



中信資源控股有限公司 CITIC Resources Holdings Limited

(incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

Stock Code 股份代號: 1205



2018

Environmental, Social and Governance Report

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About this Report

This Environmental, Social and Governance ("ESG") Report (this "Report") covers CITIC Resources Holdings Limited's ("CITIC Resources" or the "Company") and its subsidiaries' and joint ventures' (collectively referred to as the "Group") latest sustainability related information in the 2018 year, and includes issues that are of interest to stakeholders and related to the sustainable development of the Company. This Report has been compiled to enable stakeholders to better understand the Company's sustainable development values, management approaches, measures and related performance. This Report should be read in conjunction with the Company's 2018 Annual Report (in particular the Corporate Governance Report within) to provide a comprehensive understanding of the Company's performance.

The Board of Directors ("Board") believes that reliable and independent environmental and social strategies and policies are critical to the Company engaging in the natural resources sector. The Board is fully responsible for the Company's environmental and social strategies and reporting and has reviewed and approved this Report. The information disclosed in this Report is mainly derived from the internal documents and public information of the Group.

Reporting Period

This Report covers the period from 1 January 2018 to 31 December 2018 (the "Reporting Period"), unless otherwise specified. The information presented in this Report includes the Company's specific ESG policies and performance. As some of the calculated information is of a continuous or comparable nature, the timeframe of selected contents has been adjusted where necessary.

Reporting Scope

There has been no significant change in the scope of this Report from that of the 2017 ESG Report published on 25 June 2018. The organisational scope of this Report is as follows:

- CITIC Resources (the head office of the Group in Hong Kong)
- CITIC Canada Energy Limited
 - JSC Karazhanbasmunai
- CITIC Haiyue Energy Limited
 - Tincy Group Energy Resources Limited
- CITIC Seram Energy Limited
- CITIC Petroleum Technology Development (Beijing) Limited
- CITIC Resources Australia Pty Ltd

The scope of environmental key performance indicators ("KPIs") only includes Tincy Group Energy Resources Limited.

Reporting Reference

This Report was prepared with reference to: the *Environmental, Social and Governance Reporting Guide* (the "ESG Reporting Guide") contained in Appendix 27 of the *Rules Governing the Listing of Securities* on The Stock Exchange of Hong Kong Limited. Moreover, the selection of information for disclosure was also based on the result of the materiality assessment.

This Report has complied with "comply or explain" provisions of the ESG Reporting Guide and reported according to the "recommended disclosure". Please refer to this Report's Appendix 3 SEHK ESG Reporting Guide Index for reference.

The reporting principles (of Materiality, Quantitative, Balance, and Consistency) outlined in the ESG Reporting Guide have been adopted in the Company's reporting practices.

Reporting Specifications

In this Report, the following terms shall have the following meanings unless otherwise specified.

"China"	refers to	The People's Republic of China
"Kazakhstan"	refers to	The Republic of Kazakhstan
"Indonesia"	refers to	The Republic of Indonesia
"Australia"	refers to	The Commonwealth of Australia
"Hong Kong"	refers to	The Hong Kong Special Administrative Region, the People's Republic of China
"SEHK"	refers to	The Stock Exchange of Hong Kong Limited
"CITIC Resources" or the "Company"	refers to	CITIC Resources Holdings Limited
The "Group"	refers to	CITIC Resources Holdings Limited and its subsidiaries and joint ventures within the scope of this Report
"KBM"	refers to	JSC Karazhanbasmunai
The "Karazhanbas oilfield"	refers to	The Karazhanbas Oil and Gas Field in Mangistau Oblast, the Republic of Kazakhstan
"Tincy Group"	refers to	Tincy Group Energy Resources Limited
The "Hainan-Yuedong Block"	refers to	The Hainan-Yuedong Block in the Bohai Bay Basin in Liaoning Province, the People's Republic of China
The "Yuedong oilfield"	refers to	The Yuedong oilfield, the principal field within the Hainan-Yuedong Block in the Bohai Bay Basin in Liaoning Province, the People's Republic of China
"CITIC Seram"	refers to	CITIC Seram Energy Limited
The "Seram Block"	refers to	the Seram Island Non-Bula Block, the Republic of Indonesia

Access to this Report

This Report is available in both Chinese and English. Should there be any discrepancy between the Chinese and English versions, the Chinese version shall prevail.

Electronic copies are available as follows:

HKEXnews: <http://www.hkexnews.hk/>

CITIC Resources: <http://resources.citic/>

Response to this Report

Comments and suggestions regarding this Report and the sustainability performance of the Group are welcome and can be emailed at ir@citicresources.com.

Furthermore, a feedback questionnaire is attached at page 70 of this Report, and you are welcome to complete and send this to us at the email address above.

About CITIC Resources



The Group manages a diversified business portfolio, covering energy, metals, and import and export of commodities sectors, and strives to conduct businesses in a sustainable approach. The Group has been listed on the SEHK since 1997. As of the end of the Reporting Period, the ultimate holding company of the Company was CITIC Group Corporation, a company established in China and a company which holds a 59.50% interest in the Company through CITIC Limited.

The Company also understands the importance of balancing the needs of its businesses with stewardship of the earth's resources while respecting the community. The Group makes every effort to provide quality products and services, meet society's needs for energy, and achieve the harmonious development of society, the economy, and the environment.

About the Subsidiaries and Joint Ventures covered in this Report

The following are the subsidiaries and joint ventures by country covered in this Report:

Kazakhstan

CITIC Oil & Gas Holdings Limited, an indirect wholly-owned subsidiary of the Company, and JSC KazMunaiGas Exploration Production, through CITIC Canada Energy Limited (“CCEL”), jointly own, manage and operate KBM. Effectively, the Group owns 50% of the issued voting shares of KBM (which represents 47.31% of the total issued shares of KBM).

KBM is engaged in the development, production and sale of oil and holds the right to explore, develop, produce and sell oil from the Karazhanbas oilfield until 2035.

Indonesia

CITIC Seram, an indirect wholly-owned subsidiary of the Company, owns a 41% participating interest in the production sharing contract which grants the right to explore, develop and produce petroleum from the Seram Block (the “PSC”). CITIC Seram is the operator of the Seram Block.

On 4 May 2018, CITIC Seram completed the sale of its rights, interests and obligations in respect of a 10% participating interest in the PSC to an independent third party, thereby reducing its participating interest in the PSC from 51% to 41% effective 1 January 2018. Details of the transaction are set out in the announcements of the Company dated 7 February 2018 and 4 May 2018.

On 31 May 2018, SKK Migas (a special task force established by the government of Indonesia to manage the upstream oil and gas business activities) and the existing participants of the PSC, including CITIC Seram, signed an amended and restated production sharing contract which extends the right to explore, develop and produce petroleum from the Seram Block for a term of 20 years commencing from 1 November 2019 until 2039 (the “Amended and Restated PSC”). CITIC Seram will continue to be the operator of the Seram Block under the Amended and Restated PSC. Details of the transaction are set out in the announcement of the Company dated 31 May 2018.

China

CITIC Haiyue Energy Limited, an indirect wholly-owned subsidiary of the Company, owns a 90% interest in Tincy Group.

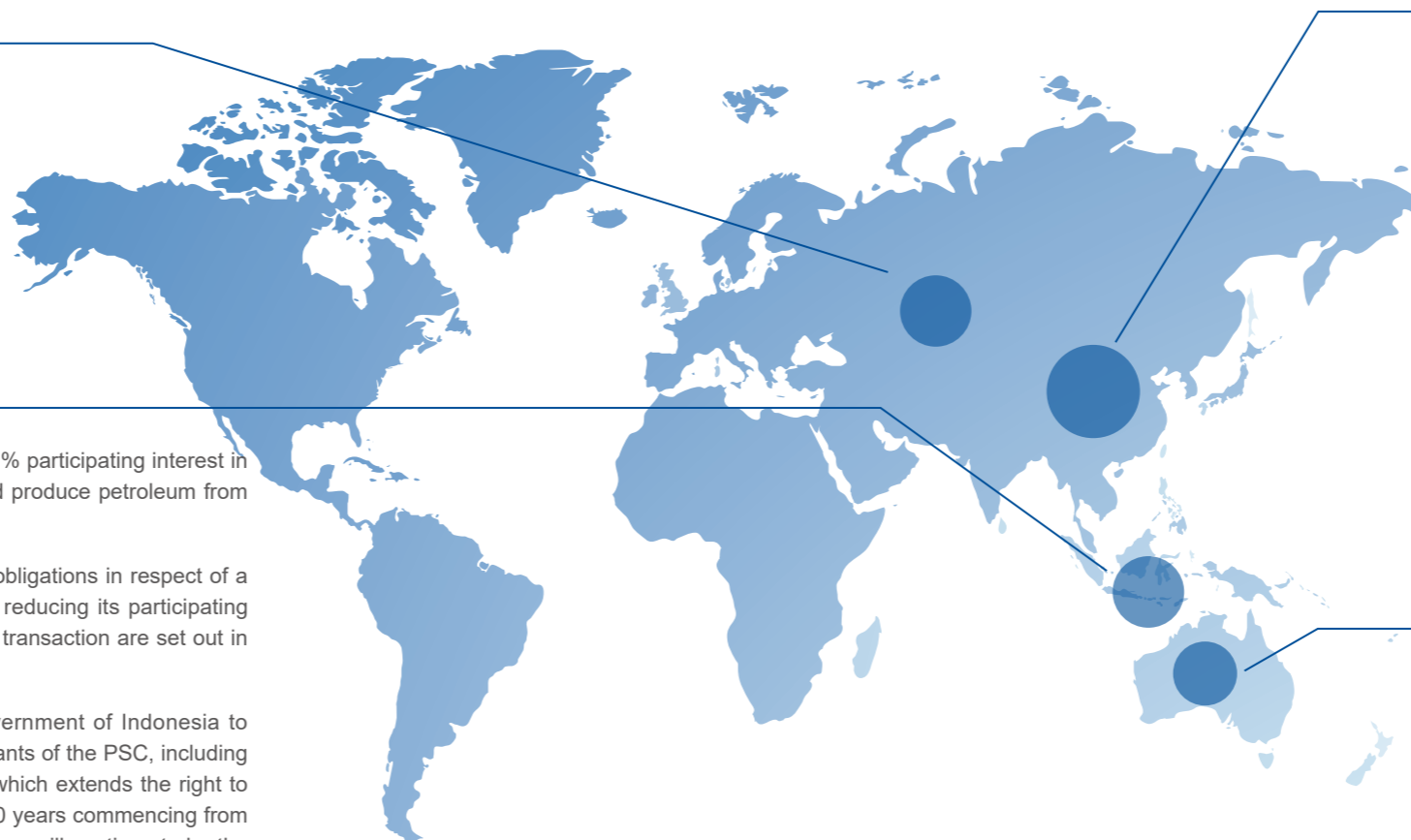
Tincy Group holds the right to explore, develop and produce petroleum from the Hainan-Yuedong Block in the Bohai Bay Basin in Liaoning Province, China until 2034. Tincy Group is the operator of the Hainan-Yuedong Block in cooperation with China National Petroleum Corporation.

Currently, the principal field within the Hainan-Yuedong Block is the Yuedong oilfield.

CITIC Petroleum Technology Development (Beijing) Limited is an indirect wholly-owned subsidiary and technical team of the Group.

Australia

CITIC Resources Australia Pty Limited is an indirect wholly-owned subsidiary of the Group, and its subsidiaries invest in aluminium, coal and conduct commodities import and export business in Australia.



CITIC Resources



The "ListCo Excellence Award 2018" was sponsored by am730, Asia Public Relations, and RoadShow and awarded by the Outstanding Listed Companies Awards Organizing Committee, Deloitte, Futu Securities, Yunfeng Financial Group Limited and a group of professional stock analysts and fund managers. Committed to the pursuit of good performance returns, excellent corporate governance and promoting Hong Kong's economy at different levels and enhancing the quality of life of the public, the award-winning company is worthy of investors as a reference indicator.

