</p> <p>Work environment</p> <p>Provide safe and healthy working environment to ensure the employees' personal safety and health at work.</p>	<p>05</p> <p>Supervision mechanism</p> <p>Establish an internal supervision mechanism to clarify the reward and punishment system, and encourage the employees to report all violations. The Company investigates the reported situation and takes corresponding reward and punishment measures.</p>
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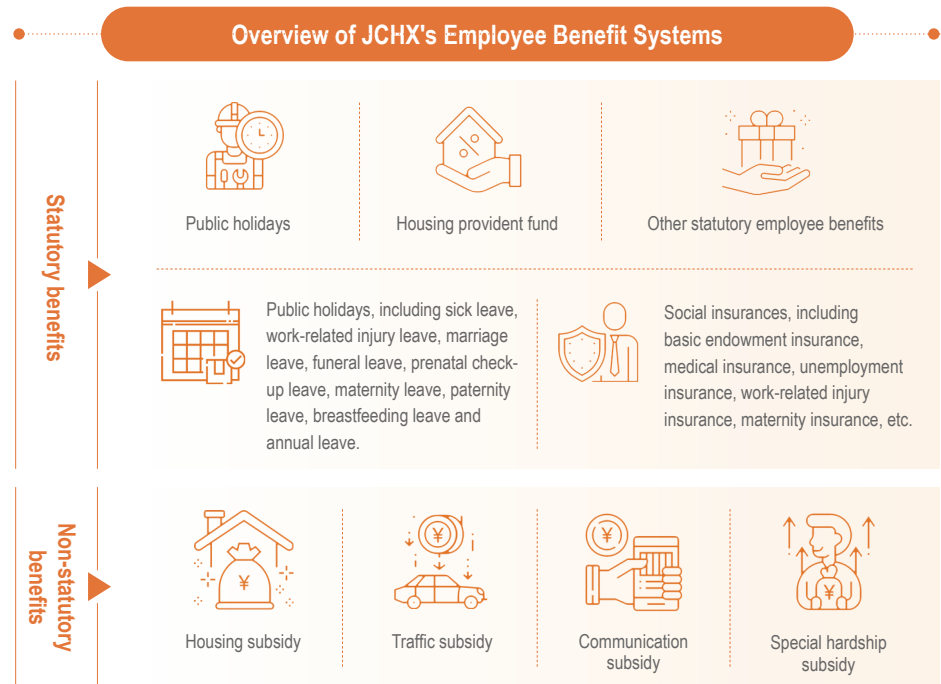
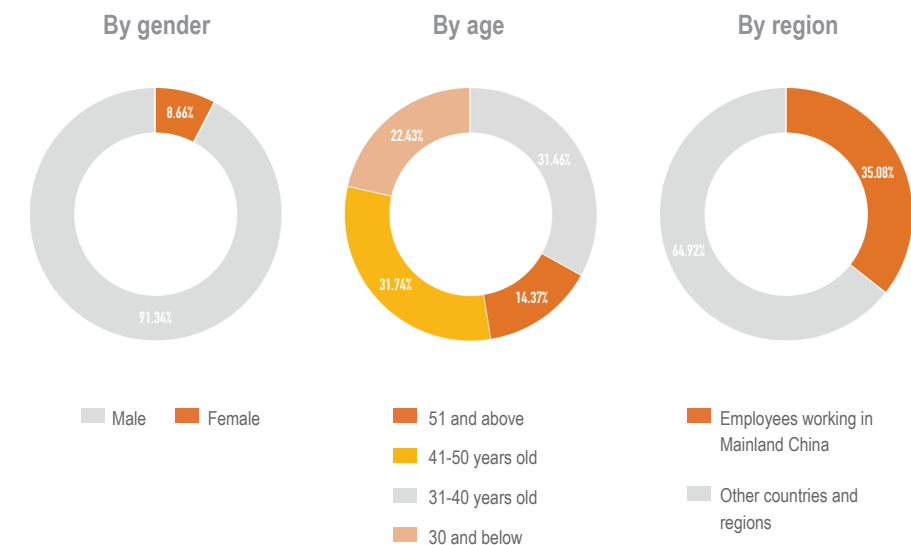
As of the end of the reporting period, the Company had a total of 11,225 employees, among whom 64.92% were recruited outside the territory of China, and the employees were relatively diverse.

Unit:Person	2021	2022	2023
Total workforce	7,677	8,725	11,225
Number of new employees	3,304	3,834	4,380

Benefit systems

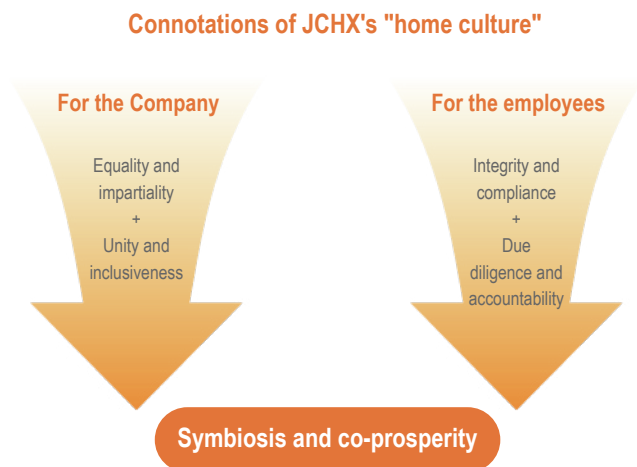
To protect the basic rights and interests of the employees, improve employee satisfaction, promote employee stability and loyalty, and support its long-term development in human resources, JCHX has established a sound welfare management system, which covers statutory and non-statutory welfare such as social insurance, housing provident fund, housing subsidy, transportation subsidy and communication subsidy. During the reporting period, the Company's social insurance coverage rate was 100%.

The Company provides overseas foreign employees with statutory benefits specified under the labor and relevant laws of the countries where the projects are located. In addition, we also make statutory benefits such as free communications, fuel subsidies, employee loans and other non-statutory benefits in accordance with the relevant rules and regulations of human resources for some overseas foreign managers.



Employee Communication and Care

JCHX upholds "home cultures", practising the concept that "the enterprises are employees, and the employees are enterprises". We build a business home of "symbiosis and co-prosperity" by making joint efforts with the employees. We efficiently communicate with our employees and care for them in multiple dimensions, to continuously improve their sense of belonging and satisfaction, and create a bright future together.



The Company attaches great importance to the employees' roles in democratic management, participation and supervision. As instructed by the upper-level trade union, we promote democratic management, establish harmonious labor relations, convene meetings of the Workers' Congress on time, and implement the collective contract negotiation mechanism to truly protect the rights and interests of our employees. Besides, the Company encourages leading cadres to actively attend the enlarged meetings of the democratic life meetings, and facility team unity by finding problems and listening to opinions. In addition, the Company has set suggestion boxes and suggestion books on the front line of projects to actively understand the employees' demands, regularly distribute questionnaires to the employees, continuously unblock and broaden expression channels, and safeguard the legitimate rights and interests of the employees in accordance with the law. We hold special symposiums from time to time, listen to our employees' opinions and suggestions face to face, formulate rectification measures in a timely manner and earnestly implement them. We continuously promote standardized construction and unblock employee communication and feedback channels.



The Company has always cared for the employees and formulated the Management Measures for Subsidizing the Employees in Need, where the types of needy groups, conditions that applicants are supposed to satisfy, standards for subsidizing those in need and application procedures are clarified so that the employees may acquire a more intuitive understanding of the Company's support policies for the needy. The Company also organized special activities to express condolences to the employees in need. In the past three years, we have distributed materials and cash subsidies of more than RMB 300,000, and helped nearly 60 employees in need.

	Unit	2021	2022	2023
Number of supported needy employees	Person	15	26	17

In the past three years

distributed materials and cash subsidies

300,000 + RMB

helped employees in need

60+ person

JCHX carries out a range of care activities for its overseas employees



Overseas Employees Taking Part in the Annual Meeting of the Headquarters upon Invitation



Overseas Employees Taking Part in the Annual Meeting of the Headquarters upon Invitation



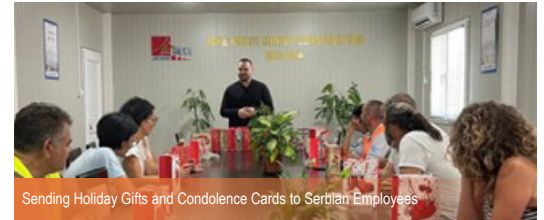
Celebration of the International Women's Day among Female Employees of the Overseas Project



Celebration of the 'International Workers' Day' Event by the Oversea Project

CASE The Company organized celebration activities for the overseas "Miners' Day"

On August 7, 2023, on the occasion of Serbia's annual "Miners' Day", JCHX Peki Project Company organized a celebration event and sent holiday gifts and condolence cards to Serbian employees to express their high recognition and heartfelt thanks for their diligent and hard work.



Sending Holiday Gifts and Condolence Cards to Serbian Employees

CASE Our overseas resident cultural and sports activity center was completed and officially put into operation

On December 22, 2023, the "heartwarming project" of JCHX's overseas project - Chambishi Resident Cultural and Sports Activity Center was completed and officially put into operation, winning praise from our employees and their families. The cultural and sports activity center, with an area of 1,800 square meters indoors, has two floors and provides sufficient space for the residents to carry out cultural and sports activities and the employees to keep fit.



