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**To benefit more people  
through the development of Chifeng Gold**

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01

Gold as the Core,  
Focusing on Our Main  
Business

## COMPANY PROFILE

### Overview

Chifeng Jilong Gold Mining Co., Ltd. (Chifeng Gold) is a fast-growing international gold producer, **mainly engaged in the mining, metallurgical processing, and sales of gold globally.**

The company owns 7 operating mines and 1 comprehensive resource recycling company in China, Southeast Asia and West Africa, including Jilong Mining - Zhuanshanzi Gold Mine, Wulong Mining - Wulong Gold, Huatai Mining - Honghuagou Gold Mine, Jintai Mining - Xidengping Gold Mine, Hanfeng Mining - Tianbaoshan Zinc-Lead-Copper-Molybdenum Polymetallic Mine in China, Sepon Au-Cu Mine in Laos, Golden Star Wassa Gold Mine in Ghana. The comprehensive resource recycling project is a disassembly business of waste electrical and electronic products conducted by Guangyuan Technology in Hefei, Anhui Province, China.

Adhering to the core value of **"to benefit more people through the development of Chifeng Gold"**, we attach great importance to the environment, safety, humanistic care and social responsibility. We always adhere to high-quality sustainable development with high ESG standards and are committed to following the highest standards and best practices in the industry.

As a growing publicly listed gold company, Chifeng Gold is committed to **"being a dedicated and professional gold mining company"**. Through continuous innovation of management mechanisms, maintaining cost competitiveness, increasing the acquisition and consolidation of gold resources, utilizing resources effectively, proper development, adhering to **internationalization**, we strive to become a globally welcomed major gold producer.

### Resource Quantity and Production

Mine	Gold Resource Reserves (Million Tons)	Processing Capacity of Processing Plant (Million Tons per Year)
Domestic Gold Mines	5.25	1.35
LXML (Laos)	9.7	3.0
Golden Star Resources (Ghana)	96.96	2.7

Note: Data as of the end of 2022.



**1.664**

Issued Shares  
(Billion Shares)



**30.04**

Market Value  
(Billion Yuan)



**5,137**

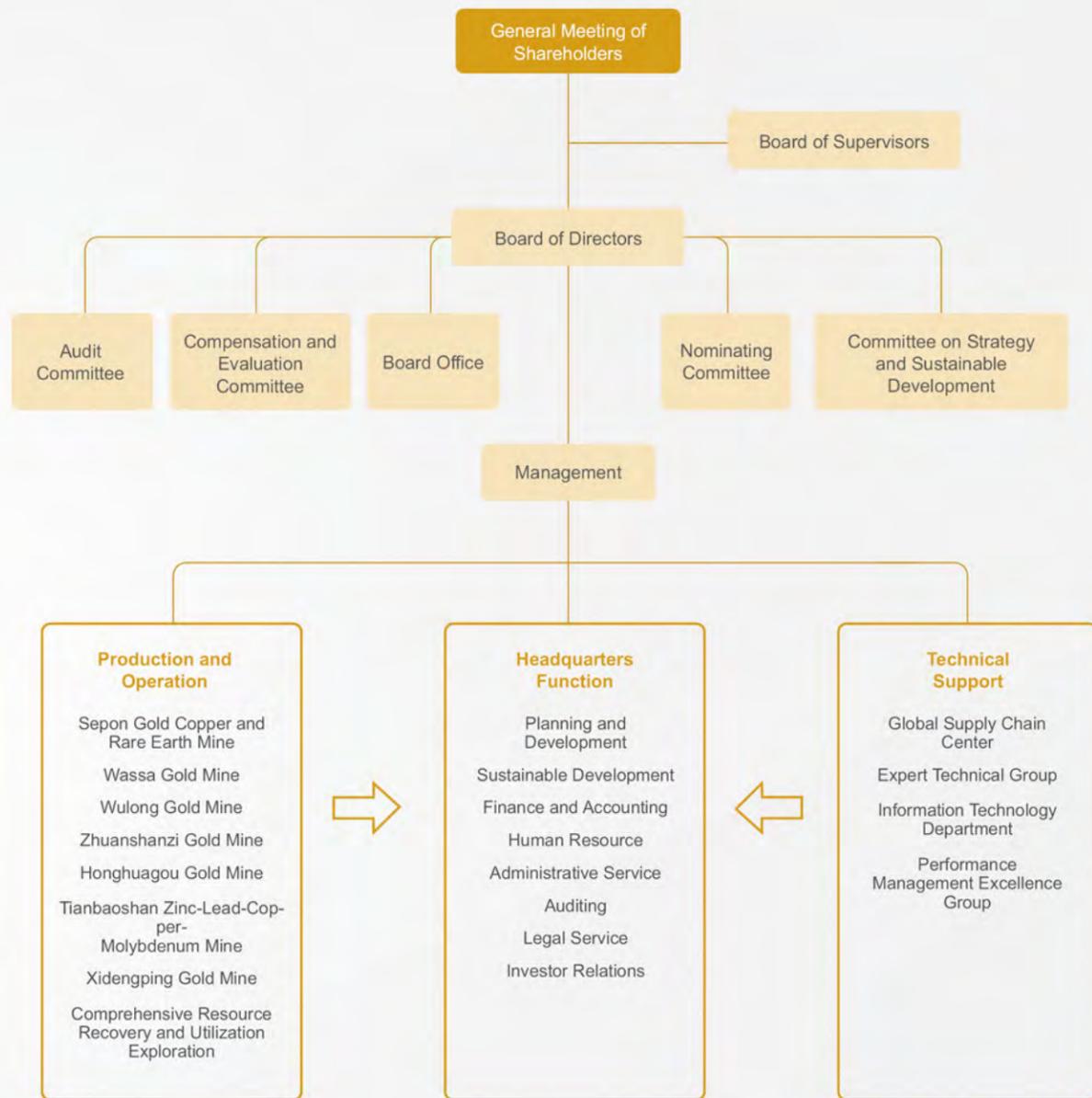
Number of Employees  
(People)