CITIC Resources



China Financial Market Award Gala, jointly organized by the financial magazine *China Financial Market* and other professional organisations including The Listed Companies Council of Hong Kong Chinese Enterprises Association, Hong Kong China M&A Association, Chinese Financial Association of Hong Kong, Chinese Securities Association of Hong Kong, as well as Chinese Asset Management Association of Hong Kong, intends to reward the enterprises in China and Hong Kong for their outstanding performance.

KBM



KBM supplemented and revised the collective contract and increased the budget for employee benefits. Based on these improvements, KBM signed the "2019-2021 Collective Contract with Employees". Good social welfare policies have enabled KBM to attract and retain elite talents, and provide significant contributions to improving local communities' livelihood and social stability.

The "Best Collective Contract Award" was awarded by the former Kazakhstan President Nursultan Nazarbayev, and KBM was the only company in the oil sector that received this honour.

Tincy Group



Tincy Group made outstanding contributions to the environmental protection of Liaodong Bay New District by strictly abiding to national laws, regulations, rules and standards concerning environmental protection, establishing sound environmental protection systems, conducting waste disposal and environmental quality monitoring according to relevant laws, declaring and paying environmental protection taxes promptly, reporting corporate environmental protection information to the general public and communities regularly, and adhering to clean production and green development.

The Environmental Protection Bureau of the Panjin Liaodong Bay New District therefore decided to commend Tincy Group.

Tincy Group



Tincy Group had outstanding performance among the offshore oil operators in the Liaohe Sea Area as Tincy Group strictly abided by the national laws and regulations concerning safety production, conscientiously implemented various safety production systems, and strived to fulfill its corporate social responsibility for safety production.

The Liaohe Offshore Marine Oil Operation Safety Supervision Office therefore decided to grant Tincy Group this honorary title.

CITIC Seram



CITIC Seram did not experience any loss of working hours for 8.5 million working hours from 2013 to 2018.

The Indonesia's Ministry of Energy and Mineral Resources therefore decided to grant CITIC Seram this award.



Our Communication

The trust and support of stakeholders are important to the sustainable development of the Group. The Group devotes itself to listening to the opinions of internal and external stakeholders, strives to balance the interests of all stakeholders, and proactively responds to the expectations and concerns of each stakeholder.

To further explore the Group's sustainability issues, the Company engaged an independent third-party consultant to assist its review of stakeholder identification and its materiality assessment. The Group also sought to improve its sustainability management system based on external professional advice.

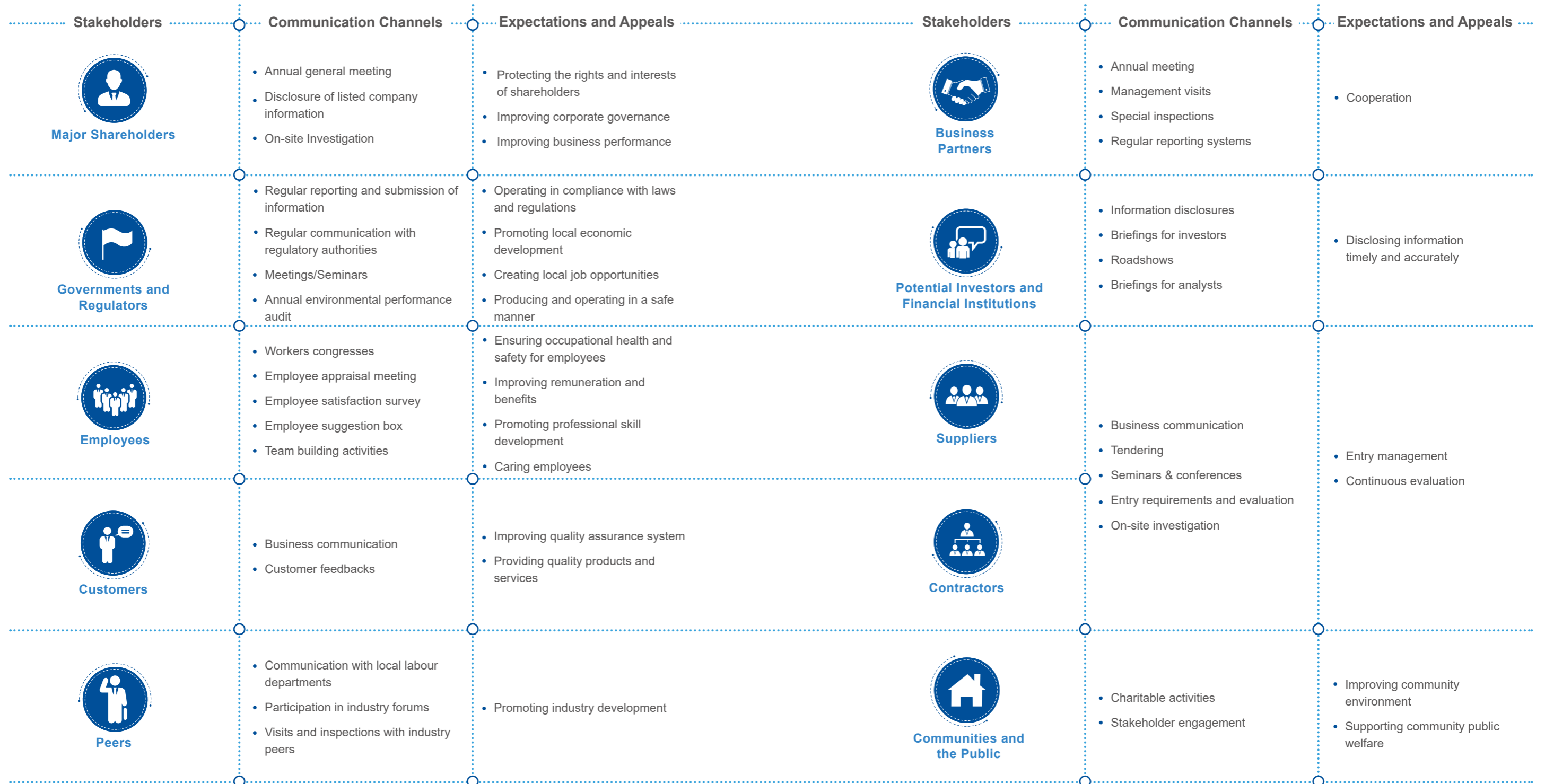
The Group's identified and recognised stakeholders are "Major Shareholders", "Governments and Regulators", "Employees", "Customers", "Peers", "Business Partners", "Potential Investors and Financial Institutions", "Suppliers", "Contractors", and "Communities and the Public".



Communication Channels

The Group, attaching great importance to the participation of, relationships with, and expectations of stakeholders, not only understands and responds to the opinions and appeals of stakeholders through various channels, but also reviews and improves its social and environmental performance. The Company's effectiveness of communication with stakeholders has been enhanced through continuous improvement in its stakeholder communication mechanism.

The subsidiaries and joint ventures have their own channels of communication with stakeholders, as summarized below:



Materiality Assessment

The Group engaged an independent third-party consultant to conduct a materiality assessment for its sustainable development. The materiality assessment included sustainable development related issues ("SD issues") identification, SD issues prioritization, result analysis and validation. The social and environmental materiality matrices of the Group are illustrated from the two dimensions of the "Importance to Stakeholders" and the "Importance to the Group".

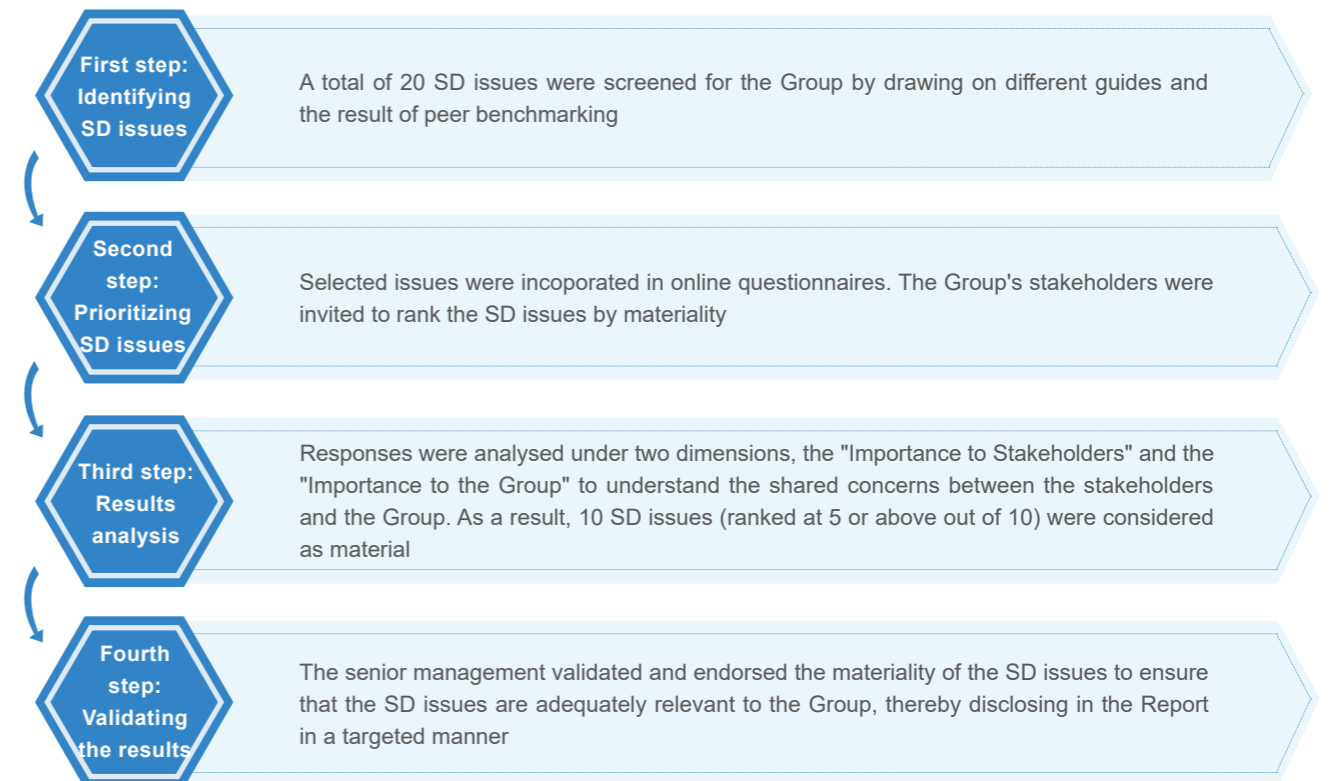
As part of the screening and identification of SD issues, the Group extracted relevant issues from various guides and the result of peer benchmarking to form its pool of SD issues (the "Pool").

