



# Jintai Energy Holdings Limited

## 金泰能源控股有限公司

(Incorporated in the Cayman Islands with limited liability) (Stock Code: 2728)

# 2024

## Environmental Social And Governance Report



# CONTENTS

<b>ABOUT THIS REPORT</b>	2
<b>REPORTING PRINCIPLES</b>	2
<b>INTRODUCTION</b>	3
<b>ESG STRATEGIES</b>	3
<b>STAKEHOLDERS COMMUNICATIONS</b>	4
<b>MATERIALITY ASSESSMENT</b>	5
<b>A: ENVIRONMENTAL ASPECTS</b>	7
A1: Emissions	7
A2: Use of Resources	8
A3: The Environment and Natural Resources	9
A4: Climate Change	10
<b>B: SOCIAL ASPECTS</b>	11
<b>EMPLOYMENT AND LABOUR PRACTICES</b>	11
B1: Employment	11
B2: Health and Safety	14
B3: Development and Training	15
B4: Labour Standards	17
<b>OPERATING PRACTICES</b>	17
B5: Supply Chain Management	17
B6: Product Responsibility	18
B7: Anti-Corruption	19
<b>COMMUNITY</b>	20
B8: Community Investment	20
<b>ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX</b>	21

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ABOUT THIS REPORT

Jintai Energy Holdings Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), is pleased to present this Environmental, Social and Governance Report (the “**Report**”) to provide an overview of the Group’s management of significant issues affecting our operations, including environmental, social and governance (“**ESG**”) issues.

### Preparation Basis and Scope

This Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (“**Guide**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) (the “**Listing Rules**”), which discloses our practices and performance over the issue of sustainable development in a transparent and open manner, in order to increase our stakeholders’ confidence in and understanding of the Group.

This Report summarises the performance of the Group in respect of the overall environmental and corporate social responsibility. This Report was prepared in both Chinese and English and is available on the Group’s website [www.jintaienergy.com](http://www.jintaienergy.com). In the event of any conflict or inconsistency between the Chinese and English versions, the Chinese version shall prevail.

This Report focuses on the operation of the Group which are considered as material by the Group during the Reporting Period, that is, the operations relating to (i) energy business which comprised mainly the trading of energy-related products; (ii) operation of digital energy trading park; and (iii) other business, including drilling services and trading of other products. With the aim to improve the disclosure requirements in the Report, the Group takes an initiative to set up policies, record relevant data, implement and monitor measures as well as review the same regularly.

### Reporting Period

This Report demonstrates our sustainability initiatives during the period from 1 January 2024 to 31 December 2024 (the “**Reporting Period**”).

### Availability of This Report and Feedback

This Report is available and can be downloaded from the website of the Hong Kong Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)), and the website of the Company ([www.jintaienergy.com](http://www.jintaienergy.com)).

The Group welcomes your feedback on this Report to help us improve and strengthen our future ESG performance, strategies and reporting. Please send us your valuable opinions on the contents and presentation of this Report by email at [info@jintaienergy.com](mailto:info@jintaienergy.com).

## REPORTING PRINCIPLES

The Report is aligned with the four reporting principles of “materiality”, “quantitative”, “balance” and “consistency” as follows.

**Materiality:** We have conducted a detailed materiality assessment to identify and evaluate the substantive topics that post relatively great impacts on the Company and its internal and external stakeholders, so as to determine the reporting scope and required information for the preparation of this report. For details of the materiality assessment, please refer to the section headed “Materiality Assessment”.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## REPORTING PRINCIPLES *(Continued)*

**Quantitative:** We have disclosed the ESG key performance indicators (“KPI”) in this Report which are supported by quantitative data and measurable criteria. The measurement standards, methodologies, assumption and/or calculation tools of the KPIs are disclosed and explained in this Report.

**Balance:** We have prepared this ESG report in a balanced way by making fair disclosures on critical aspects and a complete and comparable overview of the ESG’s policies and performance.

**Consistency:** We have adopted consistent reporting and calculation methodologies in the preparation of this Report. Material changes that may affect the comparison with previous reports have been explained in the corresponding section.

## INTRODUCTION

The Group is principally engaged in three businesses which comprises mainly (i) energy business which comprised mainly the trading of energy-related products; (ii) operation of digital energy trading park; and (iii) other business, including drilling services and trading of other products. The Group has operations mainly in the People’s Republic of China (“PRC”). Sustainable development is an integral part of the Group’s business vision and strategy in order to achieve the sustainability and development of the Group’s business. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society. The sustainability strategy of the Group is based on the compliance with the applicable legal and regulatory requirements, principles of sustainability and opinions from stakeholders. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and to enhance our social responsibility in the community. Details of the management’s approaches to sustainable development of different areas are illustrated in this Report.

## ESG STRATEGIES

The Board of Directors of the Company (the “Board”) has the overall responsibility for the ESG strategies and reporting of the Group in the followings:

- Determine the overall ESG management policies, strategies, priorities and objectives;
- Evaluate the ESG-related risks of the Group;
- Ensure appropriate and effective risk management and internal control systems are well equipped to the Group;
- Review the ESG’s work progress and performance on a regular basis;
- Take appropriate measures and make recommendations in a timely manner regarding the key risks and policies implementation; and
- Review and approve the disclosure of information in the ESG Report of the Group.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STAKEHOLDERS COMMUNICATIONS

As stated by the Stock Exchange, stakeholder engagement is a widely-employed method for assessing materiality. By communicating with the stakeholders, corporations are able to understand their wide ranging opinions, and identify crucial environmental and social issues.

For the Group, stakeholders refer to those groups and individuals who have significant influence over the Group's business, or those who may be influenced by the Group's business. The Group's stakeholders include not only internal staffs, management and directors, but also our shareholders and investors, external customers, business partners and suppliers, regulators and various community groups. In the Reporting Period, we have communicated with key stakeholders in various ways. In the preparation of this Report, the Group has conducted a substantive analysis by interviewing with the management to clarify important reporting issues and to determine the direction of the Group's sustainable development.