**600988.SH**

Stock Code

# Corporate Governance



The company strictly follows the Company Law, Securities Law, Governance Guidelines for Listed Companies, Shanghai Stock Exchange Stock Listing Rules, Articles of Association and other relevant laws, regulations and internal policies and regulations, delivers on the vision of innovative, harmonious, green, open and shared development concept, promotes entrepreneurship and actively fulfill social responsibilities. Through the establishment, improvement, and strict implementation of company policies, it aims to enhance the internal control, standardize the function of "governance bodies", strengthen internal and external supervision and counterweight to improve compliance. The company is committed to protecting the lawful rights of shareholders in a fair and equal way and respecting the interests of all other stakeholders.

## Shareholders Meeting

Shareholders meeting is the highest decision-making body of the company. The company convenes and holds shareholders meeting in strict accordance with the provision and requirements of the Articles of Association and Rules of Procedure for the Company's Shareholders' Meeting. The company is committed to ensuring all shareholders, especially minority shareholders, have the same rights and can fully exercise their voting rights.

## Board of Directors

Board of Directors is the operating and decision-making body of the company, reporting to shareholders meeting. Members of the Board of Directors include non-independent directors and independent directors with the latter accounting for not less than one third of the total Board members. The Board has a proper matrix structure and is well equipped with knowledge, skills, and qualities to perform its duties. The Board of Directors operates in strict accordance with the provisions and requirements of the Articles of Association and Rules of Procedures for the Board of Directors. With good compliance and efficiency, the Board makes scientific and professional decisions for the company on major issues such as development strategy, compliant operation, business management, risk controls, etc.



### Committee on Strategy and Sustainable Development

The Committee on Strategy and Sustainable Development of the Board of Directors is a specialized working body under the Board of Directors and reports to the Board of Directors. The main responsibilities of this committee are developing the company's medium and long-term development strategy, making decisions for major investments, researching on sustainable development policies, supervising the development and implementation of the company's ESG goals, researching and making recommendations on other major issues that have impact on the company's development.



### Audit Committee

The Audit Committee of the Board of Directors is a special committee under the Board of Directors. The main responsibilities of this committee are communications of internal and external audit, communications of internal control and risk management, supervision, and verification of relevant work.



### Nominating Committee

The Nominating Committee of the Board of Directors is a special committee under the Board of Directors. The main responsibilities of this committee are screening and reviewing qualified directors and senior management candidates and providing relevant suggestions.



### Compensation and Evaluation Committee

The Compensation and Evaluation Committee of the Board of Directors is a special committee under the Board of Directors. The main responsibilities of this committee are researching on the assessment standards for directors and management, conducting assessments and providing suggestions; researching into and reviewing the remuneration policies and plans for directors and management.



### Board of Supervisors

The Board of Supervisors is the supervisory body of the Company, the number of employee representative Supervisors shall not be less than one third of the total Supervisors. The Board of Supervisors, with the authority granted by the Articles of Association, performs its duties conscientiously in a responsible manner to the shareholders, supervises and inspects the performance of duties of Directors and senior management and the legality and compliance of the Company's finance, so as to fully safeguard the legitimate rights and interests of the Company and its shareholders.

## CHAIRMAN PROFILE



### Wang Jianhua Chairman

Mr. Wang Jianhua served as Chairman of Shandong Gold for 7 years (2006-2013), President of Zijin Mining for 4 years (2013-2016), Chairman of Yunnan Baiyao Holding Co., Ltd. for 1 year (April 2017-May 2018), and has led three companies with market capitalization exceeding 100 billion RMB.

Mr. Wang Jianhua possesses exceptional abilities and extensive experience in managing large enterprise groups, and enjoys high recognition and prestige in the mining and corporate sectors. In December 2012, he led Shandong Gold's acquisition of Focus Minerals in Australia for 228 million US dollars. In November 2014, he participated in Zijin Mining's acquisition of a 51% stake in Kolwezi Copper Mine in the Democratic Republic of Congo for 78 million US dollars. In May 2015, he took part in Zijin Mining's acquisition of a 49.5% stake in Kamo a Copper Mine in the Democratic Republic of Congo for 412 million US dollars. In May 2015, he was involved in Zijin Mining's acquisition of a 50% stake in Porgera Gold Mine in Papua New Guinea from Barrick Gold for 298 million US dollars. After joining Chifeng Gold, in June 2018, he led the acquisition of MMG's Sepon Mine in Laos for 275 million US dollars. In October 2021, he led the acquisition of 62% of Golden Star Resources' shares for 291 million US dollars.

# DEVELOPMENT HISTORY

**2012** •  
The company's major assets restructuring and listed on the Shanghai Stock Exchange A-Share main board.

**2013** •  
Acquisition of 100% stake of Wulong Mining.

**2015** •  
Acquisition of 100% equity of Xiongfeng Environmental Protection and 55% equity of Guangyuan Technology.

**2018** •  
Acquisition of 90% equity of Lane Xang Minerals Limited indirectly, gaining control over the Sepon Gold-Copper Mine.