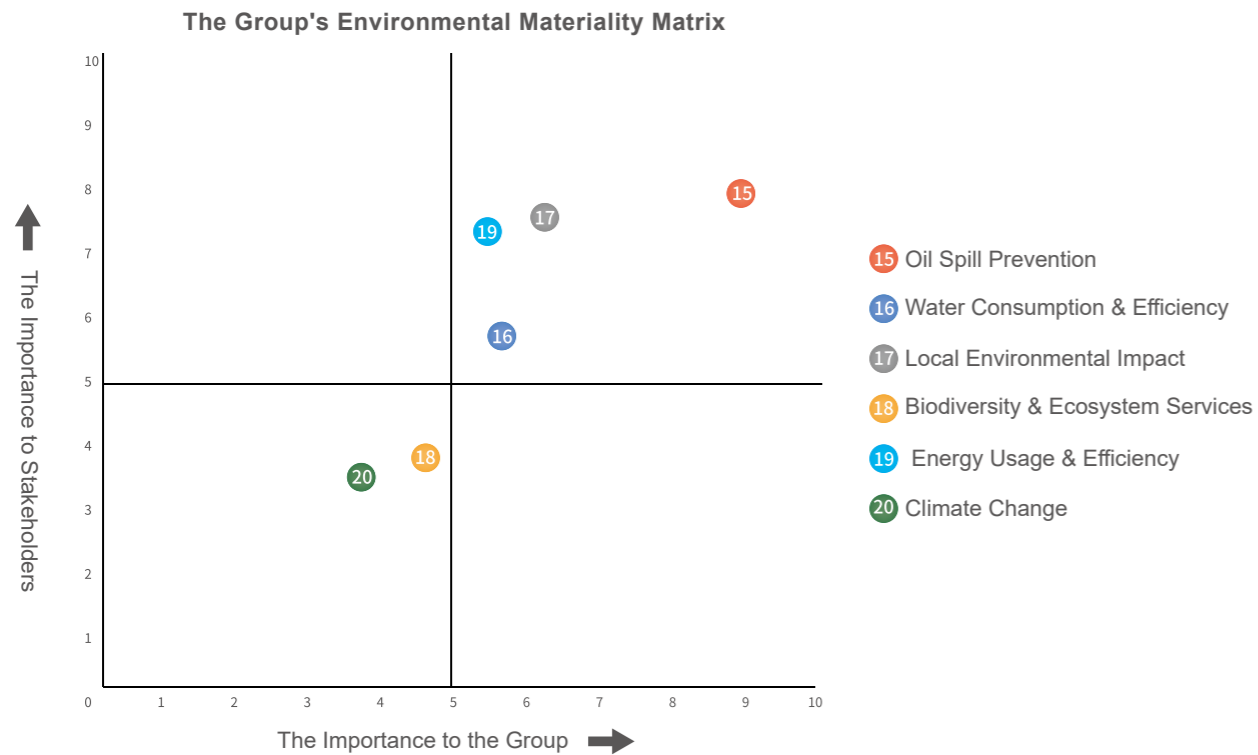
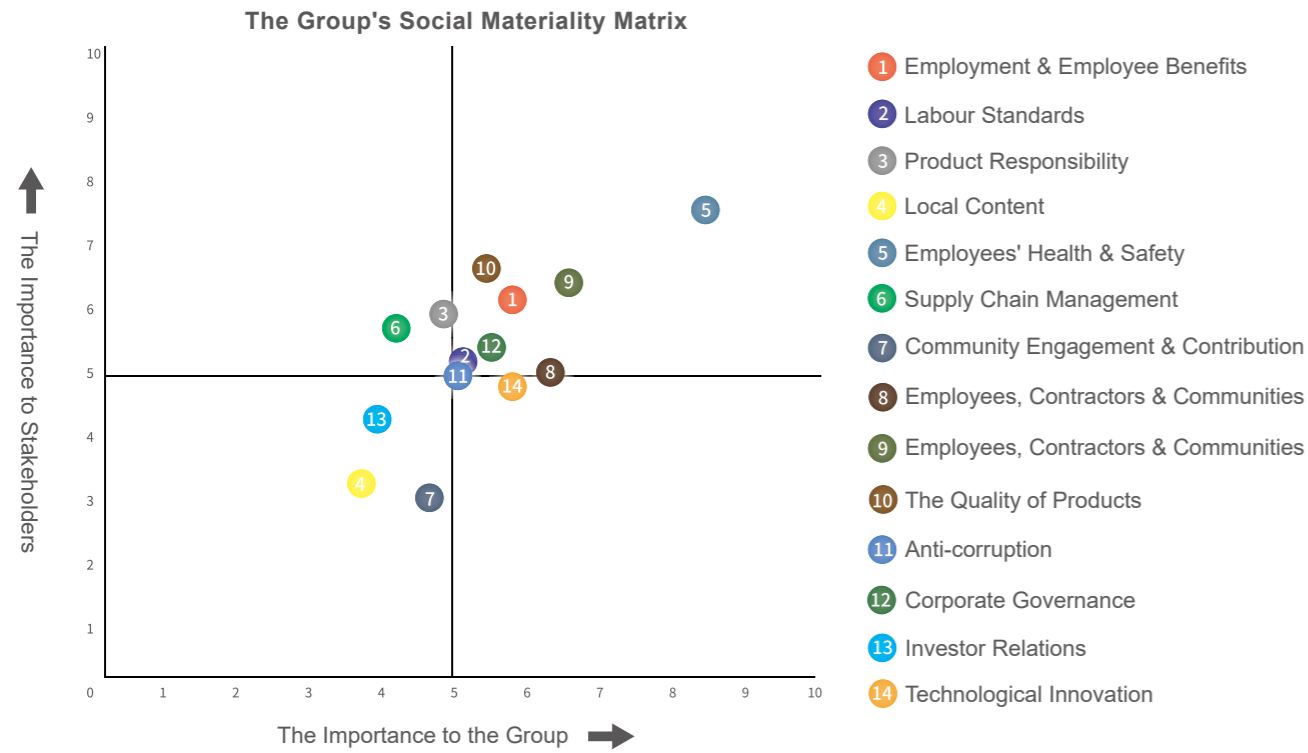
- **IPIECA – Oil and gas industry guidance on voluntary sustainability reporting**
- **SEHK – ESG Reporting Guide**
- **GRI – Sustainability Topics for Sectors: What do stakeholders want to know?**
- **Peer benchmarking**

Subsequently, CITIC Resources' senior management selected the most relevant SD issues from the Pool based on their knowledge about the Group's business and the industry. Stakeholders' opinions on the most relevant issues were then collected through questionnaires.

CITIC Resources invited both internal and external stakeholders to participate in the materiality assessment, including "Major Shareholders", "Governments and Regulators", "Employees", "Customers", "Potential Investors and Financial Institutions", "Suppliers", and "Contractors" so as to obtain the stakeholders' expectations for and concerns over the Group's sustainable development. The comments given by the respondents were important to the Group on identifying its material issues.

The Group considers social and environmental aspects as equally important for its sustainable development and has categorised materiality into two major aspects: "Social" and "Environmental". The Group constructed its materiality matrices according to the analytical results of the questionnaires to illustrate its material sustainable development related issues to stakeholders. The Group analysed the responses from two dimensions, the "Importance to Stakeholders" and the "Importance to the Group". The issues that were ranked at 5 or above (The maximum score was 10) at both dimensions were considered material. The senior management validated and endorsed the materiality of the SD issues to ensure that the SD issues were adequately relevant to the Group, thereby providing disclosures in the Report in a targeted manner.





In the materiality assessment, the "Major Shareholders" 's and "Senior Management" 's opinions represented the "Importance to the Group"; the views of "Governments and Regulators", "Employees", "Customers", "Potential Investors and Financial Institutions", "Suppliers", and "Contractors" represented the "Importance to Stakeholders". The levels of importance of the opinions of the stakeholders were the same in the dimensions of the "Importance to the Group" and "Importance to Stakeholders".

Materiality (Sorting from high materiality to low materiality)	Social Aspect	Environmental Aspect
1	5. Employees' Health & Safety	15. Oil Spill Prevention
2	9. Employees' Development & Training	17. Local Environmental Impact
3	10. Product Quality	19. Energy Usage & Efficiency
4	1. Employment & Employee Benefits	16. Water Consumption & Efficiency
5	8. Employees, Contractors & Communities' Rights	18. Biodiversity & Ecosystem Services
6	12. Corporate Governance	20. Climate Change
7	3. Product Responsibility	
8	14. Technological Innovation	
9	2. Labour Standards	
10	11. Anti-corruption	
11	6. Supply Chain Management	
12	13. Investor Relations	
13	7. Community Engagement & Contribution	
14	4. Local Content	

Ranking is based on the summation of ranked scores for "Importance to the Group" and "Importance to Stakeholders". Highlighted issues represent those that have attained scores of 5 or above for both dimensions.

The Group has been able to identify 10 material issues by analysing the results of the survey and to disclose them in detail in this Report. In the future, the Group will continue to deepen and strengthen the communication with stakeholders.

The 10 material issues identified in the materiality assessment and the corresponding sections for responses to the material issues are as follows:

Social Aspect	Sections for Responses
Employees' Health & Safety	Operation Safety
Employees' Development & Training	Training and Development
Product Quality	Supply Chain & Product Quality Management
Employment & Employee Benefits	Policies and Benefits
Corporate Governance	Governance Structure, Corporate Governance
Labour Standards	Respecting Rights

Environmental Aspect	Sections for Responses
Oil Spill Prevention	Oil Spill Prevention
Local Environmental Impact	Environmental Management, Oil Spill Prevention, Resource Usage
Energy Usage & Efficiency	Resource Usage
Water Consumption & Efficiency	Resource Usage

Our Governance

CITIC Resources strictly abides by the laws and regulations in the operation locations, the regulatory bodies' provisions, its own governance policies and codes of practice. CITIC Resources operates honestly and legally, and attaches importance to risk management and internal control. The Company also ensures the operations of its subsidiaries and joint ventures through policy provisioning and system monitoring to ensure their compliance with laws and regulations, improvement of business operations, and management of risks and opportunities. Through diversified and multi-level corporate governance, the Company continues to promote its sustainable development.

The material issue – "Corporate Governance" identified in the materiality assessment is particularly responded to in this section of this Report.

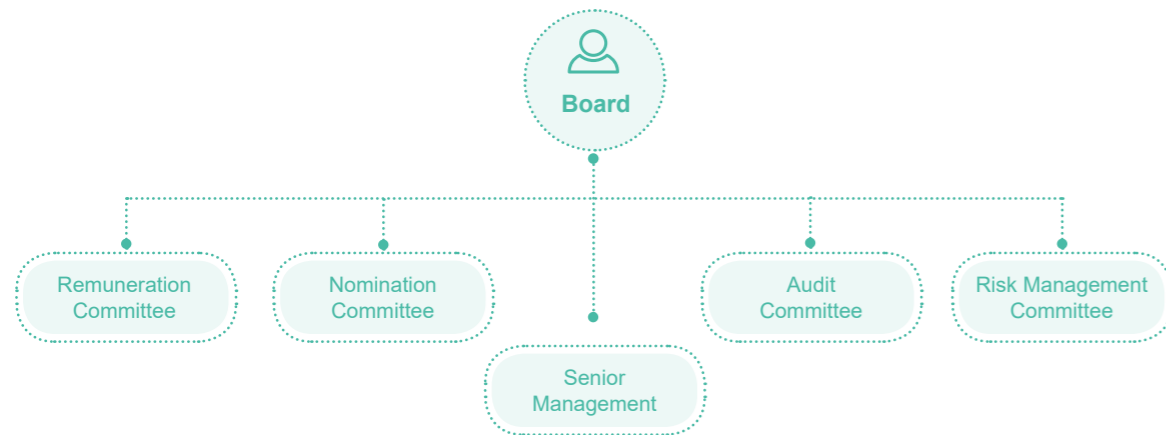
If you would like to know more about the Company's information on corporate governance, please refer to the Corporate Governance Report in its *2018 Annual Report*.



Governance Structure

CITIC Resources strictly complies with the listing provisions and requirements of the *Rules Governing the Listing of Securities on SEHK* and executes its governance policies. CITIC Resources continuously improves its governance structure, including the Board, the Remuneration Committee, the Nomination Committee, the Audit Committee, the Risk Management Committee, and the senior management, as well as its governance policies. Improving the level of the Company's governance and regulating the Company's operation and management ensures that all decisions are made on the principles of trust and fairness and announced in a transparent manner to protect the interests of all shareholders.