**Methods of Communications with the Stakeholders and their key issues of concerns during the Reporting Period are listed out as below:**

Stakeholders	Issues of Concerns	Engagement Channels
Directors and employees	<ul style="list-style-type: none"><li>➤ Remuneration and benefits</li><li>➤ Occupational health and safety</li><li>➤ Equal opportunities</li><li>➤ Employee training and education</li><li>➤ Working environment</li><li>➤ Career development opportunities</li></ul>	<ul style="list-style-type: none"><li>➤ Training, seminars, briefing sessions</li><li>➤ Regular meetings and communications</li><li>➤ Email and hotline</li><li>➤ Performance appraisal interviews</li></ul>
Customers	<ul style="list-style-type: none"><li>➤ Quality of products and services</li><li>➤ Business ethics</li><li>➤ Protection of customer privacy</li><li>➤ Stable relationship</li><li>➤ Comply with relevant laws and regulations</li></ul>	<ul style="list-style-type: none"><li>➤ Company website and published financial reports</li><li>➤ Email and hotline</li><li>➤ Client visits and meetings</li></ul>
Suppliers and business partners	<ul style="list-style-type: none"><li>➤ Long-term partnership</li><li>➤ Supply chain management</li><li>➤ Business ethics and reputation</li></ul>	<ul style="list-style-type: none"><li>➤ Business meetings, phone calls and interviews</li><li>➤ Review and assessment</li><li>➤ Business visit</li></ul>
Investors and shareholders	<ul style="list-style-type: none"><li>➤ Corporate governance</li><li>➤ Laws and regulatory compliance</li><li>➤ Business ethics and anti-corruption</li><li>➤ Return on investment</li><li>➤ Information disclosure and transparency</li></ul>	<ul style="list-style-type: none"><li>➤ Annual general meetings and other general meetings</li><li>➤ Company announcements, circulars and financial reports</li><li>➤ Company hotline and email</li><li>➤ Company website</li></ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## STAKEHOLDERS COMMUNICATIONS *(Continued)*

Stakeholders	Issues of Concerns	Engagement Channels
Government and regulatory authorities	<ul style="list-style-type: none"><li>➤ Laws and regulatory compliance</li><li>➤ Business ethics and anti-corruption</li><li>➤ Responding to climate change</li></ul>	<ul style="list-style-type: none"><li>➤ Written or electronic correspondences</li><li>➤ Tele-conferences</li><li>➤ Information disclosures</li></ul>
Public and communities	<ul style="list-style-type: none"><li>➤ Environmental protection</li><li>➤ Social welfare</li><li>➤ Community investments</li></ul>	<ul style="list-style-type: none"><li>➤ ESG reports</li><li>➤ Company website</li><li>➤ Financial reports</li></ul>

## MATERIALITY ASSESSMENT

According to the actual development of the Group and its ESG system, as well as the ESG substantive topic analysis model of the Company, substantive topics that post relatively great impacts on the Company and its stakeholders were identified. The Group invited certain internal and external stakeholders to participate in survey and carry out the materiality assessment of ESG to further determine the focus of the ESG report.

The steps for assessing the materiality and importance of the ESG aspects are set out as follows:

### Step 1: Identification

The relevant ESG substantive topics were identified by the Group through the review of the actual development of the Group and the latest sustainability trends in the industry as well as and the requirements of “ESG Reporting Guide”. 19 potential substantive ESG topics with relatively significant impacts to the Group’s business and stakeholders were identified and stated in “Step 3: Prioritisation”.

### Step 2: Research and Analysis

The Group communicated with stakeholders by conducting questionnaires and interviews to assess the substantive ESG topics that they consider to be important to the Group’s strategic and business development.

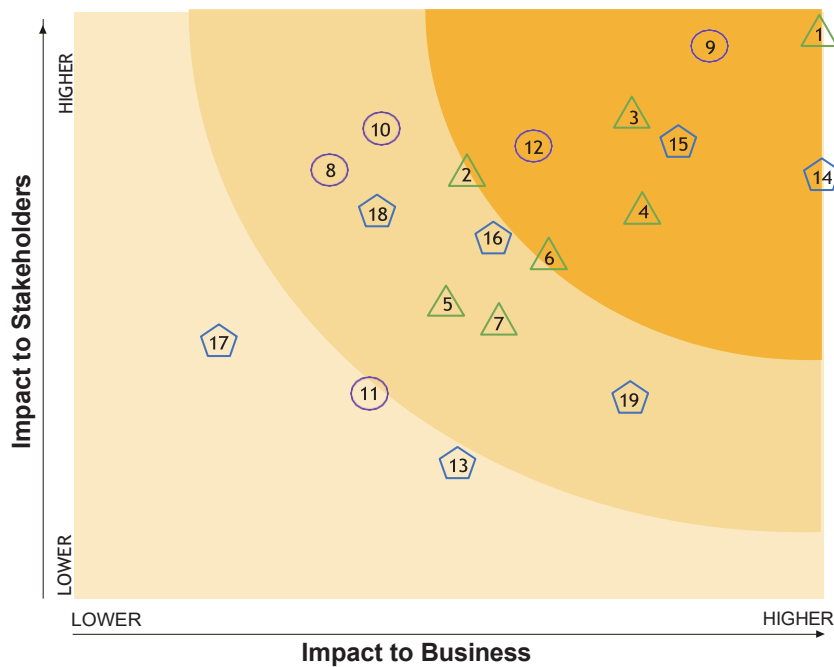
### Step 3: Prioritisation

All the substantive ESG topics were prioritised based on the materiality assessment result. The Group takes into account the materiality to stakeholders and materiality to business that are important to the business development and the materiality analysis shown as below. The substantive ESG topics that fall within the top right-hand part are of the highest importance.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## MATERIALITY ASSESSMENT *(Continued)*