**2019** •  
Acquisition of 100% equity of Hanfeng Mining.

**2020** •  
Implementation of the "Gold-focused" strategy and divest itself of 100% stake of Xiongfeng Environment Protection Co. Ltd.

**2022** •  
Acquisition of 62% of the issued shares of Golden Star Resources, obtaining control over the Wassa Gold Mine in Ghana.

**2023** •  
Acquisition of 51% equity of Xinhenghe Mining, gaining control over the Xidengping Gold Mine in Eryuan County, Yunnan Province.

## Corporate Values

To benefit more people through the development of Chifeng Gold



## CORPORATE VISION

To be a prominent gold producer well recognized around the world

# CORPORATE HONORS



- China Mining 50 Index**  
 China Mining Index
- Outstanding Listed Company Award**  
 China Finance and Business Elite List
- Ranked 385th Among Top 500 Privately-Owned Enterprises in China**  
 Hurun Top 500 Private Enterprises
- Constituent Stocks of China A-Share Onshore Index**  
 China A-Share

## Certificate of Honor



## Award-Winning Achievements





02

## Going Global with Global Outlook

## Our Operations



### Mining Development

Chifeng Gold, following the strategy of "being a dedicated and professional gold mining company", is expanding its gold mining portfolio, striving to improve quality, efficiency, cost control, and core competitiveness, and accelerating the development of green and ecological mines as well as digital mining to drive the company's leapfrog development.

Chifeng Gold is one of the key gold enterprise groups in China. Since its listing in 2012, the company has continuously expanded its scale through internal capacity expansion and external mergers and acquisitions, particularly since 2019, where gold production has significantly increased year after year. As of now, the company's mining investment projects are located in Southeast Asia and West Africa, including Zhuanshanzi Gold Mine, Wulong Gold Mine, Honghuagou Gold Mine, Xidengping Gold Mine, Tianbaoshan Zn-Pb-Cu-Mo polymetallic Mine in China, Sepon Au-Cu Mine in Laos, Wassa Gold Mine in Ghana.

## Resource Recycling

Guangyuan Technology is engaged in the recycling of waste. It is the only qualified company in Hefei, Anhui Province to process E-waste. It has passed the acceptance inspection by the Ministry of Finance, Ministry of Environment, National Development and Reform Commission, Ministry of Industry and Information Technology, and on the subsidy list of China's National Waste Electrical and Electronic Products Disposal Fund. It has a processing capacity of 2.65 million sets of E-waste per year.

Guangyuan Technology's business includes the dismantling of E-waste and power battery recycling. It uses internationally leading processing equipment and technologies to realize waste reduction, utilization and hazard-free treatment, building a green industrial chain of "Urban Mining".

## Geological Exploration

The company has continuously increased its investment in exploration, significantly enhanced its cooperation with domestic and overseas scientific research institutions, universities, and world-renowned laboratories. Significant breakthroughs have been made in exploration and reserve increase in recent years.

The company's gold mines are located in key mineralization belts, with potential for further resource addition. Lane Xang Minerals Limited holds exclusive rights for mineral exploration and extraction within a total area of 1,127 square kilometers, including the Sepon mining area, with broad prospects for exploration. The Wassa Gold Mine is situated in a favorable mineralization zone within the renowned Ashanti Gold Belt and is one of the largest gold enterprises in Ghana in terms of mineral rights area. The mine area and its surrounding regions still hold significant potential for exploration. In Wulong, the Ministry of Natural Resources and the Ministry of Science and Technology designated the mineral concentration area of the company as a key exploration target area, and also had the first deep hole drilling (3,000 meters deep) of solid minerals in northeast and northwest China drilled in the company's mining area; there is a good potential to have exploration success in deep and outer area of the concession. Chijin International (HK) Co., Ltd, a wholly owned subsidiary of Chifeng Gold signed a Joint Venture Agreement with Ajlan & Bros Mining Company, a wholly owned subsidiary of Ajlan & Bros Holding Group. According to the agreement, both parties will invest in the newly established JV company (50:50) and conduct gold exploration activities in Saudi Arabia.



# GLOBAL PRESENCE

- Jilong Mining**  
Zhuanshanzi Gold Mine (Chifeng, Inner Mongolia, China)
- Huatai Mining**  
Honghuagou Gold Mine (Chifeng, Inner Mongolia, China)
- Wulong Mining**  
Wulong Gold Mine (Dandong, Liaoning, China)
- Jintai Mining**  
Xidengping Gold Mine (Dali, Yunnan, China)
- Hanfeng Mining**  
Tianbaoshan Zinc-Lead-Copper-Molybdenum Mine (Yanbian, Jilin, China)
- Lane Xang Minerals**  
Vilabouly District, Savannakhet Province, Lao PDR
- Golden Star Resources**  
Wassa Gold Mine (Ghana)
- Guangyuan Technology**  
Waste Electrical and Electronic Equipment Dismantling Business (Hefei, Anhui, China)



## DOMESTIC AND OVERSEAS SUBSIDIARIES

### JILONG MINING-Zhuanshanzi Gold Mine

#### 📍 Chifeng, Inner Mongolia, China

Chifeng Jilong Mining Co., Ltd. (referred to as Jilong Mining) is a wholly-owned subsidiary of Chifeng Gold, located in Aohan Banner, Chifeng City, Inner Mongolia, China. It is an ore extraction and mineral processing operation, a national green mine and a high-tech company in Inner Mongolia Autonomous Region. Zhuanshanzi Gold Mine is located in one of the most important giant gold metallogenic belts in China. It owns 1 mining license, 6 exploration licenses, covering an area of 28 km<sup>2</sup>. Its ore deposit is of rare high-grade in China. The ore in the mining area is of high grade, and easy to mine, hence the cost is low. The processing capacity of the processing plant is 1,000t/day.