CITIC Resources' Governance Structure:



Board

The Board is the operating decision-making body of the Group, accountable to the CITIC Resources' shareholders. The Board has the following responsibilities:

- to develop and review the Company's policies and practices on corporate governance; and to review compliance with the CG Code and disclosures in the corporate governance report;
- to review and monitor the Company's policies and practices on compliance with legal and regulatory requirements;
- to review and monitor the training and continuous professional development of the directors and senior management; and
- to develop, review and monitor the code of conduct applicable to the directors and employees.



As at 28 March 2019, the Board comprised a total of eight members, with four executive directors, one non-executive director and three independent non-executive directors. The resumes of all directors have been published in the Company's annual report and website.

Four committees have been set up under the Board, namely the Remuneration Committee, the Nomination Committee, the Audit Committee, and the Risk Management Committee. They are each established with specific written terms of reference which deal clearly with their respective authority and responsibilities.

Remuneration Committee

The purpose of the committee is to make recommendations to the Board on the remuneration policy and structure for all directors and senior management of the Group and the remuneration of all directors of each member of the Group.

- Making recommendations to the Board on the establishment of a formal and transparent procedure for developing a remuneration policy for all directors and senior management;
- Determining remuneration packages of individual executive directors and senior management.

Nomination Committee

The purpose of the committee is to lead the process for Board appointments and for identifying and nominating for the approval of the Board candidates for appointment to the Board.

- Reviewing the structure, size and diversity (including without limitation, gender, age, cultural and educational background, skills, knowledge and professional experience) of the Board annually;
- Making recommendations on any proposed changes to the Board to complement the Company's corporate strategy, identifying individuals suitably qualified to become members of the Board and selecting or making recommendations to the Board on the selection of individuals nominated for directorships, and considering candidates on merit and against objective criteria with due regard to the Policy;
- Reviewing the Policy and the measurable objectives, the progress on achieving the objectives, assessing the independence of independent non-executive directors and making recommendations to the Board on the appointment or re-appointment of directors and succession planning for directors, in particular, the chairman and the chief executive officer of the Company.

Audit Committee

The Audit Committee is responsible for making recommendations to the Board on the appointment, re-appointment and removal of the external auditor, and approving the remuneration and terms of engagement of the external auditor, and considering any questions of its resignation or dismissal.

- Monitoring the integrity of the Company's accounts, financial statements, interim and annual reports, and reviewing significant financial reporting judgements contained therein;
- Reporting to the Board any suspected fraud and irregularities and suspected infringements of laws, rules and regulations which come to its attention and are of sufficient importance to warrant the attention of the Board.

Risk Management Committee

The purpose of the Risk Management Committee is to assist the Board to oversee the overall risk management and internal control of the Group and to assist the Board in establishing and setting risk management and internal control policies and regulations appropriate and relevant for the Group.

- Considering the overall objective and policies of the Group's comprehensive risk management and internal control;
- Reviewing the risk philosophy and risk tolerance and appetite of the Group;
- Overseeing the Group's overall risk management framework to identify and deal with financial, operational, legal, regulatory, technology, business, strategic and other relevant risks faced by the Group from time to time;
- Reviewing and assessing the effectiveness of the Group's risk control and risk mitigation tools and considering any other matters in relation to risk management and internal control responsibilities to be performed by the committee or the Board.

Corporate Governance

CITIC Resources has treated risk management and internal control as a top priority since its establishment. The Company recognises that it is the duty and obligation of the Board to establish and maintain a risk management and internal control system, which serves that Company's strategic objectives and meets the Company's business practice.

Risk Management and Internal Control

The Board has overall responsibility for maintaining an adequate system of risk management and internal control and reviewing its effectiveness.

The Group has established a risk management and internal control system covering all the business units to monitor, assess and manage various risks in the Group's business activities. The risk management committee has reviewed the quality, integrity and effectiveness of the risk management policies and regulations of the Group and approved the relevant revisions on risk management policies under the delegation of the Board. The system identifies, evaluates and manages the significant risks through regular risk assessments, including both compliance assessment and self-assessment on risk management and internal control.

The risk management and internal control system is designed to facilitate the effectiveness and efficiency of operations, safeguard assets against unauthorised use and disposition, ensure the maintenance of proper accounting records and the truth and fairness of the financial statements, and ensure compliance with relevant legislation and regulations. The system provides reasonable, but not absolute, assurance against material misstatement or loss, and management rather than elimination of risks associated with its business activities.

The Group's risk management and internal control system comprises five levels based on the corporate governance structure:



During the Reporting Period, the risk management department identified risks using multiple channels, including questionnaires, group discussion and scenario analysis, evaluated the risk as normal risk, significant risk and critical risk, and managed the risk with reference to the risk management policy. It also controlled the risks of subsidiaries through monthly risk management reporting and risk assessment as well as the monitoring of major projects and business.

Internal Audit

In order to ensure the effectiveness and suitability of business operations, internal control, and risk management, the Company has established the internal audit department to carry out an analysis and independent appraisal of the adequacy and effectiveness of the Group's risk management and internal control system, and to perform independent internal audit reviews for all business units and functions in the Group on a systematic and ongoing basis. While under the internal audit charter of the Company, the internal audit department has unrestricted access to all parts of the Group's businesses and direct access to any level of management including the chairman of the Company and the chairman of the audit committee as it considers necessary.

During the Reporting Period, the internal audit department prepared an annual internal audit plan in accordance with risk-based principles. Pursuant to the approved annual internal audit plan endorsed by the audit committee, detailed audit planning for each audit was devised, followed by field audits and discussions with management of the Company and subsidiaries. Special audits are conducted when required by the Board and senior management. Internal audit reports were prepared after completion of the audits, informing management of the Company and subsidiaries about the identified control deficiencies, together with recommendations for immediate rectification. Concerns which have been reported by the internal audit department were monitored by management by taking appropriate remedial actions. The internal audit report, which included audit findings and follow-up results, has been summarised, communicated and reported to the audit committee during the year.

Our Employees

The Group adheres to the concept of “Employees are our Most Valuable Asset and Wealth”. Through formulating clear policies and establishing a sound training mechanism, the Group protects employees' rights and creates a motivated and fair working environment for its employees. The Group also continuously expands the rooms for employees' career growth, promoting career development for its employees.

The material issues – “Employment & Employee Benefits”, “Employees' Development & Training”, and “Labour Standards” identified in the materiality assessment are particularly responded to in this section of this Report.

The Group strictly abides by relevant laws and regulations and establishes policies to ensure its operations are in compliance with these laws and regulations. The Company has developed and implemented the *Employee Handbook*, and each subsidiary and joint venture has also developed and executed employee-related policies in line with the location-specific requirements of their respective operations, and clarified employee-related rights and codes of practice. If you would like to know more about these laws, regulations and policies, please refer to Appendix I of this Report.





KBM's employees



Tincy Group's employees



KBM signed the "2019-2021 Collective Contract with Employees"

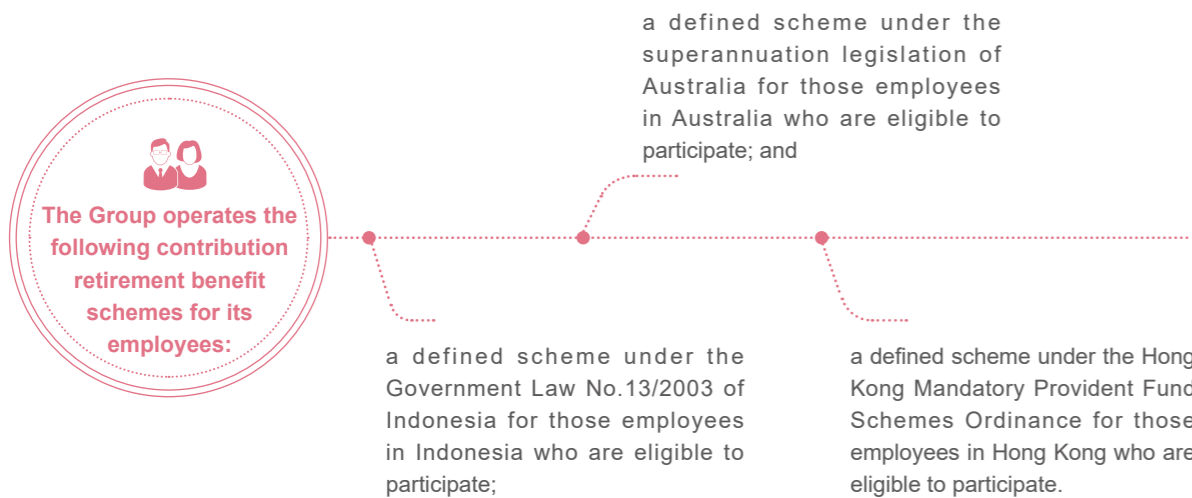


Tincy Group's employees inspected the facilities

Policies and Benefits

The establishment of sound and positive policies not only protects the rights and interests of employees, but also attracts and retains talent to enhance the competitiveness of the Group. The Group executes its human resources related policies that specify provisions relating to recruitment, remuneration, promotion, dismissal, working hours, rest periods, and benefits. The Group's remuneration policy seeks to provide fair market remuneration in a form and value to attract, retain and motivate high quality staff. Remuneration packages are set at levels to ensure comparability and competitiveness with other companies in the industry and market competing for a similar talent pool. Emoluments are also based on an individual's knowledge, skill, time commitment, responsibilities and performance and by reference to the Group's profits and performance. Rent-free quarters are provided to some employees in Indonesia.

The employees of the Group's subsidiaries which operate in China are required to participate in a central pension scheme operated by the local municipal government. These subsidiaries are required to contribute a certain percentage of their payroll costs to the central pension scheme.



The Company operates a share option scheme for the purpose of providing incentives and rewards to eligible persons.

The Group devotes to improving the staff performance appraisal mechanism for employees, and considers the personal work performance of employees as the basis for the adjustment of salary and rank to stimulate the enthusiasm of employees and encourage them to realize their own value. The Group provides diversified career development channels to enable employees to develop their talents in suitable positions. The Group has also formulated a comprehensive and effective welfare and indemnity system for its employees to provide statutory holidays and additional holidays, such as annual leave, marriage leave, compassionate leave, maternity leave, paternity leave, jury leave, etc., and to offer medical insurance in compliance with operations' local requirements to effectively safeguard employees' quality of lives.

The Group attaches importance to its employees' balance between work and life. The Group adopts various means to create a healthy and interactive workplace. The Group relieves employee work stress by organizing different activities based on the needs and expectations of employees, and hence enhances employee cohesion and morale.

Response to the Issue | "Employment & Employee Benefits"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

Healthcare

KBM provides its employees with a high level of modern medical services by signing a medical service contract with a company that provides advanced medical technology and equipment. In order to provide more targeted medical services to its employees, KBM also negotiated with the company to optimise the working time of experts in neurology, endocrinology, oncology, etc., to simplify the procedures for KBM employees to seek medical treatment, and to choose the villages with a large proportion of KBM employees to open medical stations to facilitate its employees' access to healthcare.

Housing

In order to help its employees to solve housing problems, KBM signed a memorandum of cooperation with two local real estate companies to sell new houses discounted by 15%-20% to KBM employees, enabling KBM employees to realize their housing dreams at a preferential price.

In addition, KBM continues to maintain staff quarters so as to equalize the conditions of accommodation for all employees. Currently, accommodation obtains the highest scores in the employee satisfaction survey.

Materials

During the Reporting Period, KBM updated the "Regulations for Material Assistance to KBM's In-service Employees and Retired Persons" to make the process of material assistance more transparent and fair. KBM paid the healthcare and surgery fees for a total of 54 persons, including employees, spouses, parents and children; KBM organised recuperation activities, including different quality nursing homes and outdoor locations, for 176 employees that reach a certain length of service; KBM spent a total of \$2.55 million Hong Kong dollars to conduct vacation activities for 666 employees' children.