Cultural and Sports Activity Center

Occupational health and safety

Consistently adhering to the business philosophy of being "people-oriented", we uphold "focusing on prevention, combined with control" as our occupational disease prevention and control policy. We pay attention to our employees' health and care for their lives. Continuously increasing our investment in safety, we organize pre-job, on-the-job and post-termination occupational health inspections according to the regulations of the work safety supervision and management as well as administrative health departments. We inform our employees of the inspection results in writing. Besides, the Company strengthens the knowledge training on occupational health, prevention and control of occupational diseases and hazards, improves and maintains facilities for protecting against the occupational diseases, prepares occupational disease protection equipment that meets the requirements for prevention and control of occupational diseases for the employees, and constantly improves the working environment and conditions for the employees. We are committed to achieving the first-class performance in occupational health and safety management. The Company continuously carries out the occupational health management system certification and improves the occupational health management. As of the end of the reporting period, the Company became the executive director unit of China Occupational Safety and Health Association, and passed the ISO45001 Occupational Health and Safety Management System certification.

Protection against Occupational Diseases

Attaching great importance to its employees' occupational health and safety, JCHX strictly abides by laws and regulations such as the Law of the People's Republic of China on Work Safety, Law of the People's Republic of China on Prevention and Control of Occupational Disease, Measures for the Supervision and Administration of Employers' Occupational Health Surveillance, and Provisions on the Administration of Occupational Health at Workplaces. We have formulated and optimized the System for Prevention of Occupational Hazards and Implementation Rules for Occupational Health Management. Our new and transferred employees are informed of their exposure to occupational hazards. We supervise our employees to provide all kinds of protection during their daily work, and deploy different protective measures on site to mitigate occupational hazards. The Company has actively established hierarchical risk management and control mechanisms at the level of the Company, secondary units and posts, to clarify the responsibilities of personnel at all levels.

<p>President of the Company</p>	<p>Organize the identification and evaluation of occupational diseases and hazards in the Company. Be fully responsible for the prevention and control of occupational diseases in the whole Company.</p>
<p>Work Safety Management Center</p>	<p>Plan the measures for prevention and control of major occupational hazards. The safety and environmental protection departments of our secondary units are responsible for guiding, supervising and inspecting the prevention and control of occupational hazards at our subordinate units.</p>
<p>General managers of the secondary units</p>	<p>Organize the identification and evaluation of occupational diseases and hazards at the secondary units. Be fully responsible for the prevention and control of occupational diseases at the secondary units.</p>
<p>Project Manager</p>	<p>Organize the identification and evaluation of occupational diseases and hazards in the project departments. Be fully responsible for the prevention and control of occupational diseases and hazards in the project departments.</p>




Executive Director Unit of the 7th Council of China Occupational Safety and Health Association



Occupational Health and Safety Management System Certificate

For the risk of diseases caused by exposure to dust, noise, other toxic and harmful factors during occupational activities of our employees, the Company implements complete occupational health protection measures to effectively prevent and control occupational hazards under the working environment and occupational diseases of the employees.

In addition, the Company conducts occupational health examination for each new employee before the job, keeps independent occupational health surveillance files for each employee, and maintains records for annual on-the-job physical examinations and on-site occupational hazard tests. We strengthen the testing and inspection frequency for positions affected by occupational hazards to ensure that all protective measures are put in place. In addition, the Company regularly arranges physical examinations for the employees, and adjusts positions in time in case of abnormalities.



Prevention and Control of Occupational Hazards



Dust prevention and control

- Implement dust suppression measures by wet drilling, wet spurring and wet spraying processes.
- Take measures for dust suppression, including rock wall flushing, rock loading, sprinkling, and water curtain for air cleaning.
- Implement measures like sprinkling water on roads, regular dust removal from roads and vehicle driving subject to speed limits.
- Perform mechanical ventilation, properly configure local ventilators, enhance air ducts and promptly extend them, to ensure effective ventilation and dust removal.
- The dust collectors shall correctly wear dustproof masks that conform to national standards as specified.
- Set up safety warning signs for reminding of dust prevention, wearing of anti-dust masks and ventilation.



Noise prevention and control

- Noise controls for mining equipment: Give priority to using electric mining equipment and strengthen repair of air drillers, to ensure that muffler covers are complete and intact.
- Noise controls for air fans: Low-noise and efficient local ventilators shall be used. Muffler devices must be mounted at the air inlets of old-fashioned local ventilators. The local ventilators and muffler devices shall be regularly inspected and maintained to guarantee their intactness.
- The personnel exposed to noise must correctly wear embolic earplugs or earmuffs.
- Set up safety warning signs to remind of noise prevention, or wearing of earplugs or earmuffs.



Prevention and control of toxic and harmful gases

- Choose explosives without oxygen balance.
- Verify ventilation capacity based on the designed usage of explosives for each blasting. The explosives shall not be used beyond the designed limit on site.
- Perform mechanical ventilation and strengthen ventilation management, to make sure of purging the blasting smoke away within the specified time, and guarantee sufficient fresh air volume for the working face.
- Properly design the ventilation system, to avoid series ventilation and air circulation.
- In loading the explosives, always use gun clay, to prevent deflagration and reduce the production of toxic and harmful gases.
- Enhance blind lane management, promptly close down and hang up an eye-catching safety warning sign indicating "No entry".
- When entry is required for work, a special proposal shall be drafted and implemented, to strictly prohibit blind venturous entry.
- Carry and use portable alarm devices for detecting toxic and harmful gases.
- Set up safety warning signs for reminding of detecting toxic/harmful gases and paying attention to ventilation.

Work safety inspections

The Company has established a dual prevention mechanism for risk classification and control and hazard investigation and management based on its own work safety characteristics. This mechanism forms a risk control process of "risk unit division - risk identification - risk assessment - risk classification and control - issuance and execution of safety inspection tasks - level-by-level random inspection and review of the implementation of safety inspections". The Company has developed targeted safety inspection checklists for each position and site, and regularly organizes various types of special safety inspections across the Company. These continuous efforts aim to close management loopholes, improve the work environment, standardize the behavior of operators, and ensure the safe and reliable operation of equipment systems.

In addition, the Company conscientiously implements the spirit of President Xi Jinping's important instructions on mine work safety and the related laws and rules. Around the objectives of controlling major risks, eliminating major hidden dangers, governing major disasters, preventing major accidents and strengthening early prevention, we focus on "thoroughly eliminating hidden accident hazards, solving problems", comprehensively improving intrinsic safety, and continuously promoting the normalization of general investigation and management of hidden disaster factors. The Company has deployed the general investigation and management of hidden factors causing disasters, organized all units to arrange professionals to conduct a comprehensive investigation on site, especially the investigation and identification of safety risks that are difficult to find by on-site operators, including large-section mining, operations on rock broken parts, filling without tightening, mining on multiple middle sections, and mining sequence inconsistent with the design. Disaster-causing factors within the scope of our contracts shall be rectified in time, and if they need to be solved by the owners, all secondary units are required to communicate and send a written letter to the owners. The relevant matters shall be reported to the Company.

Management measures for investigation of hidden dangers and management of "three violations":

Establish frequency standards for employee safety inspections of risk units at different risk levels.



Based on the risk level of the risk units and professional inspection requirements, the Company has discussed and formulated basic standards for the frequency of safety inspections for each risk unit. These standards mainly include the frequency standards for team-based safety spot checks, as well as the frequency standards for management personnel to conduct SOP checks on teams and on-site standardization checks of site environments. Based on the frequency requirements of on-site management personnel, professional department management personnel, and manager-level safety inspections, the Company has formulated a weekly inspection plan for project department management personnel. Inspections are carried out according to the plan, and two levels of the Company conduct random inspections and reviews of the on-site implementation. They urge and guide the project department to carry out safety inspections in accordance with standards.

Strengthen the investigation and handling of substantive violations.



The Company's safety information system has a built-in business flow for recording violation behavior norms, eliminating the phenomenon of non-substantive violations being used to meet targets, and improving the quality of on-site violation correction and management.

Refine the management of on-site hazard investigation and management.



The Company utilizes the safety information platform for real-time analysis of on-site safety management data. This shifts the focus of safety management from simple data statistics to the implementation of hazard investigation and management. Through the information platform, the Company routinely tracks the rectification and closure of on-site hazards, as well as the coaching and assessment of violators. Timely and targeted actions are taken to ensure that unsafe conditions of objects and unsafe behaviors of people are controllable. This prevents the recurrence or repeated occurrence of similar safety hazards, forming a long-term management mechanism.

In addition, to standardize our setup and management of safety warning signs and safety management signs, give full play to their warning and guiding roles in work safety, reduce and avoid accidents, we have established a Safety Sign Management System and supporting implementation rules according to the Safety Regulations for Metallic and Non-Metallic Mines, Mine Safety Signs (GB/T14161-2008) and Safety Signs and Guideline for the Use (GB2894-2008). We formulated the Management System for Safety Signs and supporting implementation rules, to ensure standard settings of safety publicity slogans, and made routine publicity, in order that the employees would truly regard their safety foremost.