The mine adopts the low-cost cut-and-fill mining method for underground mining. The underground monitoring and control, personnel positioning, communication, emergency sheltering, compressed air self-rescue, and water supply and rescue systems are all well-established. The mineral processing utilizes the leading and more environmentally friendly all-slime cyanidation zinc replacement and tailings detoxification technology. This technology was jointly developed by the company and research institutions in 2019 and was awarded the Second Prize of the China Gold Association's Science and Technology Awards.



1

Mining right



6

Exploration rights



28

Total land area of minerals rights (square kilometers)



1,000

Ore processing capacity of the processing plant (tons/day)





## HUATAI MINING-Honghuagou Gold Mine

### 📍 Chifeng, Inner Mongolia, China

Chifeng Huatai Mining Co., Ltd. (referred to as Huatai Mining) is a wholly-owned subsidiary of Chifeng Gold, located in Songshan District, Chifeng City. It is a **gold mining enterprise** with comprehensive production capacity of mining and processing. Lianhuashan Mining Area No. five mining area of Huatai Mining is a green mine in Inner Mongolia Autonomous Region. Honghuagou Gold Mine owns **6** mining licenses, **5** exploration licenses covering an area of about **10.5** km<sup>2</sup>. The capacity of the processing plant is **250**t/day.



**6**

Mining rights



**5**

Exploration rights



**250**

Ore processing capacity of the processing plant (tons)



**10.5**

Total land area of minerals rights (square kilometers)



## WULONG MINING-Wulong Gold Mine

📍 Dandong, Liaoning, China

Liaoning Wulong Gold Mining Co., Ltd. (referred to as Wulong Mining) is a wholly-owned subsidiary of Chifeng Gold, located in Dandong city, Liaoning Province, China. It is a gold mining company with comprehensive mining and processing capacity, a green mine at Liaoning Provincial level and a high-tech company. Wulong Gold Mine is listed as a key research mine in the national key project "Three-Dimensional Structure and Metallogenic Prediction of the Complex Metallogenic System in Liaodong Region". It owns 1 mining license and 2 exploration licenses, and a processing plant with a daily capacity of 3,000 tons. The processing plant is highly automated and intelligent, one of the top five modern processing plants in China.

As the major producing mine of Chifeng Gold and taking gold business as its focus, Wulong works hard to increase its mine reserves, implement key technical transformation projects, build a digital mine, vigorously reduce costs, comprehensively expand its production capacity and speed up the transformation to an international mine by following the principle of "building a big mine for large scale production".



1

Mining right



2

Exploration rights



3,000

Ore processing capacity of the processing plant (tons/day)

# JINTAI MINING-Xidengping Gold Mine

📍 Dali, Yunnan, China

Jintai Mining is a holding subsidiary of Chifeng Gold and is located in Eryuan County, Dali City, Yunnan Province, China. It owns one mining right and one exploration right, covering an area of **11.37** square kilometers. The mining and processing project of Xidengping Gold Mine is in the construction period, and the mineral processing design adopts the heap leaching and adsorption process scheme. According to the preliminary design, the mining and processing capacity in the first phase will be 140,000 tons/year, and the mining and processing capacity and gold output will be further increased after the exploration right is converted into mining right and the construction of the second phase project is completed.



**1**

Mining right



**1**

Exploration right



**140k Tons**

Initially designed mining and processing capacity (per year)



**11.37**

Total land area of minerals rights (square kilometers)

# HANFENG MINING-Tianbaoshan Zinc-Lead-Copper-Molybdenum Mine

## 📍 Yanbian, Jilin, China

Jilin Hanfeng Mining Technology Co., Ltd. (referred to as Hanfeng Mining) is a wholly-owned subsidiary of Chifeng Gold. It is located in Longjing City, Yanbian Prefecture, Jilin Province, China. It is a non-ferrous metal mining company with comprehensive mining and processing capacity and with zinc, lead, copper, molybdenum concentrate powder as the main products. it is a **national green mine**.

Tianbaoshan Zinc-Lead-Copper-Molybdenum Mine is in the "Key Exploration Area of Important Mineral Resources" in China. It is a relatively large producer of copper, lead, zinc, molybdenum, and other non-ferrous metal ores. It also engages in consulting services in terms of polymetallic mineral processing and separation technology, underground mining technology, and deep ground pressure monitoring technology. It owns **2** mining licenses and **1** exploration license. The approved annual mining production is **699,000t/year**, which meets the standard for large-scale deposits in China.