The summary of the material assistance provided by KBM:

	Healthcare	Surgery
Employees	9 persons in total A total of 40,000 Hong Kong dollars	19 persons in total A total of \$63,000 Hong Kong dollars
Employees' spouses & parents	4 persons in total A total of 10,000 Hong Kong dollars	10 persons in total A total of \$31,000 Hong Kong dollars
Employees' children	10 persons in total A total of 52,000 Hong Kong dollars	2 persons in total A total of \$0.6 million Hong Kong dollars

Recuperation	Number of employees that reach a certain length of service*	Locations during Vacation	Number of employees' children
ArayDeluxe	60	Arman Dala	183
Kazakstan	46	Baldauren	45
Balkhash	20	Mashat Arasan	82
Saya	24	Alau	256
One Wheel	26	Astana	100

*These figures were the estimated number of people within the budget, and the actual total number of participants was 131.



KBM celebrated Oil Workers' Day



KBM's labour union provided school supplies to its employees' children

Yuedong Oilfield

Remuneration and Benefits

During the Reporting Period, Tincy Group's employee remuneration structure mainly consisted of two parts: salary and year-end bonus. In addition, Tincy Group handles "five social insurances and one housing fund" for its employees according to relevant national regulations, and employees were entitled to statutory leave and paid annual leave in accordance with relevant national regulations.

Training and Development

The Company has always believed that "Talent is the Foundation and Driving Force for the Sustainable Development of a Corporation." The Group formulates clear staff training and development plans to provide continuous education and training throughout its employees' careers. The Group encourages its employees to participate in targeted training courses and industry seminars to enhance their skills, and hence improve their workability and promote their career development.

During the Reporting Period, to develop and refresh their knowledge and skills, all directors have participated in appropriate continuous professional development training which covered updates on laws, rules and regulations and also directors' duties and responsibilities.

Training is classified into three categories: mandatory training, professional training, and personal career development training. Providing various types of training can satisfy the needs of employees during all stages of their careers. CITIC Resources developed the "Employee Training and Development Policy" and regulated the continuous education of its staff. In addition to the training assigned by the Group, each employee can apply for an annual training allowance of \$2,500 Hong Kong dollars to participate in training courses organized by authorized organisations so as to improve professional quality and ability.

Training Type	Training Area
<ul style="list-style-type: none"> Mandatory Position Training Professional Vocational Skill Training Personal Career Development Training 	<ul style="list-style-type: none"> Health, Safety & Environment Operational safety and lifesaving Well Control Hydrogen Sulphide Treatment and Safety Oil Spill Prevention Industry Knowledge Firefighting Safety Advanced Machinery and Equipment Use Accounting Legislation Taxation Procurement Rules and Procedures

Response to the Issue | "Employees' Development & Training"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

During the Reporting Period, as part of the talent exchange program between China and Kazakhstan, KBM sent 5 young experts in geology, oil extraction technology, environmental protection, safety and law to China to participate in the third phase of the "Belt and Road Initiative" international talent training courses. The 5 young experts in Beijing, Hangzhou, Lanzhou and other places experienced China's achievements in photovoltaic, energy-saving, environmentally friendly building materials, renewable resources utilization, etc., and gained valuable experience and thoughts in cross-border exchanges.



KBM's experts participated in the third phase of the "Belt and Road Initiative" international talent training courses



KBM's young experts participated in the Youth Forum

Yuedong oilfield

During the Reporting Period, according to the nature of each position, Tincy Group arranged training on hydrogen sulphide prevention, well control, offshore work, basic health, safety and environment ("HSE") knowledge, etc., to ensure that its employees and contractors in different positions acquired the requisite health and safety knowledge relevant to their area of work.

In response to the features of the offshore platforms of the Yuedong oilfield, Tincy Group provides its employees and contractors with relevant offshore safety training on a regular basis. Tincy Group also requires contractors to establish a safety and environmental protection management system to strictly enforce industry specifications and standards, and to continuously provide required health and safety related training for its employees. Additionally, Tincy Group conducted hazardous waste training and relevant emergency drills. During the Reporting Period, Tincy Group organised:

- A "Comprehensive Emergency Drill at the Onshore Terminal Processing Station"; and
- A "Comprehensive Joint Offshore Emergency Drill".

Seram Block

In addition to improving its employees' professional skills and safety awareness, CITIC Seram also establishes different types of training through cooperation with different organisations to develop its employees' skills beyond their own work, expanding employees' visions.

List of Training:

PTK 007

- SKK Migas, which manages upstream oil and gas business activities in Indonesia, developed guidelines on procurement. The 2015 revision allows SKK Migas and upstream oil and gas companies to audit suppliers in compliance with *Anti-Bribery and Corruption Law* and/or *Foreign Corrupt Practices Act* and provides more stringent local content criteria.

CITIC Seram worked with SKK Migas to provide PTK 007-related training to its employees to enhance their awareness of the guidelines.

Data and Information

- CITIC Seram worked with suppliers to provide training related to data and information for its employees interested in information technology.

Export Management

- To enhance employees' understanding of the industry, CITIC Seram worked with suppliers to conduct training related to export management and letters of credit.

Respecting Rights

CITIC Resources resists any acts of disregard or abuse of human rights and respects its employees' rights and dignity. When developing policies, the Group pays full attention to the impacts of these policies on employees' rights and benefits, while the Group incorporates the principles of equal opportunity, diversity, and anti-discrimination into its operations. The Group is also committed to enriching the Group's staff composition and establishing teams of personnel of diverse races, educational backgrounds and nationalities, and with various working experience and expertise.

The strict compliance with relevant laws and regulations on employment, as well as the formulation and execution of relevant policies in accordance with laws and regulation, are important cornerstones for protecting the rights and interests of employees. The Group complies with the relevant local laws and regulations on employment, ensures that all employees enjoy their entitled rights and interests and fair and equitable treatment in accordance with the laws, respects the rights and interests of female employees and minor nationalities, and protects the values, beliefs and privacy of employees of different nationalities, races, genders and cultural backgrounds from violation.

During recruitment and hiring periods, the Group proactively checks the identity documents of applicants to prevent the employment of child labour. The Group also respects its employees' right of personal freedom and right to leave and absolutely opposes forced labour by clearly stipulating employee working hours per day. If any violation of the relevant laws and regulations is found, the relevant departments report this to the management according to the internal policies of the Group. After investigation, the relevant departments would rectify the issues or situations in response to the investigation results.

Based on the principles of fair, equal and diversified recruitment, the Group has established and improved the recruitment mechanism, adopting the key reference indicators relating to work experience, skills and professional ethics. The signing and dismissal of employment contracts are strictly conducted in accordance with the relevant local laws and regulations in the locations that the Group operates in to fully protect the rights and obligations of both employees and the Group.

The Group respects its employees' rights of collective bargaining and is committed to complying with relevant laws, regulations and systems in each location that the Group operates in. The Group strengthens its communication and cooperation with employees through collective bargaining to promote the stability of labor relations and to drive the realization of the Group's objectives and the enhancement of the Group's operational efficiency.

Response to the Issue | "Labour Standards"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

Collective Contract

During the Reporting Period, KBM was granted "Best Collective Contract Award 2018" by the former Kazakhstan President Nursultan Nazarbayev and was the only oil company to receive this honour. With the rise of international oil prices, KBM, as the eighth largest oilfield operator in Kazakhstan and a responsible multinational joint venture, supplemented and revised the "2016-2018 Collective Contract with Staff", and the budget for employee benefits was increased by \$1.85 million Hong Kong dollars compared to the previous year. Based on these changes, KBM signed the "2019-2021 Collective Contract with Staff". Good social welfare policies have enabled KBM to attract and retain elite talent. Apart from natural reductions such as retirement, there was almost no employee outflow, which made great contributions to improving local communities' livelihood and social stability.



KBM hosted International Women's Day celebrations



A trainee at KBM

Female Employees' Rights and Interests

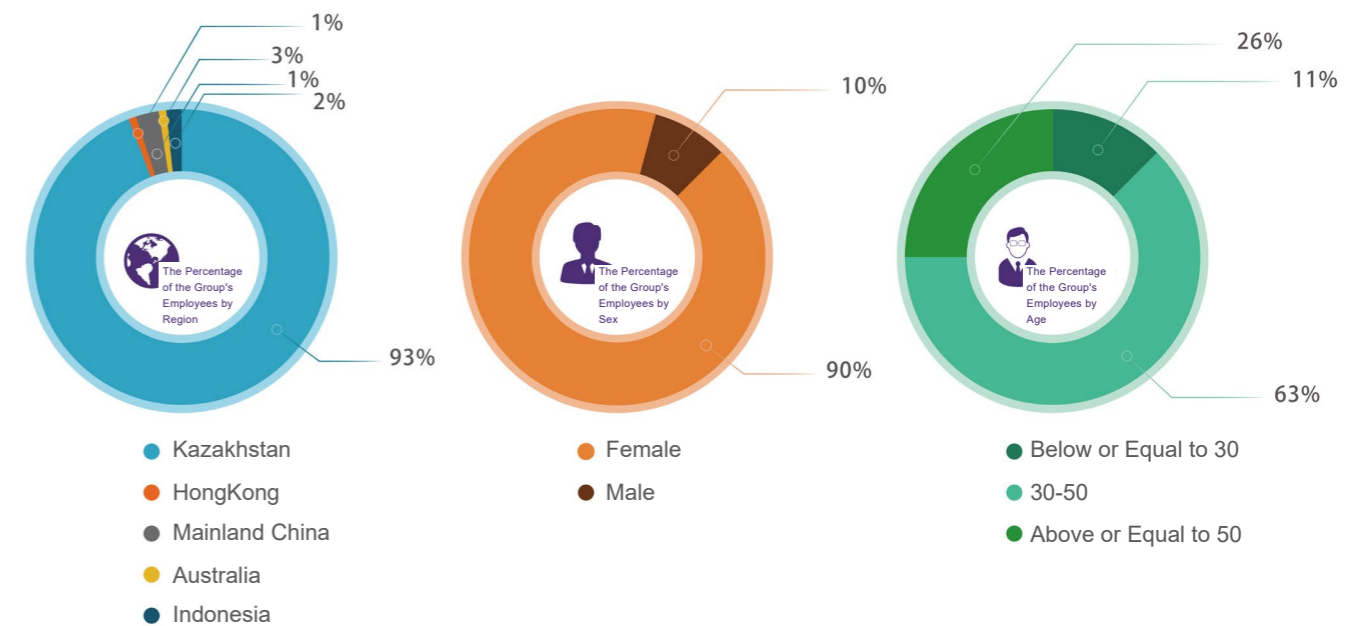
During the Reporting Period, KBM developed a number of welfare policies for female employees to strengthen the rights of female employees.

- Providing subsidies totalling 25-month accounting indicators for female employees on International Women's Day on March 8
- Providing material assistance totalling 50-month accounting indicators when employees have children
- Prohibiting termination of employment contracts with female employees, who are pregnant, raising children under 3 years old, single-parents, and raising children with disabilities under 8 years old
- Providing 3 years of maternity leave to female employees
- Providing monthly material assistance totalling 20-month accounting indicators to female employees who raise children under 1.5 years old
- Provide feeding time for female employees raising children under 1.5 years old
- Prohibiting the request for female employees raising children under 7 years old to work night shifts without the written consent of employees
- Allowing female employees raising children under 3 years old to refuse to go on business trips
- Providing pre-school education subsidies to employees: 50% of the tuition fee for one child, 75% of the tuition fee for two children, and 100% for three or more children.

Seram Block

CITIC Seram recognises that oil extraction activities can create value for local residents, and therefore, pays attention to the extent of its businesses' localization. CITIC Seram has increased the job opportunities for local people by establishing policies. In addition to actively recruiting local residents who meet job requirements and qualifications, CITIC Seram also disseminates localized information, and promotes the value of localization, to its contractors. The contractors are required to prioritize local people who meet job requirements and qualifications.