CASE Performing special major safety inspections on explosive management

To further strengthen the safety management of civil explosives, strictly implement the main responsibility for corporate work safety, standardize all our units' practices in management and use of explosives, and effectively prevent explosion-related safety accidents, we carried out special safety inspections of explosion-related management, thoroughly implemented a series of decision-making arrangements of the State Council and Beijing on strengthening work safety, implemented the spirit of the conferences on the investigation and rectification of potential safety hazards of explosion-related units held by Beijing Municipal Public Security Bureau in July, and adhered to the principle of "safety first, prevention foremost and comprehensive management". For the purpose of "detecting hidden dangers, promoting rectification and preventing accidents", we comprehensively carried out major inspections, investigations and rectifications, strengthened explosion-related safety management, enhanced the rectification of explosion-related hidden dangers, blocked the loopholes in explosion-related management, effectively prevented and resolutely curbed explosion-related accidents.



Special Safety Inspection of Explosion-related Management

CASE Organizing and carrying out special investigation and rectification actions for fire hazards

Adhering to the principle of "four treatments", the Company conscientiously learned lessons from the major fire accident caused by the underground belt fire that happened on September 24 in Shanjiaoshu Coal Mine, Panzhou City, Guizhou Province, issued the Notice on Special Investigation and Remediation of Fire Hazards, and organized all units to carry out special investigation and rectification actions for the fire hazards, thus effectively preventing the occurrence of fire accidents.



Special Investigation and Rectification of Fire Hazards

CASE Carrying out the "recollection" activity for special shaft safety inspections

The Company organized and carried out special shaft safety inspections in a centralized manner. In the fourth quarter, we organized equipment, technology, safety and other professionals of our units to carry out "recollection" activities for special shaft inspections. We focused on reviewing the rectification results of special inspections and the implementation of preventive measures in the second quarter. In addition, the tightening of the derricks, anchor bolts, connecting bolts, etc., the reliability of the braking system, overload and overwind protection devices, and the compliance of different locks of signal systems, wellbore suspension devices, and wire rope safety factors, effectiveness of the project inspections and tests were comprehensively inspected to ensure safe construction of the shaft projects in the fourth quarter.



Special Shaft Safety Inspection

Safety Emergency Management

To prevent and control potential accidents or emergencies, make emergency preparedness and response, safeguard our employees' health and life safety, minimize property losses, environmental damages and social impacts, and improve our ability to fight against risks and prevent accidents, we drew up the Emergency Management System for Work Safety Accidents and Emergency Plan for Production Safety Incidents in accordance with the Law of the People's Republic of China on Work Safety, Regulation on Work Safety Licenses, Beijing Municipal Measures for Work Safety Supervision and Administration of Mining Construction and Geological Exploration Enterprises, Regulation on Emergency Responses to Work Safety Accidents, Certain Regulations on Enhancing the Safety Management of Outsourcing Projects in Metal and Non-metal Underground Mines, other laws and regulations. Adhering to the principle of "being people-oriented, focusing on prevention, implementing unified leadership, assigning hierarchical responsibilities, and being scientific and practical", we brought the roles of emergency leading groups at all levels into play. We did a good job in risk assessment, material reserve, team building, equipment improvement, plan drills and other work under normal conditions. We made hierarchical emergency responses dependent upon the hazard degree and scope of impacts of the accidents. The Company insisted on full participation and organized regular emergency drills. During the reporting period, we organized a total of 110 emergency drills for accidents.



Field Emergency Response Training of Shilu Marine Mine Project



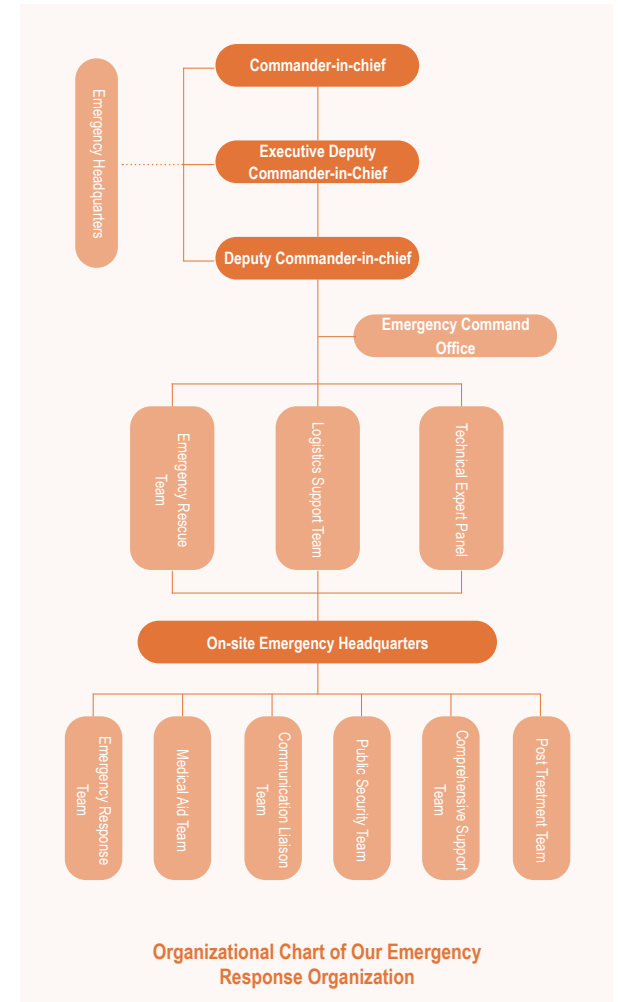
Field Teaching of Hubei Jinchengxin on Use of Fire Extinguishers



Emergency Rescue Drill on Poisoning and Asphyxia



Emergency Rescue Drill on Poisoning and Asphyxia



Creation of Safety Cultures

Focusing on achieving annual work safety goals, JCHX implemented safety education and training in accordance with its Notice on Issuing Opinions regarding Work Safety Arrangements in 2023, promoted the implementation of SOPs for the employees' jobs, strengthened all the employees' awareness of safety management standardization, and continuously promoted standardized project construction for safe and civilized production. Meanwhile, we regulated the work against "three violations", deepened the construction of a dual prevention mechanism, implemented hierarchical management and control of safety risks, regularly carried out investigation and management of hidden dangers, implemented a system for the leaders to lead teams to go down the shafts, advanced the jobs critical for work safety, and shifted the focus of work to the lower level. In addition, the Company attached great importance to occupational health management, actively promoted safety information management, improved technical means for safety management, better the safety responsibility system for all employees, the whole process and all aspects, and continuously carried out different safety activities. During the reporting period, our total safety training hours were 21,581 hours.

During the reporting period

total safety training hours

21,581 hours

CASE The Company organized safety education and training

To further improve our safety management, firmly cultivate the safety awareness of our management and technical personnel, and improve the safety skills of operators in different posts, the Company organized different forms of safety education and training. A total of 121,853 persons were cumulatively trained by our units at home and abroad.

During the reporting period

trained by our units at home and abroad

121,853 persons



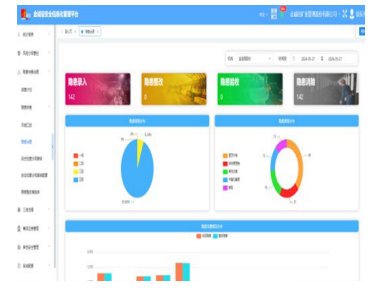
Safety Education and Training



Safety Education and Training

CASE Deeply promoting the construction of a safety information system

Intensively promoting the construction of a safety information system, which was an important part of our safety management in 2023, was also an important means for the "whole-process" safety monitoring of production operations. In the first half of the year, our Work Safety Management Center continuously promoted the safety management business online in conjunction with the promotion of our Mining 4.0. At the beginning of the year, a new version of the safety information system was released. The classified risk control, hidden danger investigation and control (SOP scoring management), governance of three violations, leadership, shift handover by the management, diesel statistics, firework statistics, certificate management module and related reports were redeployed. Training on operation of the safety information system was organized for the units at varying levels. During the progressing in 2023, we focused on tracking the on-site implementation of business modules, summarizing problems existing in the use of the systems in a timely manner, and offered prompt feedback to the software company for optimization and processing. Regarding operational problems, the Company organized business training on the operation and use of information systems for many times to correct the wrong usage methods in time.



Safety Information Management Platform of the Company

CASE Safety campaign on "everyone talking about safety, everyone knowing how to respond to emergencies"

At the end of May 2023, the three-level work safety leadership agencies of the joint-stock companies, secondary units and project departments (project companies) held the kick-off meetings of 2023 "Work Safety Month" to publicize the significance, plans and requirements of the event for all employees. The units at all levels organized the employees to sign the banner where the theme of the event was indicated for commitment - "Everyone talking about security and knowing how to respond to emergencies." The high sense of ritual and bright banner slogan created a remarkable atmosphere for the Safety Month events. In addition, all units actively participated in the online knowledge competitions on the theme as required by the Safety Committee's Office. Among them, the Southern Branch also organized a 20-day online question-answering activity within the branch. During the reporting period, a total of 3,395 people took part in the online knowledge contest, and 28,489 people answered questions.



Safety campaign on "everyone talking about safety, everyone knowing how to respond to emergencies"

During the reporting period, the Company actively responded to the call of the national "Work Safety Month" activity, thoroughly implemented the important expositions of President Xi Jinping on work safety, early planning, early deployment, detailed guidance and frequent inspections.