### Step 3: Prioritisation *(Continued)*



#### Environmental

1. Pollutant emission
2. Non-hazardous waste discharge
3. Energy consumption
4. Water consumption
5. Efficient utilization of resources
6. Energy saving measures
7. Climate change

#### Labour

8. Equal opportunities
9. Occupational Health and Safety
10. Employment environment improvement
11. Employee training and education
12. Prohibition of child and Force Labour

#### Operational

13. Management of social responsibility of suppliers
14. Supply chain management
15. Quality of products and services
16. Quality control management
17. Complaints handling
18. Consumer privacy protection
19. Anti-corruption and anti-money laundering

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## A: ENVIRONMENTAL ASPECTS

### A1: EMISSIONS

The Group is committed to supporting environmental sustainability. The Group strictly abides by the national and regional environmental laws and regulations such as the Law of the PRC on Environmental Protection 《中華人民共和國環境保護法》, the Law of the PRC on Environmental Impact Appraisal 《中華人民共和國環境影響評價法》, the Law of the PRC on the Prevention and Control of Environment Pollution by Solid Waste 《中華人民共和國固體廢物污染環境防治法》 and the Law of the PRC on Pollution Prevention and Control (《中華人民共和國污染防治法》), and implement environmental protection policies, to ensure our fulfilment of environmental protection obligations, and monitor and manage the emissions generated during the Group's operation.

During the Reporting Period, the air pollutants emitted by the Group were mainly from fuel consumption attributed to the use of company vehicles. Greenhouse gas emissions were emitted from the Group's operations. It is key to implement emission control measures to reduce the environmental impacts as well as to protect the health of employees. The Group strives to reduce the generation of air pollutants, direct and indirect emissions by gradually switching to a low-carbon business model and exploring other sustainable operation methods. The Group also arranged online meetings to replace physical meetings and work from home arrangements as far as was practicable to minimise physical travels which led to reduction in emissions of air pollutants and greenhouse gas emission during the Reporting Period.

Description of air pollutants	Unit	Emission intensities (in kg/total number of employees)		Emission intensities (in kg/total number of employees)	
		Total amount in 2024	Total amount in 2023	Total amount in 2024	Total amount in 2023
Nitrogen oxides (NO <sub>x</sub> )	kg	0.44	< 0.005	0.45	< 0.004
Sulphur dioxide (SO <sub>x</sub> )	kg	0.05	< 0.001	0.05	< 0.001
Particulate matter (PM)	kg	0.08	< 0.001	0.08	< 0.001

Description of GHG emissions	Unit	Total Amount		Changes
		in 2024	in 2023	
Scope 1 — direct emissions	mt	3.08	3.86	Decreased by 0.78
Scope 2 — indirect emissions (electricity)	mt	3.85	4.82	Decreased by 0.97
Scope 3 — Other indirect emissions (employees taking business trips by planes)	mt	0.77	0.96	Decreased by 0.19
Total emissions	mt	7.70	9.64	Decreased by 1.94
Total emissions density — by employee	Per employee/mt	0.08	0.08	—
Indirect emissions density — by employee	Per employee/mt	0.05	0.05	—

The Group's core business, i.e. energy business comprising mainly the trading of energy related products; operation of digital energy trading parks; and other business, including drilling services and trading of other products is closely related to the natural resources. The Group will continue to take environmental and social factors into consideration when providing its services and to explore business opportunities for sustainable development.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## A: ENVIRONMENTAL ASPECTS *(Continued)*

### A1: EMISSIONS *(Continued)*

The Group's operations do not produce hazardous wastes. Regarding the non-hazardous wastes of the Group, it is mainly generated from the office of the Group. The Group strives to reduce the amount of wastes generated from office operations and strengthen the environmental awareness of employees by implementing waste recycling and various other measures, such as, collection of used paper and plastic materials in the office for recycling purpose, encouraging employees to reuse stationery and adopt double-sided printing. The Group endeavours to contribute to ease the pressure on landfill space and protect the environment.

Description of resource consumption/emissions	Unit	Total amount in 2024	Total amount in 2023	Changes	Unit	Total amount in 2024	Total amount in 2023	Changes
Hazardous waste	mt	nil	nil	N/A	Per employee/mt	nil	nil	N/A
Non-hazardous waste —sewage and solid waste in offices	mt	76	82	Decreased by 6	Per employee/mt	0.8	0.7	Increased by 0.1

During the Reporting Period, the Group did not have any material non-compliance with the laws and regulations relating to air and greenhouse gas emissions (“**GHG emissions**”), generation of hazardous and non-hazardous wastes that have a significant impact on the Group.

The Group monitors and reviews its operation processes regularly which aims to reduce air pollutants, emissions, non-hazardous wastes and energy consumption. For the year 2025, the Group will continue to strengthen the improvement measures and management approaches of waste emissions, and set the targets of achieving a 5% reduction in major air pollutants, emissions and non-hazardous wastes in 2028.