The Group's diversity during the Reporting Period is presented below:



Our Environment

The Group always upholds the values of “striving to protect the natural environment in the operation zones and adjacent communities” and continuously pays the attention to the impacts of its business on the environment. The environmental impacts of the Group’s business mainly come from the emission of atmospheric pollutants, waste generation, direct greenhouse gas (“GHG”) emission, water usage, and the changes to the natural environment around the operating locations. The Group abides by the relevant local laws and regulations on environmental protection in the operation locations, formulates internal environmental management policies, conducts regular environmental performance monitoring, applies multiple green and low-carbon technologies, and implements carbon reduction measures to reduce its consumption of resources, such as electricity, fuels and water, and to lower its air and GHG emissions. In addition, the Group discharges the properly treated domestic sewage into the water bodies, and the wastes generated are stored in proper places. The Group incorporates its environmental protection responsibilities into its daily operations and continuously improves its environmental management through a series of measures to minimize the impacts on the surrounding natural environment. The Group also considers the impacts of climate change on its business and operation.

The material issues – “Oil Spill Prevention”, “Local Environmental Impact”, “Energy Usage & Efficiency”, and “Water Consumption & Efficiency” identified in the materiality assessment are particularly responded to in this section of this Report.

The Group strictly abides by relevant laws and regulations and establishes policies to ensure its operation in compliance. If you would like to know more about the laws, regulations and policies, please refer to Appendix I of this Report.



Environmental Management

The Group strictly complies with the environment-related laws and regulations in its operating locations, maintains ongoing and effective communication with relevant government departments, and continuously monitors its environmental performance. Furthermore, the Group reduces its environmental impacts through implementing environmental management systems and policies, and developing green technological innovations. The Group recognizes that its businesses have various impacts on the local environment and residents, and therefore proactively stresses the importance of environmental protection among its subsidiaries and joint ventures. Moreover, the Group requires its subsidiaries and joint ventures to achieve the requirements and provisions on environmental protection requested by local government departments. The Group promotes the concept of environmental protection within its control and strikes a balance between business development and environmental protection.

In order to meet the requirements dictated by actual situation of their respective operation locations, KBM, Tincy Group and CITIC Seram formulated and implemented various environmental management policies in each operating oil field to reduce the environmental impacts of the business.

Basic environmental management in the three major oil fields:

Karazhanbas oilfield

KBM has prepared an effective "Annual Environmental Protection Work Plan" and action proposals in accordance with the requirements of Kazakhstan's environmental protection regulations, including:

- Monitoring the atmosphere, soil, water, flora and fauna, and radiation surrounding the oilfield, and the water quality of the Caspian Sea;
- Establishing various emission standards and emission reduction programs, and obtaining approval from local regulators;
- Engaging independent organisations and laboratories to conduct inspections on air emissions and waste generation;
- Treating oil sand, electronic waste, chemicals, daily garbage, etc., in a timely manner; and
- Promoting the awareness of environmental protection and carrying out greening activities in the oilfield.

KBM established an environmental monitoring and control system that covers various sources of pollution, and KBM has assessed the environmental impacts of its operational activities at its operation sites on a quarterly basis. KBM also engaged authoritative institutions to approve its emergency plans for high-risk facilities in order to effectively reduce the potential environmental damage caused by emergencies.

Construction waste, drilling waste mud, drilling fluids, etc., generated in the Karazhanbas oilfield are all processed by accredited entities. KBM has also arranged for waste disposal companies to transport and dispose of waste, and to disinfect and deodorize the dump site on a daily basis to ensure the safety of the surrounding environment.

KBM requires contractors to provide analysis reports prepared by laboratories to ensure that the treatment of drilling waste mud and drilling fluids meet the environmental requirements. KBM also recovers oily wastewater, performs oil-water separation and filtration treatment, and recovers oil residue and reinjects treated wastewater. The sewage in the living quarters is treated in a treatment facility and discharged into an artificial pool for volatilization or injection into the underground reservoir to minimize groundwater and surface water pollution.

Yuedong oilfield

Tincy Group has incorporated environmental protection measures into its HSE management system through formulating environmental policies, such as "Emergency Preparedness and Response Management Procedures". With the aim of continuous improvement in its environmental performance, Tincy Group has also set comprehensive processes and guidelines as well as clear targets and indicators. Moreover, in order to enhance the emergency awareness, operational preparedness, and handling skills of its management and employees, Tincy Group carries out:

- an annual onshore terminal processing station comprehensive emergency drill; and
- an annual comprehensive marine emergency joint drill.

In addition, Tincy Group has set up oil leakage collection devices, offshore oil and gas confined distribution and pipeline emergency shutdown systems in both the offshore platforms and the onshore terminal processing station to prevent environmental pollution and protect the operation zones. Tincy Group has engaged government environmental monitoring centres to conduct annual environmental monitoring of both the offshore platforms and the onshore terminal processing station during the production and operation period.

According to the requirements of the Chinese government's 13th Five-Year Plan, Tincy Group has gradually adopted advanced production technologies in production process and reduced pollutant emissions through recycling materials. Tincy Group has also engaged qualified contractors to detoxify and dispose of hazardous wastes in accordance with the regulations in the operation location so as to reduce the impacts of hazardous wastes on the environment.

Seram Block

CITIC Seram executes "HSE Policy" to strengthen the control of water and air pollutants, hazardous waste management, and sewage discharge control in accordance with the requirements of Indonesian environmental protection regulations. CITIC Seram engages independent laboratories to periodically assess the impact of its operations on the environment, and takes precautionary measures based on the test results.

CITIC Seram executes source separation for non-hazardous wastes and performs recycling as much as possible. Wastes that cannot be recovered are incinerated or buried. CITIC Seram also recovers and reuses lubricants used in well workover and production, as well as crude oil extracted or filtered from oil-sewage treatment facilities. Hazardous wastes are stored in a temporary storage facility in Seram Block before being handed over to a third party that transport the wastes to a licensed storage and processing facility. Transport processes are supervised by the local government departments.

CITIC Seram carries out a grading process according to the types of wastewater and ensures that the discharging indicators meet the standards through a series of treatment processes, such as a settlement system and a spray system. Domestic sewage is discharged after being centrally treated by an accredited sewage plant, and samples are tested on a monthly basis.

The environmental monitoring system and incident reporting system, as important parts of the HSE management system, can effectively monitor the concentration of various emissions to ensure compliance with emission standards. In the event of any abnormal situation, dedicated personnel will deal with, and follow up with, the situation.



Response to the Issue | "Local Environmental Impact"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

Waste

During the Reporting Period, KBM worked with two contractors to deal with the backlog of 30,000 metric tons of drilling waste and oil-soaked soil since 2011. Neutral sand, after detoxification, can be used as internal road construction materials in the oilfield. KBM has been actively looking for ways to handle the pit oil formed since the 1980s. Currently, tests for handling pit oil are conducted in mines.

In addition, the "Beautiful Oilfield Construction Plan" formulated by KBM has driven the demolition of waste production facilities and associated buildings, such as oil and gas processing stations and fixed steam injection stations, and the execution of site cleaning and surface vegetation restoration. During the Reporting Period, the demolition of waste facilities in the oilfield was completed.

Environment

In order to improve and beautify the environment, KBM carried out greening work such as planting trees and planting flowers near natural gas workshops, material bases, and offices. During the Reporting Period, KBM planted more than 500 trees.



The tree planting activity in the Karazhanbas oilfield



Flamingos in the Caspian Sea

Yuedong oilfield

Waste

Tincy Group conducted hazardous waste related training and emergency drills, formulated a hazardous waste transportation and management plan, managed waste permits, and engaged accredited hazardous waste treatment entities to detoxify and dispose of hazardous wastes in accordance with national requirements.

Oilfield Decommission

Tincy Group has proactively developed an oilfield decommission plan to ensure smooth progress in future oilfield decommission. During the Reporting Period, Tincy Group engaged experts to review its "Preparation Plan for the Decommission of the Offshore Oil and Gas Production Facilities in the Yuedong Oilfield in the Hainan-Yuedong Cooperation Block" (the "Oilfield Decommission Plan"), which was subsequently completed and submitted according to revised opinions.

During the preparation of the Oilfield Decommission Plan, Tincy Group comprehensively reviewed the overall development plan of the Yuedong oilfield and included all completed and uncompleted production facilities in the Oilfield Decommission Plan. Since the production facilities on the offshore platforms are different, it is difficult to ascertain which types of production facilities ought to be decommissioned. Therefore, it is also difficult to ascertain what types of construction machinery are required on ships. Tincy Group's personnel responsible for preparation of the Oilfield Decommission Plan are required to firstly refine the decommission work, calculate the completion time and required personnel for each decommissioned sub-item, and arrange all construction machinery and personnel in a centrally-planned process. Finally, a complete and feasible plan is formed.

Air Emission

Tincy Group reduced the fuel oil usage by optimising the storage temperature of the purified oil tanks, maintaining and controlling the parameters of heating boilers, and optimised the production operation management in the onshore terminal processing station. During the Reporting Period, the cumulative reduction of fuel oil for heating was 204.08 tons. Through the reduction of fuel oil usage, Tincy Group has aimed to reduce air emissions, such as sulfur dioxide, nitrogen oxides, and particulate matter.

Seram Block



Environment

CITIC Seram launched a two-year large-scale afforestation program covering 450 hectares within its operating area in 2017. As of the end of 2018, CITIC Seram had completed the site selection and seedling production.

During the Reporting Period, CITIC Seram achieved a good progress on the program. 200 hectares of tree planting was completed.

Oil Spill Prevention

CITIC Resources recognizes that crude oil spills can have serious ecological and socioeconomic consequences and can be dangerous for employees and the wider community. The Group has made significant efforts in operational planning and policy implementation to prevent oil spills and to increase the effectiveness and response rate of clean-up activities in the event of an accident.

In the event of a crude oil spill, the primary goal of CITIC Resources is to minimize the impacts of the crude oil spill on people, the environment, and communities. To this end, CITIC Resources has required and assisted its subsidiaries and joint ventures to develop thorough and effective measures to prevent crude oil spills.

Response to the Issue | "Oil Spill Prevention"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

Management

KBM's corporate management committee reviewed and passed the "Regulations on Temporary Stacking, Storage, Counting, and Clearance of Production Waste in KBM's Oilfield" in May 2019.

The regulations on crude oil spills and response are as follows:

- The employees and their seniors at the location of the accident of crude oil spill and contaminated land and resources shall be responsible for the handling of crude oil spill events;
- The personnel responsible for oil spills shall be punished;
- All events of crude oil/oil product spill accidents shall be registered and signed for confirmation in accordance with the relevant format;
- The crude oil spill shall be responded to immediately after the occurrence; the wastes generated during the accident shall be registered and handed over to the Environmental Protection Department; the surface in the accident area shall be rehabilitated;
- On the 1st of each month, the injured persons in the accidents shall be registered, and the information on the crude oil spill accidents shall be submitted to the Environmental Protection Department.

Precautionary Measures

KBM prevents crude oil spills during crude oil extraction, centralized transportation and processing through the establishment and implementation of the "Annual Oil Well Well Holes Inspection Plan", "Annual Valves and Process Pipelines Inspection Plan", "Annual Process Equipment Flaw Detection and Inspection Plan", and "Annual Crude Oil Processing and Processing Workshops' Process Pipelines and Valves Inspection Plan". etc. The prevention of crude oil spills was carried out according to the annual work plan and related work processes in all the workshops.



Yuedong oilfield

Tincy Group's key focus of the prevention of crude oil spills is the crude oil transportation sea pipelines from the offshore platforms to the onshore terminal processing station. Through the establishment of preventive measures and real-time monitoring, the stability of crude oil transportation process is assured.