- With the focus on special investigation and rectification actions, we carried out publicity activities for the chief persons in charge at varying levels to take the lead in five aspects. During the Safety Month, a total of **57** "Safety Commitment Fulfillment" activities were carried out by our main persons in charge, with **3,394** participants. **52** publicity activities were carried out with **1,438** participants, with the theme that "I know the risks of hot works. **56** sessions of safety training were conducted for the workers engaged in hazardous operations such as welders, with more than **752** participants. **22** "outsourcing and leasing investigations" were carried out, with **286** participants.
- Publicity activities were carried out for all employees to find hidden dangers around them. In conjunction with the national major hidden danger investigation and rectification actions, all our units organized the investigation of their respective major hidden dangers, established a reward mechanism for whistleblowing, and encouraged all employees to find potential safety hazards around them. Since the organization of these activities, our units had investigated and exposed **62** major accident hazards and outstanding problems, and taken corresponding rectification actions.
- Advocating full participation, we organized and performed regular emergency drills. Our units organized a total of **62** accident emergency drills, with **2,262** participants, and carried out **90** self-rescue and mutual rescue skills training sessions for the employees, with 3,955 participants.
- "Safety Publicity and Consulting Day" was carried out. Our units cumulatively organized **46** on-site activities for the "Safety Publicity and Consulting Day", with **1,672** participants.
- Other safety activities were organized. In addition to the activities specified by us, our units independently organized or actively participated in different activities, including "First Aid and Occupational Health Knowledge Education and Popularization" lectures, speech contests on the near miss, and safety debates held by the owners and local governments. A total of **190** sessions were organized, with a total of **8,376** participants.

Employee training and development

Talents are the "foremost resources", key elements and important support related to the high-quality development of JCHX. With the steady implementation of the strategy of "two markets", the Company has continuously enhanced its cultivation of international talents, attached great importance to the training of employees in the countries where overseas projects are located, committed to promoting the integration of Chinese and foreign cultures so that employees of different complexions can gather under the banner of JCHX and make due contributions to promoting the development of the international mining industry.

Employee training

The Company constantly improves the talent training system and conducts training programs that satisfy the requirements for career growth in multiple posts. Talent guarantee has been provided for the Company to become an "internationally renowned and domestically leading planner, builder and operator of safe, ecological and intelligent mines". According to our employee training and management objectives, a complete training course system has been established. The training courses focus on Mining 4.0 (standardized). Management, technical and skill course systems have been established for different groups of employees.



Objectives of employees' capability

Continuously conduct professional skills training to ensure synchronous development of the employees' skills and job requirements. Customize personalized training plans to support the employees to improve their abilities according to their own characteristics and career plans. Strengthen the concept of lifelong learning, encourage the employees to continuously acquire new knowledge and adapt to the development trend of the industry.



Objectives of Improving Overall Qualities

Cultivate teamwork spirit, and increase the employees' sense of collective responsibility through team projects and collaborative training. Improve communication and coordination skills, employees' communication skills through simulation drills and actual case analysis. Stimulate innovative thinking and cultivate the employees' innovative problem-solving skills through creative workshops and thinking training.

Employee Training and Management Goals of JCHX



Job requirements and objectives of problem solving

Design targeted training courses in close combination with the job requirements, to ensure that the training content is closely related to work. Strengthen problem-solving training, and improve the employees' ability to cope with challenges through case analysis and role playing. Promote the practical application of training outcomes through workshops and hands-on projects to enable the employees to apply what they have learned in their jobs.



Objectives of organizational development

Closely integrate with the organizational development strategy to ensure that the training activities are consistent with our long-term goals. Support sustainable development, enhance the employees' sense of environment and social responsibility through training, and promote the Company's social responsibility practices. Solve organizational problems, improve the employees' understanding of organizational operations through training, and enhance their ability to solve organizational problems.



CASE Training activities for middle and senior management in 2023

On April 11, 2023, JCHX organized the first training for middle and senior management in 2023 at Miyun JCHX College, and the training lasted for 5 days. This training was conducted offline, where the lectures were given personally by Wang Xiancheng, the founder of the company. Our executives and expert panel respectively discussed the opportunities and challenges faced by us under the new situation, corporate development strategies, corporate cultures, and Mining 4.0 in different businesses. Topics such as the advancement of businesses, application of new technologies, and improvement of business skills were explained in depth. A total of 33 employees, including general managers of our centers, heads of our domestic secondary units (chairmen, general managers, general branch secretaries), domestic project managers and the managers of our foreign secondary units, department heads, and managers of our project departments who were on vacation in China participated in the training, wrote papers on the application of Mining 4.0 (standardized) in their respective fields of work, and made speeches on their learning experience. Chairman Wang Qinghai generally commented on the teaching results.



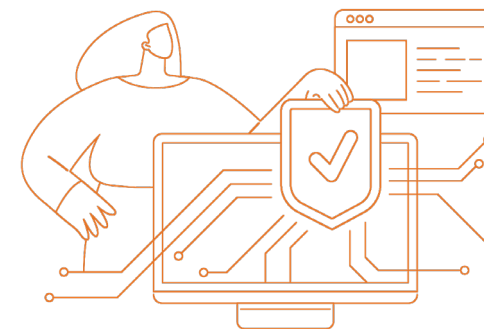
The First Training for Middle and Senior Management in 2023

CASE Orientation training for the fresh graduates

From August 1 to August 11, 2023, 180 fresh graduates from Central South University, University of Science and Technology Beijing, Jiangxi University of Science and Technology and other institutions gathered at our Miyun base to participate in a ten-day orientation training event. Wang Xiancheng, the founder of the company, Wang Qinghai, the chairman of our Board of Directors, and other leaders appeared in the event in person to teach the fresh graduates, answer their questions and dispel their doubts.



Orientation Training for Fresh Graduates



CASE Chinese and foreign employees demonstrated their demeanor in Chambishi equipment repair skills contest

To create a working atmosphere of catching up with each other, organize competition instead of training, promote training via competitions, and improve the equipment maintenance skills of Chinese and foreign employees, from August 11 to 12, 2023, Chambishi Project Company held the 3rd Trackless Equipment Maintenance Skills Competition. Relevant leaders of the owner were invited to attend the opening ceremony of the competition. 32 Chinese and foreign employees participated in the competition. This competition was divided into two groups: individual and group, and comprised of two links: theoretical knowledge assessment and practical competition. The assessment covered measurements by vernier caliper and micrometer, metric and imperial identification, knowledge assessment on tolerance fit, general assembly disassembly and assembly process, equipment fault judgment and elimination, hydraulic system and engine valve clearance adjustment.

After fierce competition, Mwape Mumba from 8 Hundered West won the first place in the individual maintenance skills competition; Sichinai Lucky from the Equipment Room won the first place in the engine repair skills competition; Wang Shuai, Alex Kampinda and Chikwanda Henry from Laopan District won the first place in the group competition. Shang Jilin, project manager of Chambishi Project Company, Hu Yongguang, deputy manager of equipment and materials, and others presented prizes to the winners.



The Third Skills Competition of Chambishi Project Company

Educational Background and Qualification Support

In addition, the Company encourages and supports the employees to upgrade their academic qualifications and skills, and rewards those employees who receive external qualification training for improvement, in order to promote the improvement of the employees' comprehensive qualities and competitiveness in career development.

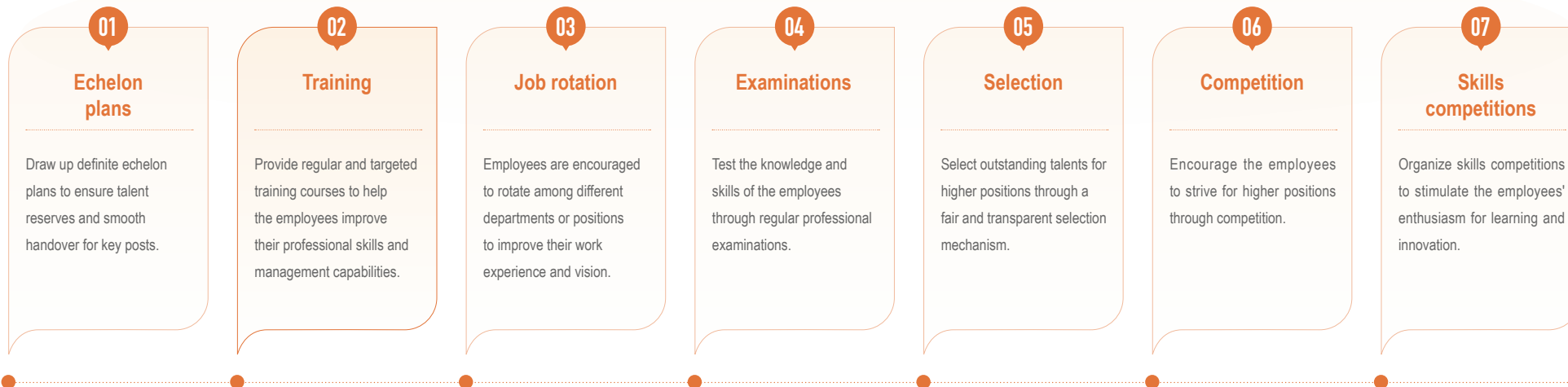
- An employee who passes the first-level construction engineer qualification examination for mechanical and electrical engineering will be given a lump-sum reward of **RMB 12,000** after registering under our project and obtaining the B safety certificate;
- An employee who passes the first-level construction engineer qualification examination for mining engineering will be given a lump-sum reward of **RMB 10,000** after registering under our project and obtaining the safety B certificate;
- An employee who obtains a qualification directly related to our business or qualification such as a certified mining engineer or a certified structural engineer will be given a lump-sum reward of **RMB 20,000** after registration by us;
- An employee who obtains a qualification directly related to our business or qualification such as certified second-level construction engineer and certified cost engineer, will be given a lump-sum reward of **RMB 3,000** after registration by us.