**2**

Mining rights



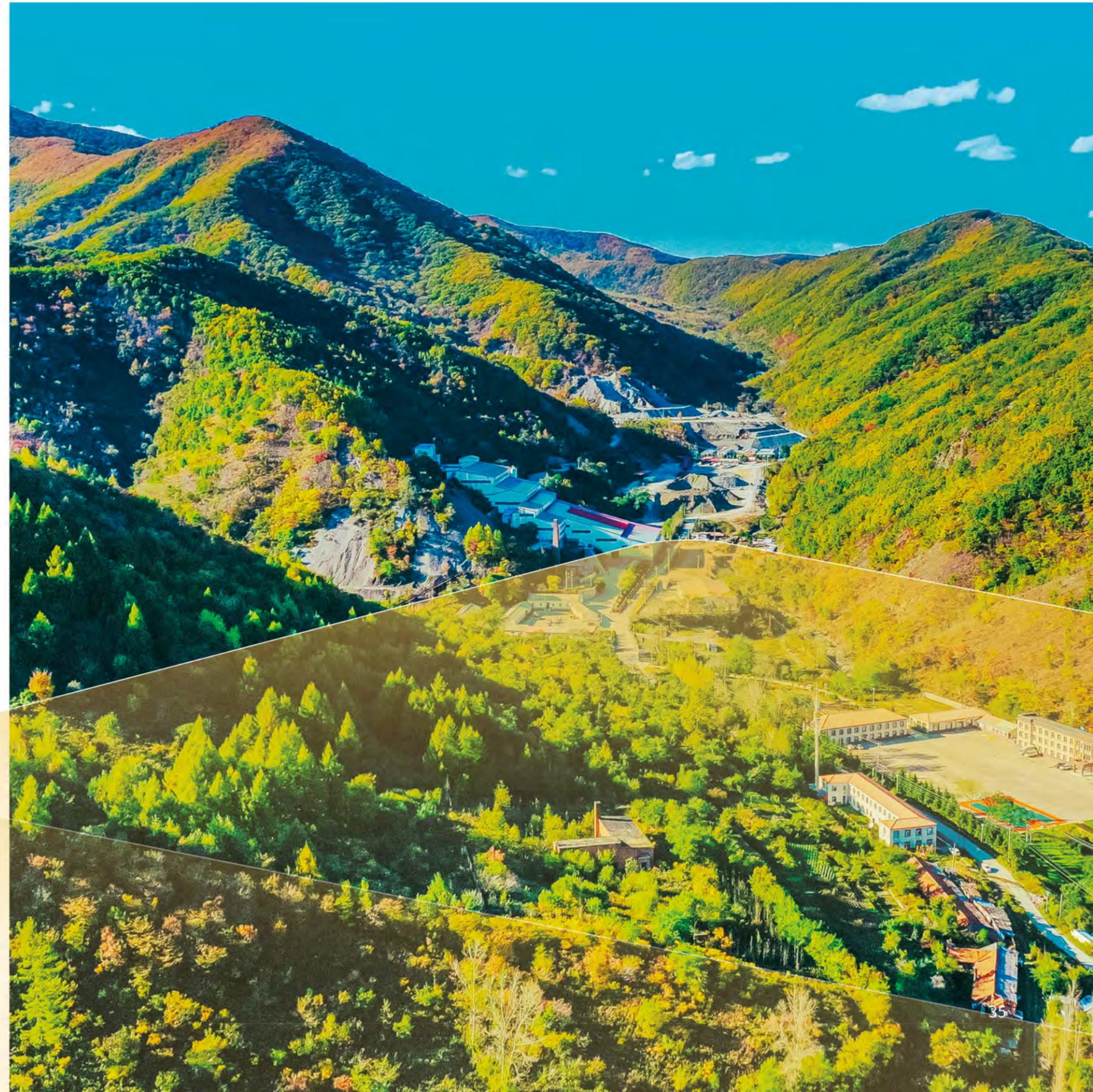
**1**

Exploration right



**699k**

Licensed mining capacity (tons/year)



# LANE XANG MINERALS LIMITED-Sepon Gold & Copper Mine

📍 Vilabouly District, Savannakhet Province, Lao PDR

Lane Xang Minerals Limited (referred to as LXML) is located in the Lao People's Democratic Republic and is a holding subsidiary of Chifeng Gold. The Sepon Gold-Copper-Rare Earth Mine, operated and managed by LXML, is situated in south central Laos, with an area of **1,127** square kilometers. Most of the prospecting concession area is in Vilabouly District, Savannakhet Province. The geological structure in the mine is complicated, but the ore-forming conditions are favorable, with a diversified deposit types. A number of Carlin -type gold deposits and skarn-type copper deposits have been found. Meanwhile, there are promising potentials for orogenic-type gold deposits, MVT-type lead and zinc deposits, and ion-type rare earth deposits. Chifeng Gold owns **90%** of LXML, and Government of Laos owns 10%.

In 2020, the main product of Sepon transitioned from copper cathode to gold. In 2021, Sepon had a rare earth discovery in its concession area. Currently, the company is cooperating with Xiamen Tungsten Co., Ltd. on a broader area to develop rare earth resources.



**1,127**

Total concession area  
(square kilometers)



**90%**

Equity in Sepon Mine  
held by Chifeng Gold.



**10%**

Equity in Sepon Mine  
held by Lao government.

## GOLDEN STAR RESOURCES -Wassa Gold Mine

### 📍 Wassa Amenfi East ,Western Region, Ghana

Golden Star Resources, a holding subsidiary of Chifeng Gold, manages and operates the Wassa Gold Mine, which is situated in the Western Region of Ghana, West Africa. It is a large-scale producing underground gold mine with satellite open pits. The ore is non-refractory. The annual primary ore throughput of the processing plant is 2.7 million tons/ year. GSR owns 90% equity in Wassa Gold Mine, and Government of Ghana owns 10% .