Management	<p>Tincy Group established and implemented the "Tincy's Integrity Management Document for the Sea Pipelines During Operation Phase", managing the operation of sea pipelines as follows: comprehensive regulation of data collection and integration, identification of high consequence areas, risk assessment and integrity management plans, testing/monitoring/testing, evaluation of integrity, mitigation measures/ transformation/ maintenance, performance evaluation, and continuous improvement. The integrity management of the sea pipelines are provided with guidelines and guidance.</p>
Precautionary Measures	<p>Sea Pipelines' Surface Inspection</p> <ul style="list-style-type: none"> ● Every 2 years as a cycle ● The purpose of the investigation is to identify the deformation of the sea pipelines (mainly caused by the ships' anchoring and scraping) and the bareness of the sea pipelines (mainly caused by the change of the seabed surface due to scouring) ● Surveys on the sea pipelines' position, depth, elevation, and vicinity of 20 meters around the seabed are conducted <p>Sea Pipelines' Hanger Inspection</p> <ul style="list-style-type: none"> ● Every 1 year as a cycle ● Weight measurements and monitoring of corroded hangers at both ends of the sea pipelines are conducted ● Professional organisations are engaged to estimate the remaining lifespans of the sea pipelines based on the corrosion status of the sea pipelines
Real-time Monitoring	<p>Daily Monitoring of Indicators relating to Sea Pipelines</p> <ul style="list-style-type: none"> ● The pressure, temperature and flow at both ends of the sea pipelines are monitored real-time. If there is a sudden drop in pressure, a large temperature drop, or the flow difference is greater than the daily difference range, an immediate pipeline inspection would be immediately conducted to search for the location of spills. ● The major inspection modes are boats, speedboats, pickup trucks, and helicopters in special circumstances.
Emergency	<p>Tincy Group has prepared the "Special Emergency Plan for Oil Pipeline Ruptures" and offshore platforms' on-site emergency plans for crude oil spills. The resource preparation for emergency is divided into the crude oil leak sealing, the sea pipeline repairment, and crude oil spill related rescue and clean-up.</p> <p>Crude oil leak sealing and sea pipeline repairment</p> <p>Tincy Group has signed an agreement with an organization that provides professional offshore oil and gas engineering maintenance services. The organization is responsible</p>

for mobilizing the expert group and emergency response team to arrive at Tincy Group within 8 hours, placing the ships on standby at the docks, carrying the necessary equipment for sealing and diving, setting off with members within 24 hours, reaching the locations of crude oil spills to carry out the sealing work, preparing follow-up repairment plans according to the situation, and conducting repairment work.

Crude oil spill related rescue and clean-up

Tincy Group has signed an agreement with an organisation that provides professional maritime emergency rescue services. The organisation is responsible for the work of crude oil spill related rescue and clean-up assigned by Tincy Group. On the offshore platforms, Tincy Group reserves offshore crude oil spill control equipment, such as oil absorbent sheets and oil booms, and carries out related drills on a regular basis.

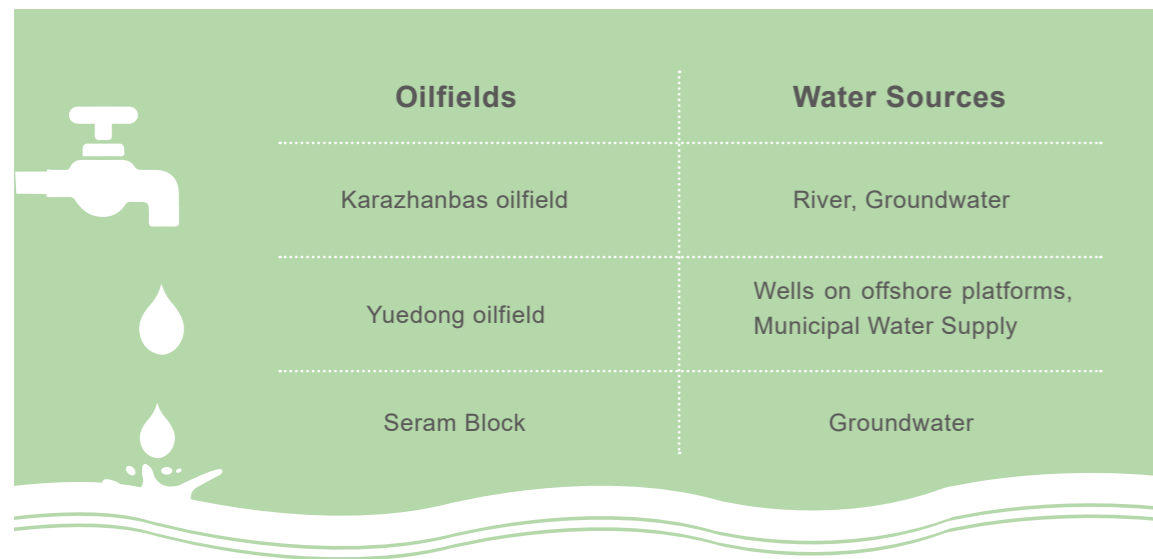
Seram Block

Management	<p>CITIC Seram directly participates in the handling of environmental accidents through the establishment of a crude oil spill emergency response team. The crude oil spill response team includes personnel from the production, maintenance, and HSE departments. The crude oil spill emergency response team conducts drills each year to train personnel and test the operation of equipment. In addition, the members of the crude oil spill response team are currently granted the first and second level certification of the International Maritime Organization in accordance with the requirements of the Ministry of Sea Transportation.</p>
Precautionary Measures	<p>The crude oil storage tanks in the Seram block were constructed in accordance with the scheme to prevent crude oil spills. In an event of crude oil spill, the outer walls of each crude oil storage tank are able block all leakages of stored crude oil, preventing crude oil spills from flowing out of the crude oil storage area.</p>
Emergency	<p>CITIC Seram stores and maintains its crude oil spill emergency equipment in the crude oil spill emergency equipment building in its terminal cargo area. The responsible personnel check the crude oil spill emergency equipment every week to ensure that it is maintained at its best condition.</p> <p>During the Reporting Period, CITIC Seram developed a new emergency equipment for crude oil spills, which will be certified by the Ministry of Sea Transportation of Indonesia in 2019. The relevant application documents have been approved by the Directorate General of Oil & Gas of the Ministry of Energy and Mineral Resources of Indonesia and the Ministry of Sea Transportation of Indonesia.</p>

Resources Usage

As an operator of the oil and gas industry, the Group regards "Protecting and Prudently Using Natural Resources" as one of its core values. The Group focuses on the entire process including exploration, development and production, adopts reasonable management, and uses advanced technologies and equipment to enhance the utilization of energy and water. The Group understands the importance of the effective use of energy and strives to improve energy efficiency through technological transformation, equipment upgrades, and refinement of production processes. As the three oilfields are located in remote locations or remotely from land, KBM, Tincy Group, and CITIC Seram need to use fresh water from the natural environment for production and everyday consumption. Therefore, the Group profoundly understands the value of water resources and has always adhered to the concept of "valuing water resources and improving the efficiency of water resources utilization". The Group promotes the efficiency of water use in all aspects of production process and increases water saving awareness in the daily life of employees.

The oilfields' water sources:



During the Reporting Period, KBM, Tincy Group, and CITIC Seram did not experienced any issues related to water sourcing.

Response to the Issues | "Energy Usage & Efficiency" "Water Consumption & Efficiency"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

Energy

KBM continues to promote waste heat recycling. During the Reporting Period, KBM put two new 23-ton boilers with new energy-saving designs into operation. The new energy-saving design realizes waste heat recycling, reduces environmental impacts, and reduces natural gas consumption as it enables the flue gas in the boilers to be used to heat the boiler water.

Water Resources

In order to reduce the amount of natural water extracted from the Volga River, KBM suppress the dust with properly treated water from staff quarters and canteens. During the Reporting Period, KBM saved a total of 103,000 cubic meters of fresh water.

In addition, KBM continues to proceed with the construction of oilfield produced water treatment plants, which can enhance the utilization of wastewater resources and reduce potential environmental risks. During the Reporting Period, KBM completed land levelling and the design of the project location.

Yuedong oilfield

Energy

Tincy Group's Well Drilling and Repairing Department fully demonstrated and summarized the safety, environmental protection, energy saving and noise reduction performances of the stepped self-balancing workover rig ("**electricial workover rig**") during its operation in 2017. During the Reporting Period, on these bases, three electricial workover rigs were put in operation to replace the conventional diesel-fuelled workover rigs, which not only greatly reduces air and GHG emissions, but also fully enjoys the electricial workover rigs' advantage of being 35% more energy-efficient compared with conventional diesel-fuelled workover rigs.

In addition, Tincy Group further improved well management relating to electric heating operation and wire heating operation on the offshore platforms to reduce power consumption. Compared with the same period last year, oil production increased and the power consumption was reduced by 490,000 kWh.

Compared with the same period, Tincy Group reduces the consumption of fuel oil in the onshore terminal processing station by optimising the storage temperature of the purified oil tanks, maintaining and controlling the parameters of heating boilers, and optimising production operation management.

The boiler management requirements in the onshore terminal processing station

- Monitoring furnace flame, smoke color, and furnace coking
- Regularly inspecting, analyzing, and optimising boiler management to maintain fine operating conditions
- Regularly cleaning boiler tubes to improve flue gas heat transfer in boilers

Water Resources

During the Reporting Period, the consumption of fuel oil used for heating crude oil per 10,000 cubic meters in the onshore terminal processing station decreased by 2.32 metric tons compared with the same period last year, and the cumulative reduction of heating fuel oil was 204.08 metric tons.

Water Resources

During the Reporting Period, Tincy Group implemented the following water-related measures:

- Employees regularly maintain well pumps
- Condensate is returned for heating during winter to reduce steam consumption for heating in the onshore terminal processing station

Our Operation

The Group, aiming to have “Zero Accidents” in its workplaces, continues to improve and implement processes and systems for its HSE management. The Group also upholds a high standard of business integrity on all fronts of operation. All employees are required to observe a set of corporate policies and procedures and uphold high ethical standards when conducting business activities. Additionally, the Group continually improves its supply chain management. By exploring different means and channels to strengthen the cooperation with stakeholders, the Group aspires to build long-standing relationships on mutual trust, so as to fulfil social responsibility together with all business partners.

The material issues – "Employees' Health & Safety", and "Product Quality" identified in the materiality assessment are particularly responded to in this section of this Report.

The Group strictly abides by relevant laws and regulations and establishes policies to ensure its operation is in compliance. If you would like to know more about the laws, regulations and policies, please refer to Appendix I of this Report.



Operation Safety

The Group strictly complies with the requirements of the local laws and regulations on production safety and occupational disease prevention. Due to the nature of the oil and gas industry, the daily operations of the three oilfields are undertaken by the Group's employees and the contractors. Therefore, the Group has always attached great importance to the health and safety of employees and onsite workers. Through the establishment of sound policies, the Group also regulates employee personal protection in daily management, enhances the safety of the work environment, and ensures the safety and health of employees and onsite workers. The Group implements the policy of "Safety First, Prevention-oriented, and Comprehensive Governance", establishes a safety concept that "All Accidents can be Prevented and Avoided," and lays a solid foundation for safety management.

KBM, Tincy Group, and CITIC Seram have continuously promoted a sense of responsibility for "Who is in Charge and Should Take the Responsibility" in the oilfields. The Group strictly enforces the requirements of the safety management system, implements safety management operation procedures, and regularly conducts its supervision and inspection for equipment to minimize the risks of accidents. KBM, Tincy Group, and CITIC Seram also continuously improve emergency management and prevention mechanisms in consideration of the types of emergencies that may occur, and enhances employees' and contractors' capacities of response for potential hazards in workplaces through giving work instructions, warning instructions and training on specific safety topics. In addition, the Group, aiming to have "Zero Accidents" in its workplaces, continues to improve and implement processes and systems for HSE management. The Group also distributes HSE manuals and explains HSE guidelines and procedures to its employees and contractors. This can further enhance the HSE awareness of employees and contractors and effectively protect their personal safety.