Talent Training

Upholding that "talents empower an enterprise", we consistently combine external introduction with internal training. Advocating "giving priority to morality, paying attention to performance and organizing competitions" as our talent development concept, we concentrate on activating the inner driving force for talent innovations. We have built a team of dedicated, tenacious, professional and pragmatic talents with broad horizons. Gradually, the talent training sequences have formed in respect of management, technologies and skills. The Company attaches importance to the balanced development of management, technical and skilled talents. We comprehensively plan the establishment of a talent system in a sequential and hierarchical manner. Fill talent gaps by diversified methods such as internal training, campus and social recruitment. Emphasize the evaluation and selection criteria for talents with both capabilities and good virtues. Give priority to morality and take job performance into account. For overseas talents, we adopt systematic and comprehensive recruitment procedures and management systems, focusing on legal compliance and adapting to local cultures.

The Company implements a range of comprehensive and effective personnel training measures to provide overall growth opportunities for managers, technicians and skilled personnel, and promote its common development with the employees:

Talent Training Measures of JCHX



Through these measures, the Company cannot only cultivate a talent team with strong management capabilities, excellent comprehensive skills and high professionalism, but also provide employees with a fair and just growth platform so that all of them have the opportunity to achieve their career development goals.

The Company has a mature and complete career development path and personnel promotion mechanism, including the examination for internal professional titles, selection or competition of management staff and technical competitions:

Examination method

- Generally applicable to professional technicians;
 - The Company sets up different internal title sequences such as 13-level internal titles corresponding to 16 professional sequences, including professor-level senior engineers, senior engineers, engineers, assistant engineers and technicians in the engineering sequence. The employees can be promoted to professional titles and obtain corresponding salary and benefits by taking exams.
- The Company formulates detailed examination syllabuses and rules. We establish special examination institutions and evaluation committees to ensure that the examinations are impartial and scientific.

Selection and competition methods

- Generally applicable to managerial personnel;
- We set different management positions such as supervisors, senior supervisors, assistant managers, deputy managers, managers, assistant general managers, deputy general managers and general managers. The employees can strive for promotion opportunities through selection or competition.
- The Company establishes job requirements and selection criteria, and organizes relevant departments and professionals to participate in the selection and assessment to ensure that the selection is fair and reasonable.

Competition or contest

- Generally applicable to skilled personnel;
- The Company organizes skill competitions or contests to assess the employees' skills and adaptability, in order to determine the employees' professionalism and promotion direction. A total of 13 ranks are set for promotion of technicians.
- Generally, we set up special skills assessment committees or skills training agencies to conduct comprehensive skills training and assessment for technicians and employees, in order to ensure that the employees' skills are completely improved.

During the reporting period, the Company especially paid attention to the cultivation of skilled talents, optimized and implemented the standard operating procedures (SOPs), scoring and evaluation systems of the project departments, updated the corresponding training plans, and selected and cultivated talents with professional skills. Through optimization and updating, the training and development mechanisms for skilled talents are more mature and efficient.

During the reporting period, our highlights in talent training for school-enterprise cooperation:

Social practice during the summer vacation: The Company cooperated with **12** colleges and selected **46** students to participate in the social practice during their summer vacation, with a view to enabling the students to understand the mining industry and attract the young students to join the mining industry.

Scholarship and grant management of JCHX: The Company entered into scholarship and grant funding agreements with **8** institutions of higher learning, developed good communication channels, communicated with relevant universities on scholarship matters during campus recruitment and student selection for practice during the summer vacation, and completed the contract renewal.

Employment guidance courses for university students: The Human Resource Management Center dispatched a group of lecturers to provide employment guidance courses in several institutions of higher learning to help students master employment-related knowledge and increase the Company's popularity and influence in relevant institutions.

School-enterprise joint training and employment projects: The Company took the initiative to get involved in the third employment education project of the Ministry of Education, applied for approval of the employment practice base project, which was approved, and attracted **14** project leaders from **13** universities to join the project.

Teachers and students of China University of Mining and Technology (Beijing) visited the Company for observation and exchange: Teachers and students of China University of Mining and Technology (Beijing) visited our headquarters for visit and exchange, and carried out practical teaching activities on employment guidance to strengthen school-enterprise cooperation.

Visit to the Company for increasing posts and school-enterprise cooperation: Our leaders conducted in-depth communications with university leaders, optimized school-enterprise cooperation, and enhanced our influence and popularity in the domestic non-coal mining field.

Sponsorship for sports events of institutions of higher learning: We sponsored sports events of institutions of higher learning, including "JCHX" Cup Sports Culture Festival of Kunming Metallurgical College, thus enhancing our popularity and employer brand effects in the target institutions.

Conclusion of school-enterprise framework cooperation agreements: We entered into a school-enterprise framework cooperation agreement with Jiangxi University of Science and Technology, entering a new stage of cooperation, and supported the graduate basketball teams from resources and environmental science colleges by sponsoring sportswear and adopting other forms, which enhanced our influence and attraction among the graduate students.

Remuneration and Performance Appraisal

According to our development strategies, we uphold "giving priority to benefits and considering equality". JCHX has formulated the Salary Management System, established a reasonable return mechanism based on its benefits and personal performance, played due incentive roles of remuneration, fully mobilized the enthusiasm, initiative and creativity of the employees, and guided the employees to coexist, prosper and develop together with the Company in a long term.

Strategic orientation principle

To ensure the support of the remuneration system for its development strategies, the Company adheres to a remuneration strategy that is competitive in the industry. On the premise of achieving our development strategies, we continuously improve our employee remuneration according to our payment ability and the remuneration level of the industry. The growth rate of total remuneration shall not exceed the growth rate of our economic benefits, and the actual average salary growth rate of our employees shall not exceed the growth rate of our average labor productivity.

Principle of position-based remuneration

According to our value orientation and relative value of different positions, higher remuneration standards are implemented for positions with higher relative value, and lower ones for those with lower relative value.

Principle of skill-based remuneration

Prepare remuneration budget according to our overall performance, and determine individual remuneration of our employees based on their personal abilities and overall performance.

Principle of job-based remuneration

The remuneration is strictly matched with and varies among the positions so that the remuneration system supports the career development of the employees.

Principle of remuneration reduction in crisis

During the period of declining business performance and economic crisis, the automatic remuneration reduction mechanism is activated to prevent excessive layoff and brain drain according to our needs for career development

Performance Appraisals and Feedback Process

On the basis of fairness, impartiality and openness, we have formulated and implemented the Performance Appraisal Management System, and established a performance appraisal and feedback mechanism, to procure the examinees to understand their own strengths and weaknesses. Besides, mutually recognized opinions on ability improvement and expectations for the work results of the next stage have formed. Mutually recognized performance improvement plans are discussed and drawn up. In case of any objection to the appraisal results, the examinees shall first reach an agreement with the immediate superior through communication. If no agreement is reached, the examinees may file written complaints with an HR department at the same level, which will handle the complaints within 5 working days after receiving them.

Long-term Incentive Mechanisms

To further consolidate the stability and stimulate the efficiency of our management and technical backbone teams, we continuously improve our remuneration and incentive policies. We have developed an equity incentive mode for intermediate and senior management and technicians. Other production management and technicians of the Company are mainly encouraged by excess profit awards, thus laying an important foundation for our subsequent rapid and healthy development. According to the Second Employee Stock Ownership Plan of JCHX Mining Management Co., Ltd. (Draft), the underlying stock rights under the stock ownership plan were distributed to the holders in three phases according to the assessment results on the annual performance targets from 2021 to 2023 after the lock-up period of this stock ownership plan expired. The actual distribution ratio was determined based on the assessment results of each distribution period.

Public Charity and Community Engagement

Consistently adhering to the concept of "considering customers foremost and coexisting harmoniously", the Company has the responsibility culture deeply rooted in the corporate culture and integrated into its business philosophy. Demonstrating its responsibilities as a private enterprise, it actively assumes and fulfills social responsibilities.

Overseas Community Investments

The Company deeply understands that maintaining good relationships with the community is one of the necessary conditions for its sustainable operations. While developing our overseas businesses, we actively establish friendly relations with local communities, and provide support for local bridge and road construction, and local infrastructure construction. We provide assistance for education and health care of local residents; fully respect local social and cultural custom, actively participate in and fund local government public welfare activities, effectively play roles as "good neighbors", and build a responsible, warm and courageous Chinese corporate image in the hearts of local people.

CASE Build a dream of happiness and move towards the future together

On January 2, 2023, the third batch of 80 sets of desks and chairs provided by JCHX for Longxi Village School in Kambowe Town, Lubumbashi City, Katanga Province, Democratic Republic of the Congo was officially delivered for use. Combined with the two donations in 2022, a total of 300 sets of desks and chairs have greatly improved the harsh teaching conditions for the school and overturned the situation of teachers and students sitting around the ground.



Equipping New Desks and Chairs for Classrooms

Schoolmaster NKULU NGOIE ANYOINE expressed his gratitude affectionately in rustic words at the delivery ceremony of the new desks and chairs: "In the past year, we have established a good relationship with JCHX (Sabwe). The infrastructure and economic conditions of Longxi Village are relatively backward. Since Sabwe came to Longxi Village, our school has changed a lot. All the school's utilities and teachers' salaries are provided by the company. I would like to express my heartfelt gratitude to Sabwe on behalf of our teachers and students."