### A2: USE OF RESOURCES

In addition to adjusting its business development strategy, the Group places equal emphasis on implementing green office practices in our daily operations. Electricity is one of the main energy and resource consumption of the Group. Under the “Office Management Regulations of the Group”, energy conservation is set as one of the Group's employee discipline requirements. The employees are expressly required to turn off idle lights, computers, air conditioners and other electrical appliances to reduce energy consumption. The Group sets the targets of achieving a 5% reduction in major energy and water consumption in 2028.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## A: ENVIRONMENTAL ASPECTS *(Continued)*

### A2: USE OF RESOURCES *(Continued)*

Description of resource consumption/emissions	Unit	Total amount in 2024	Total amount in 2023	Changes	Unit	Total amount in 2024	Total amount in 2023	Changes
Electricity	KWh	6,404	8,024	Decreased by 1,620	Per employee/KWh	70	70	–

Papers is another resource which is heavily consumed by the Group in our office operations. The Group encourages employees to reduce paper consumption by implementing the “Office Management Regulations of the Group on Reducing Paper Consumption” (the “**Office Regulations**”) and by posting reminders in the offices. The Office Regulations specify various ways to reduce paper consumption, including double-sided printing, using electronic records and transmission whenever possible, and font and page margin adjustment in order to encourage the employees to develop a habit of using less papers in their daily works. In addition to reduce wastes at source, the Group requires that recycled papers be used for envelopes whenever possible. We also place recycling bins in the office to collect and recycle paper that is fit for re-use. To ensure that the Office Regulations are duly observed, the Group has designated employees responsible for monitoring paper consumption.

Description of resource consumption/emissions	Unit	Total amount in 2024	Total amount in 2023	Changes	Unit	Total amount in 2024	Total amount in 2023	Changes
Paper	kilogram	114	122	Decreased by 8	Per employee/kilogram	1	1	–

The efficient use of water resources is also one of the Group's initiatives to promote resources conservation, in addition to the conservation of electricity and paper. The Group's water consumption is relatively insignificant and it mainly involves the use of tap water in our office operations. The Group did not have any issue in sourcing water that is fit for purpose. With the implementation of our “Pantries Management Regulations” and the posting of reminders, employees are encouraged to conserve water. The Group's daily operations do not produce large amount of pollutants such as exhaust gas emissions and wastewater discharge. During the Reporting Period, the Group did not have any non-compliance with the laws and regulations relating to discharges into water and land that have a significant impact on the Group.

Description of resource consumption/emissions	Unit	Total amount in 2024	Total amount in 2023	Changes	Unit	Total amount in 2024	Total amount in 2023	Changes
Water	cubic meter	190	238	Decreased by 48	Per employee/Cubic meter	2	2	–

### A3: THE ENVIRONMENT AND NATURAL RESOURCES

With the aforementioned measures to reduce emissions, waste and resources consumption, the Group strives to enhance environmental sustainability and minimise its negative impacts on the environment and natural resources. The Group has formulated environmental policies and procedures to assess the environmental risks and adopted measures to reduce the same.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## A: ENVIRONMENTAL ASPECTS *(Continued)*

### A4: CLIMATE CHANGE

The Group is aware that climate changes would have significant impact on its business operations and its property may be damaged by extreme weather conditions, e.g. typhoons and rainstorms, which may further affect the safety of employees. During the Reporting Period, the Group has identified and evaluated the climate-related risks and assessed their potential financial impacts, and steps taken to manage the risks.

In the future, the Group will continue to closely monitor the effect and potential risks of climate change, and to improve and implement the measures taken to reduce such climate-related risks.

Type	Climate-Related Risks	Potential Financial Impact	Steps Taken to Manage the Risks
Physical Risks	<b>Acute</b> Extreme weather events with increased severity such as flooding, storm surges and hurricanes	<ul style="list-style-type: none"> <li>Damage to offices and disruption to operations, facilities and human resources</li> <li>Cause supply chain interruption</li> </ul>	<ul style="list-style-type: none"> <li>Formulate typhoon and rainstorm arrangement in advance</li> <li>Formulate and implement work-from-home plans for employees</li> <li>Relocate some affected employees of the Group to another place which is less likely to be affected by extreme weather events</li> <li>Reschedule the delivery time of products to customers</li> </ul>
	<b>Chronic</b> Long-term shifts in weather patterns	<ul style="list-style-type: none"> <li>Increase of capital expenditures</li> <li>Increase of operating costs</li> <li>Increase of human resources costs and insurance premium</li> </ul>	<ul style="list-style-type: none"> <li>Closely monitor assets or business activities vulnerable to major climate-related physical risks</li> </ul>
Transition Risks	Technology	<ul style="list-style-type: none"> <li>Increase of procurement costs to introduce new and alternative technologies</li> <li>Increase of costs of adopting/ deploying new practices and processes</li> </ul>	<ul style="list-style-type: none"> <li>Prepare budgets for expenditures and capital investments in new and alternative technologies</li> </ul>
	Policy and legal term	<ul style="list-style-type: none"> <li>Implementation of environmental laws with more stringent requirements on climate disclosures and carbon emissions which increase the operating costs</li> </ul>	<ul style="list-style-type: none"> <li>Pay attention to the changes in laws, regulations and policies which are applicable to the Group's business, consult professional advisors if necessary and formulate compliance countermeasures in a timely manner</li> </ul>
	Market	<ul style="list-style-type: none"> <li>Increase of production costs due to changing input prices, including energy, water, and output requirements such as waste treatment</li> </ul>	<ul style="list-style-type: none"> <li>Promote low energy consumption and resources conservation and planning</li> <li>Promote the internal reuse and recycling of materials</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS

### EMPLOYMENT AND LABOUR PRACTICES

#### B1: EMPLOYMENT

The Group considers that human resources are its most valuable asset and the cornerstone of its continued growth. The remuneration and benefits provided by the Group to its staff are in compliance with the relevant laws and regulations in China, and are no less than the statutory minimum wages and compensation under any circumstances. With the commitment to the philosophy of “maintaining balance between employee benefits and shareholder interests”, the Group offers competitive remuneration packages for its employees. After one year of service with the Group, employees will be evaluated in terms of their capabilities and performances, and provided with opportunities for salary increment or promotion if appropriate as an incentive to attract and retain outstanding and competent staff to boost the sustainable development of the Company. With respect to employee benefits, the Group treats every employee fairly and equally, regardless of their gender, age, nationality, marital status, disability, race, colour and religion. The Group strictly prohibits any kind of discrimination at workplace, and aims to provide an open and equitable working environment for its employees.