**90%**

Equity Ownership



**2.7**

Primary Ore Processing Capacity  
(million tons/year)

### Wassa Gold Mine

The mine is in a favorable ore-forming area on the Ashanti Gold Belt. The prospecting potential in the concession area and its periphery is still big, which can strongly support the extension of the mine life. The Ashanti Gold belt is distributed from North-East to North-South, with a total length of about 250km and a width of 20-50km. Wassa gold concession area is on the eastern edge of the southern part of the Ashanti Gold Belt, with a strike length of about 70 kilometers. GSR is one of the big gold companies with the largest concession areas in Ghana.

## GUANGYUAN TECHNOLOGY- Dismantling Business of Waste Electrical and Electronic Products

### 📍 Hefei, Anhui Province, China

Anhui Guangyuan Technology Development Co.,Ltd. (referred to as Guangyuan Technology) is a holding subsidiary of Chifeng Gold. It is engaged in the recycling of waste. It has a processing capacity of 2.65 million sets of E-waste per year. It is the only qualified company in Hefei, Anhui Province to process E-waste. It has passed the acceptance inspection by the Ministry of Finance, Ministry of Environmental Protection, National Development and Reform Commission, Ministry of Industry and Information Technology, and is on the subsidy list of China's National Waste Electrical and Electronic Products Disposal Fund. Additionally, it is included in the procurement catalog of designated disposal enterprises for scrapped electrical and electronic products at the provincial level in Anhui Province, as well as the pilot enterprise list for the disposal of power batteries for new energy vehicles. It uses internationally leading processing equipment and technologies to realize the waste reduction, utilization and hazard-free treatment.