Supporting Local Employment

According to the laws and regulations of the project locations, we actively recruit and attract local talents overseas to participate in project management and construction by implementing localized management, and conduct on-the-job training to provide them with competitive remuneration safe healthy working environment and broad career development space. At present, the Company has become one of the Chinese-funded enterprises that provide the most jobs in Zambia. As of the end of the reporting period, our mining service projects in Zambia and the Democratic Republic of the Congo had provided jobs for more than 5,000 local people.

Education Donations

Actively engaged in educational charity, since 2003, the Company has successively donated money to more than ten institutions of higher learning, and established educational funds such as "JCHX Scholarship (Grant)", "JCHX Graduate Scholarship" and "JCHX Encouragement Scholarship" to promote the development of education in China, help university students achieve excellent academic performance, settle their families' financial difficulties, and encourage young students to actively become talents. As of the end of the reporting period, the Company had provided awards or subsidies for more than 6,900 university students and graduates with excellent academic performance and financial difficulties.

As of the end of the reporting period, our donations to the institutions of higher learning are as follows:

School	Central South University	University of Science and Technology Beijing	Xi'an University of Architecture and Technology	Kunming University of Science and Technology	Northeastern University	Jiangxi University of Science and Technology	China University of Mining & Technology, Beijing	Fanshan Education Foundation	Southwest University of Science and Technology
Annual winner quota	45 winners	10 scholarship winners 6 grant winners	34 winners	35 scholarship winners 30 grant winners	12 undergraduates 8 postgraduates	20 grant winners Teaching reward of RMB 20,000	50 scholarship winners	12 teachers 66 poor students 55 excellent students	Scholarship 10 undergraduates 5 postgraduates
Number of winners	945	320	544	1040	320	395	400	2,394	45

Volunteer Services

The Company carries out pilot activities for the construction of civilized life demonstration zones at the project sites. Our employees take the lead in proposing measures to promote the civilized life and construction in turn every month. The branch committees discuss, study and draw up implementation plans to promote the standardization of administrative backoffice support for projects, corporate cultural construction, management upgrading for organizing different activities.

CASE Beautifying the environment and creating a civilized urban area

In 2023, the Company participated in Miyun activities to create a national civilized city, and all subordinate units carried out activities with the theme of picking up garbage and beautifying the environment.



<< the data is collected as at the end of 2023

Industry exchange and development

JCHX actively carried out industry exchanges, participated in industry forums and summits, joined industry associations, and promoted knowledge sharing and business cooperation.

CASE Wang Xiancheng was titled as Economic Person of the Year in the Nonferrous Metals Industry of China

On February 17, 2023, the 3rd Economic Forum of China Non-ferrous Metals Industry and the Award Ceremony of Economic Figures of the Year and Green Development Leading Enterprises of China Nonferrous Metals Industry was held in Beijing. Wang Xiancheng, the founder of the company, was awarded the "Economic Figure of the Year in China Non-Ferrous Metals Industry". Ge Honglin, a member of the Standing Committee of the CPPCC National Committee and president of China Nonferrous Metals Industry Association, delivered a speech and presented awards to the winning individuals and units.



CASE Our main leaders attended the 2023 Mining Frontier and Informatization & Intelligent Technology Annual Conference and delivered speeches

From April 13 to 15, 2023, the 2023 Mining Frontier and Informatization & Intelligent Technology Annual Conference and the launching ceremony of the Mining Manual and Goodson Biography were grandly held in Changsha, Hunan Province. Wang Xiancheng, the founder of our company, and Wang Qinghai, the former chairman of the Board of Directors, and Vice President Ye Pingxian attended the meeting. Nearly 500 experts, scholars and corporate staff from all over the country, as well as more than 160 universities, scientific research institutes and mining enterprises gathered at the conference. In his speech, Chairman Wang Qinghai analyzed the significance of building modern intelligent mines, and introduced the planning and development ideas of JCHX for mine informatization and intelligence in combination with current industry status and trend. He also called on Chinese mining enterprises to actively respond to the "Digital China" strategy, make innovations, and make concerted efforts to promote the integrated development of our country's mining informatization, intelligence, multi-industry, and interdisciplinary development.



CASE Chairman Wang Qinghai and President Wang Xinyu attended the Mining Indaba

On February 6, 2023, 2023 Mining Indaba was held in Cape Town. Chairman Wang Qinghai and President Wang Xinyu took part in the opening ceremony of the conference, listened to relevant thematic reports and industry discussions, and conducted friendly exchanges and in-depth discussions with domestic and foreign industry partners on modern international mining development cooperation and the latest development trends of the industry. The heads of government from many African countries, organizations of the mining investment industry and mining-related enterprises around the world attended the conference. Approximately 400 enterprises participated in the exhibition. More than 6,000 representatives and exhibitors participated in the exhibition. They could almost represent all stakeholders of the entire industry chain in the African mining industry.



Group Photo Taken on the Site of Chairman Wang Qinghai (Right) and President Wang Xinyu

Industry Honor and Recognition

On March 19, 2023, Chairman Wang Qinghai was elected as the vice president of the third council of China Industry-University-Research Institute Collaboration Association.



Our Chairman Wang Qinghai won the 2023 China Industry-University-Research Collaboration Innovation and Promotion Award - Outstanding Contribution to Industry-University-Research Cooperation Award.



Table: List of Trade Associations Joined by JCHX

Name of the association joined by the Company	Position
China Nonferrous Metals Industry Association	Vice chairman units
China Nonferrous Metals Industry Association (including construction branches)	Vice chairman
Boards of directors of China Mine Engineering and China Nonferrous Metallurgy	Vice chairman unit
China Machinery, Metallurgy and Building Materials Workers Technical Association	Council member
China Gold Association	Council member
China Industry-University-Research Institute Collaboration Association	Vice chairman unit
Smart Mine Branch, China Mechanical and Electrical Products Circulation Association	Vice chairman unit
China Occupational Safety and Health Association	Executive member unit
China Mining Association	Member unit
Metal Mine, Modern Mining	/
China Industry-University-Research Institute Collaboration Association	/
Beijing Enterprise Evaluation Association	/
Beijing Association for Quality	/
China Association of Productivity Science	/

ENVIRONMENT

JCHX regards low-carbon and green circular development as an important engine for driving its sustainable development, fully implements the green and low-carbon development concept in long-term production and business activities, continuously improves the construction of environmental management systems based on its own industrial characteristics, constantly strengthens resource management and sewage prevention and control capabilities through environmental protection technology innovations and introduction of advanced environmental protection equipment, promotes resource conservation and recycling, actively undertakes due legal responsibilities and environmental protection obligations, and strives to make its own contributions to the construction of "green mines".



Environmental Management



Environmental Management Systems and Rules

JCHX strictly abides by the laws and regulations related to environmental protection, including the Environmental Protection Law of the People's Republic of China, Regulations on the Administration of Environmental Protection in Construction Projects, and Procedures on the Administration of Construction Projects, as well as related environmental protection laws of the countries, such as the Democratic Republic of the Congo, Zambia, and Serbia, where overseas subsidiaries are located. We actively promote the construction of internal environmental management system, consistently adhere to the environmental protection policy of "strict regulation, energy conservation, consumption reduction, civilized construction, and environmental protection", and establishes a green and ecological mining process system as the general principle of mine construction and operation, in order to organically combine the efficient mine development and effective environmental protection.

The Company has established a work safety management center to implement a responsibility system for environmental protection. The center is responsible for the management of environmental protection issues such as climate changes, energy conservation, emission reduction, water resources protection, waste treatment and tailings pond management. According to GB/T 24001/ISO 14001 - Environmental Management System Requirements and Use Guide, we have established and continuously improved a complete environmental protection management system with clear responsibilities, and formulated internal management systems, including JCHX Environmental Protection Management System, which covers the implementation of environmental protection responsibilities, waste disposal, control over the discharge of three wastes, resource use and accident accountability. As of the end of the reporting period, the Company passed ISO 14001: 2015 Environmental Management System certification, which covers the general contracting of mine engineering construction and related environmental management activities within the scope of qualification. The Company annually invites the expert panel of Zhong Jian Xie Certification Centre to the site to supervise and audit its environmental management system by inquiring, reviewing various materials and inspecting the project site. We constantly propose improvement plans, optimize risk management and continuously improve environmental management.

During the construction and production, excessive mechanical noise and pollutant discharge cause harm to our living environment. To reduce the pollution and damage to our living environment, we have set clear environmental goals to supervise the completion of work. During the reporting period, no ecological environment and public safety incidents occurred to the Company. We received no administrative penalties due to environmental problems, and all our environmental management targets met the standards.



Environmental Management System Certification Certificate of JCHX

JCHX Environmental Management Objectives

- **90%** civilized construction sites
- **0** environmental violation
- Indicators for the noise on the boundaries of a construction site: The ground noise level is below **70 dB** at daytime and lower than **55 dB** at night.
- Sewage discharge is **100%** up to standard
- Soot emission is **100%** up to standard.
- Solid wastes are **100%** emitted up to standard.
- The flammables, explosives, oil products and chemicals are controlled at **100%**. The prevention rate of environmental pollution sources is **100%**. The compliance rate of noise prevention, dust prevention and water pollution prevention is **100%**.