The Group is committed to creating a working environment where our staff can strike a work-life balance. The Group adopts best practices and in compliance with the following laws and regulations including, but not limited to:

- Labour Law of the PRC 《中華人民共和國勞動法》；
- Labour Contract Law of the PRC 《中華人民共和國勞動合同法》；
- Law of the PRC on the Protection of Rights and Interests of Women 《中華人民共和國婦女權益保障法》；
- Law of the PRC on the Protection of Minors 《中華人民共和國未成年人保護法》；
- Law of the PRC on the Protection of Disabled Persons 《中華人民共和國殘疾人保障法》；
- Trade Union Law of the PRC 《中華人民共和國工會法》；
- Special Rules on the Labour Protection of Female Employees 《女職工勞動保護特別規定》；
- Provisions on the Prohibition of Using Child Labour 《禁止使用童工規定》；and
- Employment Ordinance (Chapter 57 of the laws of Hong Kong).

The Group did not have any non-compliance with the laws and regulations relating to employment and labour matters that have a significant impact on the Group during the Reporting Period. In addition to strictly comply with the national legal and regulatory requirements on employees' working hours and providing employees with statutory holidays, the Group also provides extra holidays to employees to meet the needs of their personal life. For example, employees who have served the Group for over two years are entitled to have paid maternity leave.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B1: EMPLOYMENT *(Continued)*

As at 31 December 2024, the Group employed a total of 92 employees in the PRC and Hong Kong. Please see below for the detailed breakdown by employment type, gender, employment category, age group and geographical location:

	2024		2023	
	Number of staff	% of total	Number of staff	% of total
<b>By Employment Type</b>				
Full-time	90	97.83	115	100.00
Part-time	2	2.17	0	0
Total	92	100.00	115	100.00
<b>By Gender</b>				
Male	26	28.26	53	46.09
Female	66	71.74	62	53.91
Total	92	100.00	115	100.00
<b>By Employee Category</b>				
Senior Management	15	16.30	12	10.43
Middle Management	19	20.65	31	26.96
General	58	63.04	72	62.61
Total	92	100.00	115	100.00
<b>By Age Group</b>				
29 or below	9	9.78	27	23.48
30 to 50	78	84.78	74	64.35
51 or above	5	5.43	14	12.17
Total	92	100.00	115	100.00
<b>By Geographical Location</b>				
PRC	88	95.65	112	97.39
Hong Kong	4	4.35	3	2.61
Total	92	100.00	115	100.00

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B1: EMPLOYMENT *(Continued)*

Below is a detailed breakdown of turnover rate of employees employed by the Group by employment type, gender, employee category, age group and geographical location as at 31 December 2024 and 2023. They are calculated by the categories of employees leaving the employment divided by the average number of employees in the relevant categories.

	2024		2023	
	Number of staff	% of total	Number of staff	% of total
<b>By Employment Type</b>				
Full-time	32	32.22	49	35.77
Part-time	0	0	0	0
Total	32	30.92	49	35.77
<b>By Gender</b>				
Male	27	68.35	13	22.41
Female	5	7.81	36	45.57
Total	32	30.92	49	35.77
<b>By Employee Category</b>				
Senior Management	0	0	0	0
Middle Management	8	32.00	13	35.14
General	24	36.92	36	40.45
Total	32	30.92	49	35.77
<b>By Age Group</b>				
29 or below	17	94.44	17	48.57
30 to 50	6	7.89	28	32.56
51 or above	9	94.74	4	25.00
Total	32	30.92	49	35.77
<b>By Geographical Location</b>				
PRC	32	32.00	49	35.77
Hong Kong	0	0	0	0
Total	32	30.92	49	35.77



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B2: HEALTH AND SAFETY

The Group has complied with the laws and regulations related to occupational health that have a significant impact on the Group, including but not limited to:

- Labour Law of the PRC 《中華人民共和國勞動法》；
- Labour Contract Law of the PRC 《中華人民共和國勞動合同法》；
- PRC Law on The Prevention and Control of Occupational Diseases 《中華人民共和國職業病防治法》；
- Fire Prevention Law of PRC 《中華人民共和國消防法》； and
- Occupational Safety and Health Ordinance (Chapter 509)

The Head Office of the Group does not expose our staff to high risks of occupational hazards. Nevertheless, the Group has formulated rules on occupational safety in the “Employee Manual”, aiming at creating a safe and comfortable work environment for our employees. For example, fire extinguishers are placed in the office, which are checked regularly on a monthly basis. Employees are provided with proper trainings on how to use fire extinguishers so as to raise their safety awareness and their capabilities to handle emergency. The Group also implemented measures to prevent occupational hazards in office operations including placing warning signs at those facilities and machines that may cause potential dangers or cause accidents to staffs. The Group inspected the workplace regularly to ensure a safe working environment for the employees. The Group did not receive any complaints regarding violations of health and safety related laws, and did not have any non-compliance with the laws and regulations relating to provision of a safe working environment and protection of employees from occupational hazards that have a significant impact on the Group during the Reporting Period.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B2: HEALTH AND SAFETY *(Continued)*

During the year ended 31 December 2024, the Group's work-related fatalities and injuries of the past three financial years (including the Reporting Period) are set out as below:

	2024	2023	2022
<b>Work-related Fatality:</b>			
— Number of work-related fatality	0	0	0
— Fatality Rate	0.00%	0.00%	0.00%
<b>Work-related Injury:</b>			
— Number of work injuries	0	0	0
— Rate of work injuries (per thousand employees)	0.00%	0.00%	0.00%
— Lost days due to work injuries	0	0	0

#### B3: DEVELOPMENT AND TRAINING

Outstanding and competent employees are the most valuable factor to our success. The Group considers them as the most important assets. It is the Group's belief that the cultivation and retention of outstanding and competent employees is the key to ensure our long-term development and our competitiveness. The Group considers the staff as its strategic partners, and provides staff training and development plans in a comprehensive and systematic way. Each of our employees are delegated with duties and roles which cater for the actual needs of the relevant departments and enable them to be capable of working in all aspects applicable to their respective positions. The Group also provides training programmes for new recruits in various areas, including induction training, corporate culture, system learning, introduction to product knowledge and purposes of all product lines, anti-corruption and anti-bribery management, office management and safety, so as to enable the employees to continue to enhance their job skills and professional capabilities.