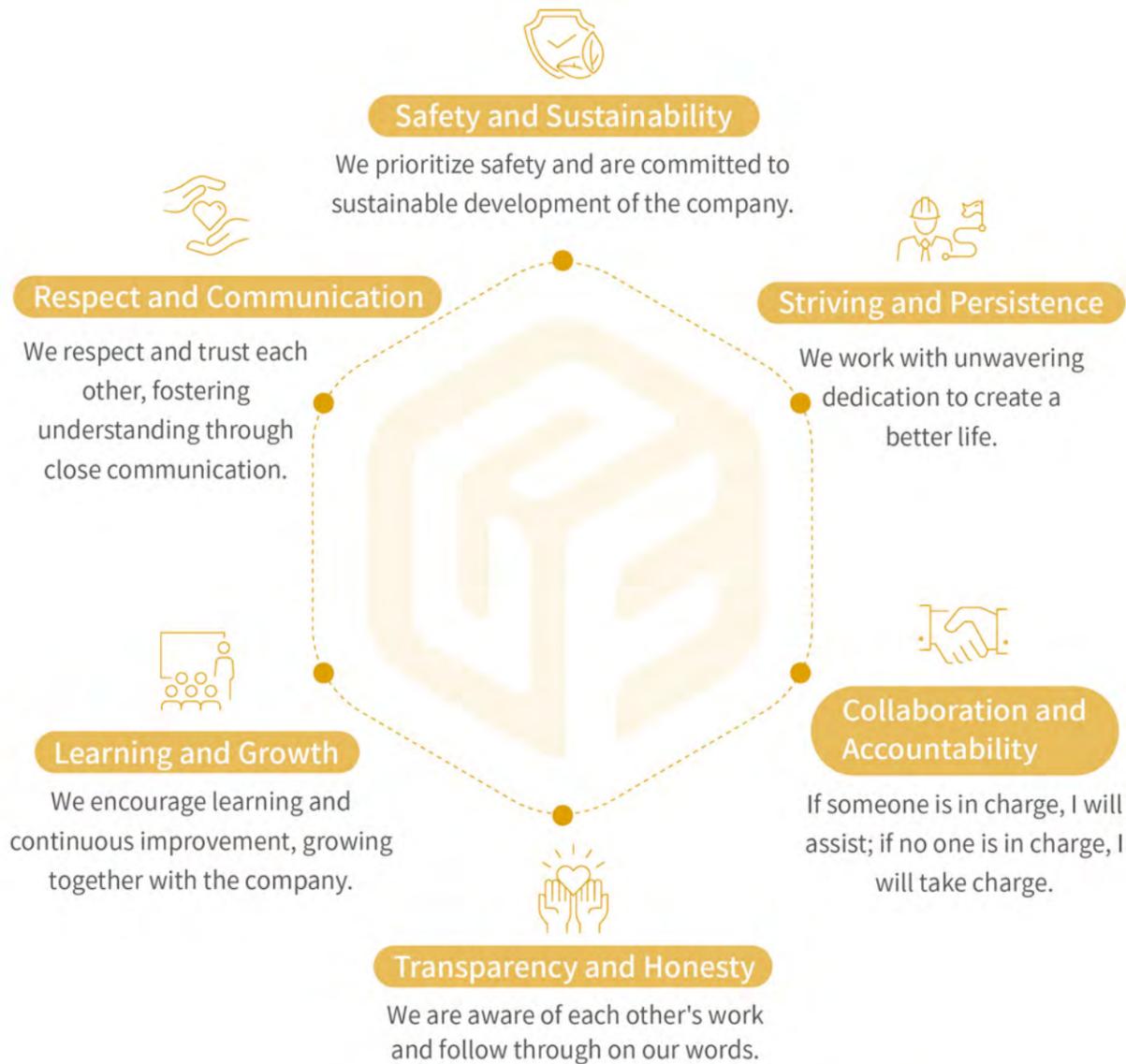




03

**Moving Forward with  
Honors to Create a  
Better Future**

# BUSINESS PHILOSOPHY



# BASIC WORKING CRITERIA

- 01** Never tell lies or falsify accounts under any circumstances.
- 02** Respect those who strive on the front line of the company.
- 03** Adhere to the system of making decisions through meetings, and prioritize implementation and execution.
- 04** Conduct comprehensive performance assessments for management personnel.
- 05** Proactively encourage and reward hardworking individuals and contributors.
- 06** Use statistics to present your view and maintain a problem-solving-oriented approach.
- 07** Promote efficient collaboration, openness, transparency, and timely communication when addressing major issues.
- 08** Respect professional talents, welcome new arrivals, bid farewell to departures, and refrain from forcing anyone to join or stay.



# MANAGEMENT TEAM BUILDING

## Five Assessment Systems



- 01 The ability to improve self-cognition and pursue self-growth by positioning yourselves as entrepreneurs.
- 02 The ability to take pride in transparency and openness, being extremely transparent internally and extremely open externally.
- 03 The ability to assist in the completion of tasks assigned to co-workers;
- 04 The ability to communicate comprehensively with the team and work partners;
- 05 The ability to lead by example before asking colleagues and subordinates to follow suit.

## Six Abilities



## Six Cultures



An equal culture with consistent interests and mutual respect;



A growth culture that despises complacency and encourages learning from each other;



An open culture where people know what others are doing;



A collaborative culture in which I assist the person in charge and I take charge when there is no person in charge;



A survival culture in which enterprises are competitive internally, low-profile externally and open to the market;



A harmonious culture that benefits the community and the environment.

# OATH OF STRIVING FOR EXCELLENCE AT CHIFENG GOLD

“

I voluntarily join Chifeng Gold and identify with the company's vision and goals. I reject mediocrity and relentlessly pursue continuous growth. I am willing to bear pressure, strive hard, and generously contribute!

I pledge: I am a Chifeng Gold fighter! I am willing to strive and work hard for the development of the global mining industry, the glory of Chifeng Gold and the happiness of my personal and family life!

”





04

**Green Development  
Green Mine**

## ENVIRONMENTAL RESPONSIBILITY

In order to prevent and control potential environmental incidents or emergencies and minimize the possible consequences of accidents, Chifeng Gold adheres to a people-oriented approach and a proactive prevention strategy. We strengthen the monitoring and supervision of environmental factors, establish an environmental risk prevention system, and enhance our capabilities in preventing and handling environmental pollution incidents.



### Classified Management

- We maintain unified leadership and classified management, enhance coordination and cooperation among different departments within the company, and improve our rapid response capabilities. We combine peacetime and wartime efforts, utilize existing resources to their fullest, and make active preparations in terms of mindset, materials, technology, and work processes to respond to environmental pollution incidents. We conduct training and drills regularly to ensure preparedness, and our emergency systems remain on standby at all times for quick and effective response. The company's emergency organization consists of command management systems, rescue teams, technical support systems, and related support systems.



### Emergency Management

- The relevant departments of the company are responsible for emergency management work related to different categories of environmental incidents, in accordance with relevant procedural documents, management systems, and their respective responsibilities.



### Effective Control

- In the event of environmental pollution or ecological damage incidents, timely reporting is required. Upon the occurrence of an incident, on-site personnel and emergency responders activate the relevant emergency plans in accordance with their responsibilities and regulations and carry preliminary disposal measures to control the situation from escalating. Investigations, assessments, and handling of major environmental incidents follow the principle of "no omissions" regarding the causes, impacts, responsibilities, lessons learned, and other aspects.



### Information Distribution

- Information related to environmental incidents is disseminated in a timely, accurate, objective, and comprehensive manner. In the event of a major environmental accident, it shall be promptly reported to local environmental protection departments, and subsequent reports are prepared based on the progress of the accident response.



## SAFE PRODUCTION

Ensuring the health and safety of employees is the primary priority and foundation for all production activities in the company. Chifeng Gold considers the effective control and management of health and safety risks associated with various production processes as a top priority. We focus on identifying and addressing all potential health and safety hazards, continually improving the automation level of production, and enhancing our health and safety management system.

### We Strengthen Occupational Health Management and Create a Working Environment That Meets Occupational Health Standards.

For construction projects that may pose occupational disease hazards, we strictly adhere to the "Three Simultaneous" procedure for occupational health. We provide employees with effective protective equipment and personal protective gear as needed and regularly conduct evaluations, testing, and necessary improvements regarding occupational disease hazards in the workplace.

### We Implement a Safety Production Confirmation System and Refine Safety Production Responsibility Assessments.

The company continuously revises and improves regulations such as the "Safety and Environmental Protection Work Management Measures" and the "Safety and Environmental Protection Work Assessment Standards." We have established a safety production responsibility system with top-level management at its core and incorporated safety production into the annual production and operational target responsibility assessment system, ensuring that safety production is given top priority. Since 2017, we have implemented a safety production confirmation system in all subsidiary mining companies. This control method has effectively improved our safety production management level, strengthened source management, and ensured safety responsibility.