Investment in Environmental Protection

The Company annually invests sufficient funds in environmental protection to ensure the smooth development in different environmental protection work. During the reporting period, the Company invested RMB 46.8199 million in environmental protection, which were used for environmental monitoring, optimization of construction technologies and facilities, procurement of environmental protection equipment, management of three wastes and water resources, environmental remediation and improvement projects, intelligent construction of green mines, environmental protection training, etc.

During the reporting period

The total investment in the environmental protection amounted to

4,681.99 RMB million



with a year-on year growth of

581%

the operating revenue accounted for

0.63%



Environmental Emergency Management

Potential environmental emergencies identified by the Company during the construction and production include water pollution, air pollution, soil pollution and vegetation destruction accidents. The Company has formulated the JCHX Environmental Protection Management System and Environmental Emergency Reporting and Handling Management System, which clarify the regulations on reporting, on-site treatment and rescue, incident investigation, handling and prevention of environmental risk emergencies. When an unexpected environmental risk event occurs, the person in charge shall immediately initiate an emergency response plan for emergency response to prevent the extension of the accident hazard, and report to the local environmental protection department, Party A, the safety and environmental protection department of the Company within one hour after the occurrence of the event. After the end of the emergency response to the accident, the person in charge shall promptly organize the investigation team to investigate the accident, strengthen accountability management, perform accident responsibility, review the management process and responsibility system, formulate and implement rectification and preventive measures to avoid similar incidents from happening again and effectively improve environmental management.

In addition, the project departments identify environmental hazards during project construction activities and perform risk assessment in respect of them. They establish prevention and control measures for major environmental hazards and incorporate them into the construction organization design.

Employee Training on Environmental Protection

In conducting businesses, the Company attaches great importance to mine environmental protection training, which covers the interpretation of environmental protection laws and policies, sources, characteristics and hazards of mine pollution, training and learning about the Company's environmental protection system, in order to increase the environmental awareness of mine employees, master knowledge and skills about environmental protection, and promote the green development of mines. During the reporting period, the Company conducted a total of 468 training sessions on environmental protection, with a total of 14,040 employees participating in the training.

During the reporting period



a total of training sessions on environmental protection

468 Times



Photo of On-site Training of a Domestic Project Department



Photo of On-site Training of an Overseas Project Department



a total of employees participating in the training

14,040

Resource Utilization



Optimization of Resource Utilization

JCHX actively promotes green and low-carbon operations. We strictly implement national policies and regulations on energy conservation and emission reduction, regard energy conservation and carbon reduction as important support for its high-quality development, continuously strengthen the supervision of energy use, and fully implement the responsibility for energy conservation targets. The Company independently develops new energy scrapers to reduce pollution and improve energy utilization, continuously introduces advanced low-pollution equipment, and makes more efforts to eliminate and update the original backward energy-consuming equipment. Besides, the Company strictly follows energy-saving design specifications and energy consumption standards for production and construction. We adopt advanced mining, excavation and shaft construction techniques at home and abroad to further reduce energy consumption in production and construction.

Green Technologies and Application

Mining by natural caving

JCHX exactly masters the natural caving technology and puts it into use in Pulang Copper Mine, the largest underground non-ferrous metal mine in China. The mining method is useful for mining qualified low-grade underground ore bodies at a lower cost, fully utilizing and saving resources. Meanwhile, it realizes slow subsurface subsidence, avoids destroying surface vegetation, and overcomes the negative impact of open-pit mining on the ecological environment.

Paste backfilling technology

JCHX Paste Backfilling Laboratory conducts special experiments on the waste rocks mined in underground mines, selects the best proportioning scheme to prepare the backfilling paste, and backfills it to the goafs of underground mines, which cannot only avoid the environmental pollution caused by waste rocks mined in underground mines, but also turn wastes into treasure and avoid the potential collapse of goafs.

In addition, we continuously increase our R&D investments, vigorously develop and promote digital mines and intelligent mine management systems, enhance the application of new technologies, new processes and new equipment, minimize pollution and ecological damage in the process of mineral resources development, improve resource recovery rate and utilization rate, and promote the coordinated development of mineral resources development and environmental protection.

| Water resources management

The Company attaches great importance to the conservation and reuse of water resources. We standardize and strengthen our water conservation work and improves resource utilization efficiency in strict compliance with the Water Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China, Water Law of the People's Republic of the Congo, other laws and regulations, as well as the legal provisions related to water resources in the countries where overseas projects are located. During the reporting period, our water circulation and re-utilization rate exceeded 90%.

During the reporting period

our water circulation and re-utilization rate exceeded

90%



Energy Conservation Management Measures

- Set up interceptor ditches and collection tanks at the construction site to collect floor flushing water and initial rainwater, and recycle them.
- Mount flow meters at the water inlets and outlets of the mine water treatment station to monitor water consumption in real time.
- The project department collects the water seeping underground into a special water tank and uses for construction purposes, including dust reduction during rock drilling, slag discharge and bottom clearing.
- Water-saving slogans are posted in the water area of the canteen.



After their precipitation, the domestic water is used for watering to recycle the water resources.

Emission Management



Waste Gas and Wastewater Management

The Company continuously strengthens the prevention and control of pollution and wastes. We are committed to reducing the discharge of waste gas, waste water and solid wastes. The pollutants produced by the Company during the construction and production are mainly waste water generated by wet rock drilling, waste residues arising from tunnel excavation, waste gas from ventilation of mining working faces, etc. Among them, waste gas, waste water and waste residues enter the internal ventilation, drainage and slag discharge system as arranged by the owner. The specific treatment and external discharge are subject to the owner's management, supervision and management of the local administrative environmental protection authority. The exhaust gas from the project ventilation is discharged from the return air shaft to the ground. In addition to a large amount of air, the exhaust gas contains a small amount of carbon dioxide and dust, which has little impact on the ambient air of the mining area.

Wastewater Management Measures

Reduce the wastewater production from the sources, divert clean water from sewage, and lead mine drainage to a settling tank for production water in a processing plant.



Install and continuously optimize wastewater treatment facilities. During the construction period of the project, the construction mine wastewater enters the mine wastewater treatment system for treatment and is discharged up to standard.

The domestic wastewater of projects flows into the domestic sewage treatment station for treatment and disinfection after discharge.

The dressing and smelting wastewater from the dressing and smelting production process is discharged to a tailings pond, and recycled after settling in the pond.

Key Measures for Waste Gas Management

In a mining area, measures such as spraying, sprinkling, and installation of dust removal and ventilation devices are implemented to deal with the dust produced during mining, mineral processing and transportation. The spraying and dust prevention facilities on transportation roads are continuously improved.



After underground blasting, dust is reduced by water sprinkling, and wet rock drilling is performed.

| Waste management

The Company pays close attention to the work of "waste management". We standardize our management and disposal procedures for solid and hazardous wastes, and carry out effective management in strict compliance with the and the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste, other laws and regulations. The main wastes generated during the construction and production are solid wastes from mining activities, a small amount of waste oil from maintenance and transportation vehicles, machinery and equipment, as well as domestic wastes, among which the solid wastes are piled up in special places according to relevant regulations. After its centralized collection, the waste oil is handed over to a qualified unit for unified recycling and treatment. Domestic wastes shall be disposed of together according to the owner's environmental protection requirements.

During the construction period of a project, no waste rock is discharged. The waste rocks produced during the infrastructure construction are used for backfilling industrial sites and roads. Those produced during the production are utilized for filling underground goafs.



| Management of Tailings Ponds

The Company manages tailings ponds in strict accordance with the Global Industry Standard On Tailings Management, Safety Regulation for Tailings Pond of the People's Republic of China, as well as relevant laws, regulations, and requirements of the Democratic Republic of the Congo. With the geographical locations of tailings facilities and their impacts on surrounding ecological environment and biodiversity taken into account, a management system for tailings ponds that conforms to global best practices is constructed, covering design, construction, operation, safety monitoring and so on.

For the tailings ponds operated by the Company, a responsibility system has been established for work safety of the tailings ponds. We have formulated supporting work safety rules and regulations, established a safety risk classification management and control system, and a system for investigating and governing hidden work safety hazards of tailings by identifying safety risks. We regularly carry out hidden danger investigation, promptly rectify the hidden dangers investigated, and regularly issue investigation notices. We draft annual and quarterly business plans and discharge schedules of tailings ponds, to strengthen environmental monitoring to reduce the impacts of wastes on the surroundings.



APPENDIXES

Key Performance Data Sheet

Index of GRI Standards



Key Performance Data Sheet

Index	Unit	2021	2022	2023	
Economic performance					
Operating income	RMB10,000	450,381.06	535,485.99	739,921.45	
Net profit	RMB10,000	45,735.35	60,638.78	103,172.08	
Total tax payments	RMB10,000	21,661.17	46,897.70	63,170.49	
Cash dividend per share (tax included)	RMB	0.10	0.12	0.20	
Governance performance					
Average term of office of Board members	Year	6.8	7.8	6.1	
Whether the CEO of the Company serves as chairman	/	No	No	No	
Percentage of female directors	%	11.11%	11.11%	11.11%	
Percentage of independent directors	%	33.33%	33.33%	33.33%	
Ratio of independent directors in the Audit Committee	%	67%	67%	67%	
If the meetings of the Audit Committee are convened by accounting professionals	/	Yes	Yes	Yes	
Percentage of independent directors in the Remuneration Committee	%	67%	67%	67%	
Percentage of independent directors in the Nomination Committee	%	67%	67%	67%	
Environmental performance ¹					
Annual total investment in environmental protection	RMB10,000	/	687.04	4,681.99	
Sessions of annual training on environmental protection	/	384	480	468	
Total energy consumption	Tons of standard coal	7.60	7.94	9.91	
Energy consumption	Liquefied petroleum gas	Ton	1.80	1.44	1.71
	Petrol	Litre	4,107	4,980	6,352
	Purchased electricity	KWh	404,125	599,833	728,098

*1: The scope of environmental data disclosure is Miyun Office Area where JCHX is registered.