#### *Our Training Programmes During 2024*

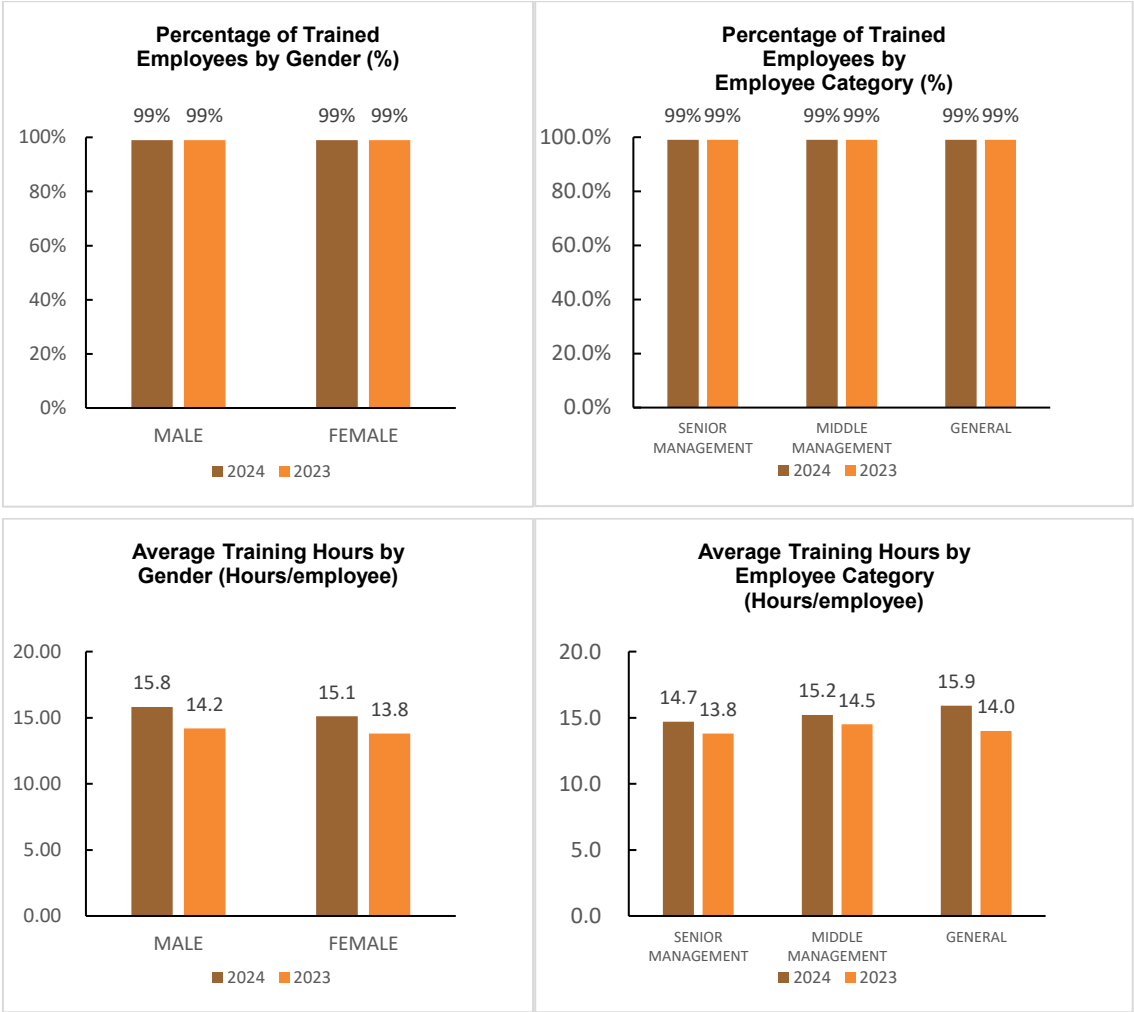
Training Programmes/Content	Trainees	Form of Training	Time
New employee training	New employees	Internal training	Whenever necessary
Introduction of staff handbook, attendance record and promotion mechanism	New employees	Internal training	March 2024
Introduction to administrative structure, management system and digital platform	New employees	Internal training	September 2024
Operation procedures and financial policies	All personnel	Internal training	April 2024
Use digital media to develop business	All personnel	Internal training	May 2024
Emergency plan for fire extinguishing	All personnel	Internal training	July 2024
Enterprise risk control management	All personnel	Internal training	August 2024
Basic knowledge of traffic safety	All personnel	Internal training	October 2024
Procurement management, anti-corruption and anti-money laundering	All personnel	Internal training	November 2024
Enterprise digital standardization training	All personnel	Internal training	December 2024
Hazardous chemicals enterprise safety training	Operation staffs	Internal training	April 2024
Occupational safety and health	All personnel	Internal training	November 2024

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)* EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

### B3: DEVELOPMENT AND TRAINING *(Continued)*

The percentage and average training hours per gender and employee category during the Reporting Period are as follows:



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### EMPLOYMENT AND LABOUR PRACTICES *(Continued)*

#### B4: LABOUR STANDARDS

The Group recognises that employment of child labour or forced labour constitute violations of basic human rights and international labour conventions, and poses threats to the sustainable development of the society and the economy. The Group strictly abides by the Labour Law of the PRC. Further, the Group does not impose any unfair requirements or restrictions in the labour contracts or the employment relationships between any employee and the Group in any manner. The Group strictly prohibits the use of child labour and forced labour. Subject to the relevant laws and regulations, employees have the right to terminate their labour contracts with the Group at their own will.