### We Promote Enterprise Safety and Quality Standardization.

To enhance intrinsic safety, establish long-term safety mechanisms, and elevate safety production management comprehensively, we have established and improved safety and quality standardization management systems based on the principles of comprehensive planning, step-by-step implementation, and orderly advancement. We periodically organize conferences to exchange experiences in mining engineering quality and safety production standardization construction, facilitating mutual learning and improvement in the overall safety production standardization of the company. We adhere to the principle of deriving safety from quality. In 2016, Chifeng Gold was recognized as an "Advanced Collective in National Gold Standardization during the Twelfth Five-Year Plan" by the China Gold Association, and our subsidiary, Jilong Mining, was promoted to a second-level enterprise in national safety production standardization.

### We Strengthen Team Construction to Solidify the Foundation of Safety Production in the Company.

Teams are the most fundamental organizational units in the company and serve as the starting point for enhancing safety management and building a harmonious enterprise. Through team construction activities, we standardize team work requirements, streamline work procedures, digitize work assessments, and systemize work management. This, in turn, ensures the long-term stability and security of safety production.

### We Carry Out Safety Risk Identification, Control, and Hidden Hazard Inspections.

We establish a unified, standardized, and efficient safety risk control and hidden hazard inspection mechanism. We comprehensively identify safety risks and establish a safety risk inventory. We effectively control safety risks from organizational, procedural, technical, and emergency aspects and achieve a closed-loop management of hidden hazard inspections. These efforts effectively prevent the occurrence of production safety accidents.

### We Comprehensively Plan and Implement the Mechanization of Tasks, Automation of Processes, and the Application of Advanced Technologies to Strengthen the Company's Safety and Technological Capabilities.

By phasing out outdated processes and equipment and significantly enhancing the level of safety automation, we are gradually achieving automation in mining operations, intelligent transportation, and unmanned operation of large fixed equipment. We are replacing outdated transportation equipment, underground support systems, power supply and distribution facilities, and ventilation equipment that do not meet safety requirements or have been officially phased out by the government. All key new projects in subsidiary mining companies have achieved unmanned operation in hoisting systems and drainage systems.

### We Strengthen Safety Culture Construction.

By prioritizing the improvement of employee safety literacy, establishing a safety culture system, standardizing employee operations, and creating a harmonious and unified relationship among people, machinery, and the environment, we strive to build a fundamentally safe enterprise. In 2016, our company was recognized as a "Meritorious Unit for the 25th Anniversary of China Gold News" and received the honorary title of "Advanced Collective in Ideological and Political Work in the Chinese Gold Industry during the Twelfth Five-Year Plan."



## CORPORATE SOCIAL RESPONSIBILITY

### Commitment to Environmental Protection and Building Green Mines

In active cooperation with the national "peak carbon emissions and carbon neutrality" strategic goals presented at the United Nations General Assembly, we have implemented measures such as substation refurbishment, underground drainage improvement, and improved energy utilization to enhance energy efficiency and establish a green energy recycling system. We strive to construct green ecological and park-like mining areas, engage in ecological restoration activities such as afforestation and soil covering, carry out land reclamation and tailings dam management, establish mining environmental risk prevention and emergency management systems, and develop comprehensive contingency plans for environmental emergencies. Currently, all mining enterprises of Chifeng Gold in China have been included in China's national/provincial green mining directories.

### Emphasis on Humanistic Care and Community Development

We highly value the interests of the mining area and its surrounding stakeholders. We provide assistance and support to impoverished populations in the surrounding communities, promote local agricultural projects, and help address the livelihoods of nearby residents. We also invest in infrastructure development, such as road construction and river cleanup, to benefit the local community residents.

### Building Energy-Saving, Digital, and Intelligent Mines

Through digital transformation and upgrading, we are constructing industrial internet application scenarios in the mining production system, including unmanned driving, unmanned operation, intelligent dispatching, expert control, digital management, and intelligent decision-making. These efforts aim to achieve low-carbon emissions, energy efficiency, environmental friendliness, social responsibility, and employee well-being, aligning with the characteristics of contemporary mine enterprises.



# TALENT DEVELOPMENT

## Talent Strategy



## "Golden Seeds" Cultivation Program

To accelerate the internationalization process of Chifeng Gold, the company has established the "Golden Seeds" cultivation program to cultivate specialized talents and backbone personnel for the sustainable development of the enterprise, providing a young reserve force that can both aim for the stars and stay down-to-earth. The "Golden Seeds" cultivation program is a systematically designed talent development plan formulated by the headquarters of Chifeng Gold. It employs multidimensional training methods such as concentrated training, rotational assignments, and mentorship to screen and cultivate the "Golden Seeds" in terms of professional and comprehensive capabilities.

### Break out of the Soil (1 Year)

Initially, the shortlisted "Golden Seeds" undergo comprehensive onboarding training at the Chifeng Gold headquarters to gain a full understanding of the company. They are then deployed to various subsidiary companies, where they experience rotational learning, practical internships, and mentorship, undergoing a magnificent transformation from "seeds" to striving individuals.

### Root and Germination (2-3 Years)

Based on the specialized fields of study and personal development aspirations of the "Golden Seeds," they are provided with dual-track positions in technical or management roles, allowing for further incubation and focused development, enabling the striving individuals to have clearer goals.

## Symbiosis and Growth (4-5 Years)

Once the "Golden Seeds" have acquired the basic ability to take on independent responsibilities, they are spread throughout the fertile land of Chifeng Gold, where they grow and thrive, becoming the cornerstone of Chifeng Gold, working together to build the "Chifeng Gold Dream."

# EMPLOYEE CARE