Index	Unit	2021	2022	2023	
Greenhouse gas emissions	Scope 1 greenhouse gas emissions ²	CO ² equivalent (in tonnes)	14.65	15.57	19.49
	Scope 2 greenhouse gas emissions ³	CO ² equivalent (in tonnes)	230.47	342.08	415.23
	Total greenhouse gas emissions	CO ² equivalent (in tonnes)	245.12	357.65	434.72
Use of water resources	Total water consumption	m ³	14,951	15,025	16,480
Waste emissions	Total non-hazardous wastes	Ton	6	8	9
Social performance					
Number of complaints about products and services	/	3	2	2	
Customer satisfaction	%	92.68	93.55	91.66	
Customer complaint handling rate	%	100	100	100	
Per capita remuneration	RMB10,000	13.35	15.74	15.54	
Per capita income	RMB10,000	58.67	61.37	65.92	
Sessions of quality safety training	/	384	480	468	
Number of participants in quality safety training	Person-times	11,520	14,400	14,040	
Employment performance					
Total workforce	Person	7,677	8,725	11,225	
Classification by gender	Male	Person	/	/	10,717
	Female	Person	/	/	508

*2: Scope 1 greenhouse gas emissions are mainly from direct greenhouse gas emissions (including gasoline and liquefied petroleum gas) produced by the consumption of fossil fuels during the Company's operation/production. For the emission factors and calculation methods, refer to the Guidelines for Accounting and Reporting of Greenhouse Gas Emissions from Industrial Enterprises in Other Industries (Trial). The calculation formula adopted is: CO² emissions produced by fossil fuels = fuel consumption * low level heat generation * carbon content per unit of calorific value * fuel carbon oxidation rate * 44/12.

*3: Scope 2 greenhouse gas emissions are mainly from indirect greenhouse gas emissions produced by the purchased electricity consumed during the Company's operation/production. The calculation is based on Appendix 2: Reporting Guidance on Environmental KPIs issued by the Hong Kong Exchanges. The power emission factor adopts the grid emission factor 0.5703 tCO₂/MWh in the Notice on Carrying out Greenhouse Gas Emission Reporting and Verification for Selected Key Industries for the Years 2023-2025.

Index		Unit	2021	2022	2023
By type of employment ⁴	Labor contract system	Person	/	/	11,225
	Dispatch system	Person	/	/	375
By age	51 and above	Person	551	640	1,614
	41-50 years old	Person	2,011	2,404	3,560
	31-40 years old	Person	3,423	3,856	3,532
	30 and below	Person	1,692	1,825	2,519
By region	Mainland China	Person	2,765	3,090	3,938
	Other countries and regions	Person	4,912	5,635	7,287
By type of employment	Senior management	Person	/	/	17
	Middle management	Person	/	/	3,128
	Grassroots employees	Person	/	/	8,080
Number of new employees		Person	3,304	3,834	4,380
Number of employees from minority groups		Person	/	/	328
Number of local employees		Person	/	/	7,287
Total employee turnover rate		%	27.06%	18.53%	25.62%
Total number of trained employees		Person	7,677	8,725	11,225
Total training sessions		/	11	11	11
Total training hours of employees		h	552,744	628,200	808,200
Average employee training hours		h	72	72	72
Health safety investment	Total safety training hours	h	/	/	21,581
	Coverage of social insurance	%	100	100	100
Number of supported needy employees		Person	15	26	17
Public welfare performance					
Total amount of investment in social public welfare		RMB10,000	/	359.01	790.69

⁴: The total number of employees in JCHX is the number of personnel who have signed labor contracts.

Index of GRI Standards

The information cited in this GRI Content Index is reported by JCHX with reference to the GRI Standards from January 1, 2023 to December 31, 2023.

GRI Standards	Disclosed item	Location in the Report
GRI 2: General Disclosures 2021	2-1 Organizational details	About JCHX
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report
	2-6 Activities, value chain and other business relationships	Customer services Sustainable supply chain
	2-7 Employees	Protection of labor rights and interests
	2-9 Governance structure and composition	Sustainability management policy and system, corporate governance Corporate Governance Structure
	2-10 Nomination and selection of the highest governance body	Corporate Governance Structure
	2-11 Chair of the highest governance body	Corporate Governance Structure
	2-12 Role of the highest governance body in over-seeing the management of impacts	Corporate Governance Structure
	2-13 Delegation of responsibility for managing im-pacts	Sustainability management policy and system, corporate governance
	2-14 Role of the highest governance body in sustain-ability reporting	Sustainability management policy and system, corporate governance
	2-15 Conflict of interest	Business ethics Anti-corruption and anti-fraud Anti-unfair competition
	2-16 Communication of critical concerns	Analysis of Substantive Issues
	2-17 Collective knowledge of the highest governance body	Sustainability management policy and system, corporate governance
	2-18 Performance appraisal of the highest governance body	Sustainability management policy and system, corporate governance
	2-19 Remuneration policies	Sustainability management policy and system, corporate governance Employee training and development

GRI Standards	Disclosed item	Location in the Report
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	Sustainability management policy and system, corporate governance Employee training and development
	2-22 Statement on sustainable development strategies	Sustainability management policy and system, corporate governance
	2-25 Procedures for remedying negative impacts	Risk management and internal control
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Communication
	2-27 Compliance with laws and regulations	Risk management and internal control
	2-28 Membership associations	Industry exchange and development
	2-29 Approach to stakeholder engagement	Stakeholder Communication Protection of labor rights and interests
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Analysis of Substantive Issues
	3-2 List of material topics	Analysis of Substantive Issues
	3-3 Management of material topics	Analysis of Substantive Issues
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Highlight and performance in ESG in 2023 Key performance data sheet
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability management policy and system, corporate governance
	201-3 Defined benefit plan obligations and other re-retirement plans	Protection of labor rights and interests
GRI 203: Indirect economic impacts 2016	203-1 Infrastructure investments and services supported	Public Charity and Community Engagement
	203-2 Significant indirect economic impacts	Public Charity and Community Engagement
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-corruption and anti-fraud
	205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption and anti-fraud
	205-3 Confirmed incidents of corruption and actions taken	Anti-corruption and anti-fraud
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Anti-unfair competition

GRI Standards	Disclosed item	Location in the Report
GRI 207: Tax 2019	207-1 Approach to tax	Risk management and internal control
	207-2 Tax governance, control, and risk management	Risk management and internal control
	207-3 Stakeholder engagement and management of concerns related to tax	Risk management and internal control
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Key performance data sheet
	302-2 Energy consumption outside of the organization	Key performance data sheet
	302-4 Reduction of energy consumption	Optimization of Resource Utilization
	302-5 Reductions in energy requirements of products and services	Optimization of Resource Utilization
	303-1 Interactions with water as a shared resource	Water resources management
GRI 303: Water and Effluents 2018	303-2 Management of water-discharge-related impacts	Water resources management Waste gas and wastewater management
	303-3 Water withdrawal	Water resources management
	303-4 Water discharge	Water resources management Waste gas and wastewater management
	303-5 Water consumption	Key performance data sheet
	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
305-2 Energy indirect (Scope 2) GHG emissions		Key performance data sheet
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste management
	306-2 Management of significant waste-related impacts	Waste management
	306-3 Waste generated	Key performance data sheet
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	Environmental Management of the Supply Chain
	308-2 Negative environmental impacts in the supply chain and actions taken	Environmental Management of the Supply Chain
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Key performance data sheet
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Protection of labor rights and interests

GRI Standards	Disclosed item	Location in the Report
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety
	403-2 Hazard identification, risk assessment, and in-cident investigation	Occupational health and safety
	403-3 Occupational health services	Occupational health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety
	403-5 Worker training on occupational health and safety	Occupational health and safety
	403-6 Promotion of worker health	Occupational health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Key performance data sheet
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee training and development
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Protection of labor rights and interests Corporate Governance Structure
GRI 406: Anti-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Protection of labor rights and interests
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Protection of labor rights and interests
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Public Charity and Community Engagement
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable supply chain
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable supply chain
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Occupational health and safety
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Occupational health and safety
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data security and privacy protection


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You can feed back your valuable opinions as follows:

 Tel: 010-82561878

 Fax: 010-82561878

 Address (Fengtai Office): JCHX Building 12, Phase III, Noble Centre, Fengtai District, Beijing

 Postal Code: 100070

Your evaluation of this report: (Please check the corresponding box )

Question	Yes	Average	No
1. Are you satisfied with this Report as a whole?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you think this report can reflect the significant impacts of JCHX on ESG?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Do you think the analysis on the stakeholders identified in this Report and their relationships with JCHX is accurate and complete?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Do you think the information provided in this Report is comprehensive?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Do you think the information provided in this report is readable?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Are you satisfied with the overall layout of this Report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Welcome to put forward other opinions and suggestions on 2023 ESG Report of JCHX.			