During the Reporting Period, the Group was not aware of any material non-compliance with the laws and regulations related to child or forced labour that have a significant impact on the Group, including but not limited to the Law of the PRC on the Protection of Minors, the Labour Law of the PRC, the Labour Contract Law of the PRC and the Employment Ordinance of Hong Kong.

### OPERATING PRACTICES

#### B5: SUPPLY CHAIN MANAGEMENT

In a globalised economy, outsourcing is a common business practice for companies. However, outsourcing does not mean that a company can totally avoid its responsibilities or risks arising from poor ESG performance of the third party suppliers or service providers. The Group recognises that the Group should play a constructive role in every stage of the entire cycle of its products and services, and that proper management of the supply chain is critical for the Group to maintain its reputation, ensure business sustainability, and manage operating costs.

The Group has established a supply chain management mechanism, which takes quality, capability, service, environmental protection and work safety as prerequisites for the selection of suppliers. Before engaging new suppliers, the Group will examine their qualifications and complete a "Supplier Examination Form". The Group will take into account various factors such as whether the supplier is subject to any controversial practice, complaint, regulatory sanction, legal dispute, industry qualification, certification, safety management, environmental protection, employee health and social responsibility. Only those entities that meet all our requirements will be selected by the Group as its qualified service providers.

The Group maintains long-term cooperative relationship with key suppliers at strategic level, establishes supplier profiles and assesses the performance of each supplier. In its day-to-day operations, the Group meets the suppliers on a regular basis to gain a better understanding on their operations and share industry updates and market information, in order to ensure a smooth exchange of information for timely management. In the future, the Group will place more emphasis on ESG performance of its business partners by taking environmental and social factors into consideration for its supply chain management and require our business partners to pay attention to their performance in sustainable development.

Amid intense competition in the current market environment, our customers have become increasingly demanding on the quality of products and services. Moreover, the Group realises that our customers are very concerned about the quality of energy products provided by the Group. As an energy trader, the Group strives to ensure that the quality of all products materials it purchases and sells comply with all applicable international standards and PRC laws and regulations, and enables the Group and its customers to achieve a win-win situation.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### OPERATING PRACTICES *(Continued)*

#### B5: SUPPLY CHAIN MANAGEMENT *(Continued)*

##### *Summary of Supply Chain Management Performance Indicators*

Geographical Region	Number of suppliers	
	2024	2023
PRC	62	64

#### B6: PRODUCT RESPONSIBILITY

The Group strictly complies with all applicable international and domestic laws and regulations on the quality and transportation of all energy-related products purchased and sold by the Group that have a significant impact on the Group. The Group provides a commodity inspection report issued by SGS, an independent global leading inspection, verification, testing and certification company, to ensure the quality of the energy-related products. As energy-related products are dangerous goods under the laws and regulations, the Group is highly concerned about safe operations in those processes such as loading, transporting and warehousing during trading. Pursuant to the “Regulations on the Safe Management of Hazardous Chemicals”, energy-related products shall be properly stored in warehouses, premises or storage rooms dedicated for such purposes and equipped with fire-extinguishing facilities as well as communication and alarm devices in accordance with the applicable fire control regulations to prevent accidents. Furthermore, our “Training for Personnel-in-charge and Safety Managers on Hazardous Chemicals” are organised annually, and examinations and tests are conducted after these training programmes to ensure that employees have a good knowledge of the procedures and practices for handling dangerous goods, so that they can react instantly in case of an accident or emergency. The Group did not have any non-compliance with the relevant laws and regulations involving product liability that have a significant impact on the Group during the Reporting Period.

##### *Quality Control Management*

The Group strives to provide the products or services of the Group to our customers with high standards and quality. The Group implemented “Product Quality Assurance Procedure” to ensure the quality and safety of our products. The Group monitored carefully to ensure that the quality of products or services meets the requirements of our customers. The Group also reviewed and monitored the quality management system from time to time and implemented measures to improve the system so that products and services of high quality can be provided to our customers.

##### *Product Recall Management*

The Group implemented “Product Recall Procedure” to ensure that the recalled products are handled by the relevant departments and employees in a timely manner and the appropriate procedures are followed. During the Reporting Period, the percentage of total products sold or delivered subject to recalls for safety and health reasons was nil.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)*

### OPERATING PRACTICES *(Continued)*

#### B6: PRODUCT RESPONSIBILITY *(Continued)*

##### *Complaints Handling*

Customers' feedback is valuable to the Group to continuously improve its performance. The Group has implemented "Customers Complaint and Services Management Procedures" which sets out the system to handle the complaints from customers and to ensure the complaints are handled promptly and effectively. During the Reporting Period, the Group did not receive any material complaint. The Group has also designated specific staff to handle all complaints received promptly and review the procedures regularly for any improvement to prevent any recurring complaints.

##### *Customer Data Protection and Privacy*

The Group believed that information security and privacy is the key element to success of the business. All personal data collected from customers and suppliers are kept strictly confidential. Further, computers and servers are protected by access passwords. According to the staff handbook of the Group and the employment contract, employees are required to protect the privacy of customers and any other sensitive information. Legal action will be taken against those employees who are in breach of the requirements. The Group will check regularly to ensure the compliance with the Policy. During the Reporting Period, the Group is not aware of any non-compliance with the relevant laws and regulations in the PRC and Hong Kong on data protection and privacy that have a significant impact on the Group, and is not aware of any material violation of the Policy of the Group.

#### B7: ANTI-CORRUPTION

The Group is committed to upholding high standards of business ethics and integrity. The Group believes that operation with integrity is not only a foundation for corporate social responsibility, but also a cornerstone of corporate competitive advantage and on-going operations. In addition to the compliance with the Company Law of the PRC, the Criminal Law of the PRC 《中華人民共和國刑法》, Prevention of Bribery Ordinance, Independent Commission Against Corruption Ordinance, Anti-Unfair Competition Law of the PRC (《中華人民共和國反不正當競爭法》), the Anti-money Laundering Law of the PRC (《中華人民共和國反洗錢法》) and other relevant laws and regulations in the PRC and Hong Kong, the Group has also developed the "Anti-Corruption and Anti-commercial Bribery Management System of Jintai Energy" which sets out clearly defined duties and code of conduct for the management, procurement personnel, sales personnel, accountants and cashiers respectively. The Group conveys its firm stance against corruption and fraud to its employees. The Group has a whistle-blowing mechanism in place to ensure that reported cases are submitted to the head of responsible departments, who shall keep the information confidential and properly handle any alleged cases. The Group will investigate and handle the case once internal corruption related information is received. There were no cases of non-compliance with the abovementioned legislations involving the Group and our employees during the Reporting Period.

In order to strengthen the self-discipline of directors and employees of the Group and emphasise the importance of integrity and ethics, the Group also arranged internal trainings to directors and employees as well as provided articles and leaflets regarding anti-corruption and anti-money laundering. During the Reporting Period, the Group conducted a 1-hour anti-corruption training session to 92 employees, representing 100% of all employees of the Group.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B: SOCIAL ASPECTS *(Continued)* COMMUNITY

### B8: COMMUNITY INVESTMENT

The Group has in place a Corporate Social Responsibility Policy which is regarded as an important part of the enterprise management strategy. It incorporates the value into the culture of the enterprise, where the Group actively plays the role as a corporate citizen, strictly enforces corporate governance, implements employee care, practises environmental protection and social welfare, maintains a sound corporate physique, promotes brand value and sustains the development of the enterprise.

Along with increasing concerns about corporate behavior, social responsibility and the “Social License to Operate”, the pursuit of short-term and maximum financial performance to reward shareholders is no longer the only goal of business management. The Group cherishes its harmonious and inclusive relationship with the communities where it has a presence. It offers support to a variety of programs in the communities, including academic researches and education, community environmental protection and construction as well as cultural exchange. It also encourages its employees to participate in volunteer services to show their care for the society through actions.

As a proactive corporation, the Group has a profound understanding on the importance of meeting different stakeholders’ expectations as well as the expectations of the communities where the Group operates. In terms of the long-term development, the Group places emphasis on striking a balance between the interests of shareholders, all other stakeholders and the society as a whole, and tries to identify what the communities need so as to contribute to the sustainable development of the communities.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>A. Environmental</b>			
<b>A1: Emissions</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	"Emissions"	7
KPI A1.1	The types of emissions and respective emissions data	"Emissions"	7
N/A	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	"Emissions"	7
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	"Emissions"	8
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	"Emissions"	8
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them	"Emissions"	8
KPI A1.6	Description of how hazardous and non- hazardous wastes are handled and a description of reduction target(s) set and steps taken to achieve them	"Emissions"	8

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>A2: Use of Resources</b>			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in building, electronic equipment, etc.	"Use of Resources"	8
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	"Use of Resources"	9
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	"Use of Resources"	9
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	"Use of Resources"	8
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	"Use of Resources"	9
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	"Use of Resources"	—
<b>A3: The Environment and Natural Resources</b>			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources	"The Environment and Natural Resources"	9
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	"The Environment and Natural Resources"	9

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>B. Social</b>			
<b>Employment and Labour Practices</b>			
<b>B1: Employment</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	"Employment"	11
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region	"Employment"	12
KPI B1.2	Employee turnover rate by gender, age group and geographical region	"Employment"	13

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>B2: Health and safety</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	"Health and Safety"	14
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	"Health and Safety"	15
KPI B2.2	Lost days due to work injury	"Health and Safety"	15
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	"Health and Safety"	14
<b>B3: Development and Training</b>			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	"Development and Training"	15
KPI B3.1	The percentage of employee trained by gender and employee category (e.g. senior management, middle management)	"Development and Training"	16
KPI B3.2	The average training hours completed per employee by gender and employee category	"Development and Training"	16

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>B4: Labour Standards</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	"Labour Standards"	17
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	"Labour Standards"	17
KPI B4.2	Description of steps taken to eliminate such practices when discovered	"Labour Standards"	17
<b>Operating Practices</b>			
<b>B5: Supply Chain Management</b>			
General Disclosure	Policies on managing environmental and social risks of the supply chain	"Supply Chain Management"	17
KPI B5.1	Number of suppliers by geographical region	"Supply Chain Management"	18
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	"Supply Chain Management"	17
KPI B5.3	Description of practices used to identify environmental and social risk along the supply chain, and how they are implemented and monitored	"Supply Chain Management"	17
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	"Supply Chain Management"	17



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>B6: Product Responsibility</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact of the issuer relating to health and safety, advertising, labelling and privacy matters, relating to products and services provided and methods of redress	"Product Responsibility"	18
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	"Product Responsibility"	18
KPI B6.2	Number of products and service related complaints received and how they are dealt with	"Product Responsibility"	19
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights	"Product Responsibility"	—
KPI B6.4	Description of quality assurance process and recall procedures	"Product Responsibility — Quality Control Management"	18
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	"Product Responsibility — Customer Data Protection and Privacy"	19

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX *(Continued)*

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Sections	Pages
<b>B7: Anti-corruption</b>			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	"Anti-corruption"	19
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the case	"Anti-corruption"	19
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	"Anti-corruption"	19
KPI B7.3	Description of anti-corruption training provided to directors and staff	"Anti-corruption"	19
<b>Community</b>			
<b>B8: Community Investment</b>			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities taken into consideration the communities' interests	"Community Investment"	20
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	"Community Investment"	20
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	"Community Investment"	20