The Group has continued to improve its equipment and facility management integrity system. The Company requests KBM, Tincy Group, and CITIC Seram to conduct in-depth control and risk assessment of key equipment and facilities, identify, prevent and control hidden dangers in a timely manner. The necessary security and detection systems have been installed in the production equipment or facilities in its three oilfields. When flaws relating to pressure controls, temperature controls, liquid level controls, safety valves, fire protection systems, or gas detection systems are detected, alarm signals are issued immediately to alert operators to pay attention to their personal safety and to replace faulty parts in a timely manner. The Group requires onsite employees to wear qualified personal protective equipment. This applies especially when onsite employees are engaged in specific high-risk works, and they must wear designated labour protective gear and safety equipment to protect their personal safety.

Basic operation safety management in the three major oil fields:

Karazhanbas oilfield

KBM stipulates that all workplaces should be provisioned with corresponding technical specifications, safety operation manuals, and first aid kits, and corresponding emergency plans should be formulated. KBM also conducts extensive benchmarking and studies the operational management and provisions so as to better regulate the operational procedures for fire, civil construction, confined spaces, etc., and to provide relevant training for its employees and contractors.

The work-related accidents of employees and contractors happened in the Karazhanbas oilfield are recorded by both the Labour Protection Department and the Safety Technology Department. KBM's safety managers and contractors discuss the accidents and take active measures to prevent accidents from happening again at each bi-weekly meeting held by the Safety Technology Department.

Yuedong oilfield

In order to safeguard the occupational health and safety of its employees and contractors as much as possible, Tincy Group organizes and conducts identification of onsite hazardous factors. Based on the result of the identification, Tincy Group has set up occupational hazardous factor notifications and production safety hazard notifications at each production site, and indicates the main hazard factors for each position and the corresponding protective measures that should be taken.

In addition, Tincy Group equips its employees and contractors with anti-static work clothes, goggles, ear plugs and other protective equipment, as well as protective gear such as anti-hydrogen sulphide positive pressure breathing apparatus, life jackets, lifeboats, etc. Based on the nature of each position, Tincy Group also arranges training on anti-hydrogen sulfide, well control, offshore work, HSE basic knowledge, etc., to ensure that its employees and contractors in different positions have all acquired the knowledge of health and safety related to their work.

Tincy Group has improved its HSE management system by formulating the "Occupational Health Management Procedures". The "Occupational Health Management Procedures" states that the Group shall refer to the occupational health history of its employees and continuously monitor the health statuses of its employees through regular or irregular medical health checks and health-related data collection, and to analyse the relationships between changes to employees' health and their exposure to occupational disease hazards. The results of health check-ups and data analysis are reported to all departments and employees in a timely manner so that preventive measures can be taken, in good timing, to protect the health of employees.

Tincy Group has established a work permit management system for contractors, and the contractors must obtain a permit in order to work in the Yuedong oilfield. In response to the particularities of the offshore platform in the Yuedong oilfield, Tincy Group provides its employees and contractors with relevant offshore safety training on a regular basis. Tincy Group also requires its contractors to establish a safety and environmental protection management system to strictly enforce industry specifications and standards, and to continuously provide the required health and safety related training for their employees.

Seram Block

CITIC Seram's internal safety committee is responsible for managing operational safety issues and is required to implement the HSE management system and the contractor safety management system to ensure the safety in the Seram block.

CITIC Seram's personnel shall:

- Conduct regular inspections of its firefighting, safety, and crude oil spill emergency equipment to ensure that HSE equipment is readily available when needed;
- Conduct HSE drills and training to ensure that all personnel are capable of handling emergencies;
- Conduct external and internal HSE training for CITIC Seram's employees and contractors;
- Conduct HSE promotion programs for all personnel involved in CITIC Seram's operation;
- Support external audits from the government departments; and
- Report, investigate, and document HSE events to prevent incidents from reoccurring and to develop corrective and improvement measures.

In addition, CITIC Seram arranges occupational health checks for its employees and contractors every year. The professional medical team analyses the result recorded in medical examination reports to establish occupational health surveillance files and to develop health management plans.

Response to the Issue | "Employees' Health & Safety"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

Management	<p>KBM has implemented the "Behaviour Observation Plan" since the second half of 2017. The plan can be summarized as follows: the workshop directors, the district heads, and the squad leaders can observe and record the work flow of employees in the workplaces under their control at any time, check whether the response measures comply with regulations, provide positive responses to the employees that carry out safety and compliance-related works, and provide guidance to the employees that carry out work in violation of safety regulations and causing potential risks and consequences. The employees responsible for observation are required to enter observation records into the database and system for subsequent analysis and further improvement.</p> <p>During the Reporting Period, KBM fully implemented the "Behaviour Observation Plan". Compared with the safety and labour protection approach that requires mass recording, post-investigation and the punishment of responsible persons in the past, the "Behaviour Observation Plan" only focuses on evaluating whether work behaviour is safe and complies with regulations, and making suggestions for further improvement. It does not aim to punish onsite individuals safety-related behaviour is on violation of requirements, but rather focuses on cultivating the safety awareness of all employees and contractors in their daily work, keeping safety standards in mind, helping and reminding one other, concentrating on prevention, and eventually forming a conscious and long-lasting mechanism.</p>
Addressing Non-traditional Security Risks	<p>KBM takes a zero-tolerance attitude towards drinking and drugs. During the Reporting Period, KBM specifically developed and implemented the "KBM's Policy on Alcohol and Drugs" and the "Regulations on the Prevention of Alcohol and Drug Diffusion". The policy and the regulation were promoted through corporate newspapers and social networks. When KBM conducts personnel recruitment and contractor qualification review, the Safety Section, the Human Resources Department, the Labour Unions, the Contractors and the relevant government departments collaborate to review whether the persons are from criminal groups, whether they show tendency of extremist and unconventional religious genres, eliminating non-traditional security threats at the source.</p>

Yuedong oilfield

Management	<p>During the Reporting Period, Tincy Group formulated the "HSE Reward and Punishment Implementation Plan (Provisional)" and strictly examined its implementation in the HSE inspection to ensure the effectiveness of the HSE management system. The "HSE Reward and Punishment Implementation Plan" (Provisional) aims to change employees' risk awareness and advocates that its employees shall proactively pay attention to safety.</p> <p>In addition, strict assessment reduces the number of employees' unsafe behaviours, thereby reducing the probability of risks occurring, fundamentally improving the level of safety and environmental management, and providing a guarantee for ensuring the safety of offshore production.</p>
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Seram Block

Planning	<p>During the Reporting Period, CITIC Seram developed the 2019 HSE work plan.</p> <p>2019 HSE Work Plan</p> <ul style="list-style-type: none"> Improving employees' safety awareness by enhancing HSE-related activities, promotions and rewards in operation Maintaining good condition of firefighting and HSE related equipment to ensure the equipment is readily available Maintaining that the health of employees in Seram Block Safeguarding the security of the Seram block and ensuring the control of the security of the Seram block
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Market Practice

The Group's business footprint has spread across many countries or regions and strictly complies with laws and regulations relating to sales guarantees and credit management, oil production and quality control, privacy and information security, as well as trademarks, patents, intellectual property, etc. The concerned parties are required to sign confidentiality agreements for the protection of confidential data or proprietary information when engaging the sale and transportation of crude oil. Unless written consent is obtained from both concerned parties, no such data or information shall be disclosed to any third parties.

The Group has established codes and systems to strictly regulate the daily operation and management so as to eliminate all kinds of behaviours and approaches that may lead to corruption, fraud and bribery. The Company also conducts internal audits on its subsidiaries annually to ensure that the subsidiaries' operation and their employees' behaviours are in compliance with laws and regulations.

The Company understands the importance of advertising, and attaches importance to the Company's benefits of advertising, thus cooperating with professional consultants to conduct advertisement. However, as the Group is mainly engaged in oil and gas exploration and development, it does not promote through commercial advertisement.

Basic relevant management in the three major oil fields:

Karazhanbas oilfield	<p>KBM has developed documents, such as business process passports and inter-departmental collaboration procedures, to clarify the duties, rights, and obligations of each department. KBM has also effectively prevented potential risks, including bribery, extortion, fraud, and money laundering, through strengthened supervision over procurement, sales, taxation and compliance.</p> <p>KBM has a dedicated hotline for all employees to report illegal activities in a timely manner.</p>
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Yuedong oilfield

According to the Yuedong oilfield's policy, employees are prohibited from visiting or contacting any prospective contractors or suppliers prior to tendering or requesting for quotations without authorized approval. When dealing with unfamiliar services or supplies, centralised arrangements are made by Tincy Group to inquire and communicate with prospective contractors or suppliers, in order to determine an appropriate procurement strategy.

- If an interview with a bidder is necessary, the interview shall take place during working hours at a specified office in the presence of at least two business and technical bid evaluation staff members, upon the approval obtained from an authorised officer;
- The entire process of tendering shall be filmed and saved in an electronic format. Audio recording shall also be kept for all negotiations, and electronic files shall be saved for record; and
- Unless approved by an authorised officer, no employee may meet any tenders outside working hours and the specified offices for any matter related to tendering.

Seram Block

CITIC Seram strictly abides by the relevant laws and regulations of Indonesia and strictly regulates the daily operation and management according to the requirements of the Group to prevent illegal activities. CITIC Seram also regularly receives internal audits from the Company to ensure legal compliance.

Supply Chain & Product Quality Management

The Group recognizes the importance of the management of supply chain and product quality to the operations of the Group. The Group has always adhered to the concept of "Working and Growing Hand in Hand". The Group maintains a close relationship with suppliers and contractors and looks forward to enhancing its performance of sustainable development with them together. In addition, the Group manufactures and supplies products in strict accordance with the relevant laws and regulations of the quality management and customer requirements in the operation locations to ensure that customer requirements are met.

Supply Chain Management

The Group's upstream supply chain mainly involves suppliers and contractors, while oil buyers play a major role in the Group's downstream supply chain. Due to the nature of the Group's business, the contractors' employees need to work with the Group's employees in the operating locations, while the suppliers only deal with the supply of services, materials and equipment and are not required to directly participate in the oilfield-related work. As the contractors bear the same health and safety risks as the Group's employees in the operating locations, the Group's HSE policies and systems cover all the contractors, which means they are managed, restricted and protected by the HSE policies and systems, to ensure the safety of the contractors' employees and to prevent harm to themselves and the Group's employees due to their improper operation of facilities. Moreover, the Group expressly requires its suppliers and contractors to abide by and implement applicable laws and regulations in their operation and ensures that all its supply chain management and measures comply with relevant environmental and social requirements.

Basic supplier and contractor management in the three major oil fields:

Karazhanbas oilfield

KBM signed a formal contract with its contractors to ensure that the contractors understand and execute the relevant HSE requirements. An application for "Safety, Labour and Environmental Protection Requirements" is included in the tendering documents for tendering and procurement relating to construction and services. When signing the contracts, the contractors must confirm and sign the "Safety, Labour and Environmental Protection Requirements" attached in the contract.

Yuedong oilfield

According to the regulations, Tincy Group requires its contractors to sign the "Construction Safety and Production Management Agreement" in the contracts, and also requires its supplier to abide by the terms of the contract regarding health, safety production and environmental protection.

Tincy Group also provides HSE information to its contractors, requiring them to establish safety and environmental management systems, implement industry codes and standards, and continuously train its employees.

Seram Block

CITIC Seram requires its contractors and suppliers to comply with the terms of the contract regarding health, safe production and environmental protection.

Karazhanbas oilfield

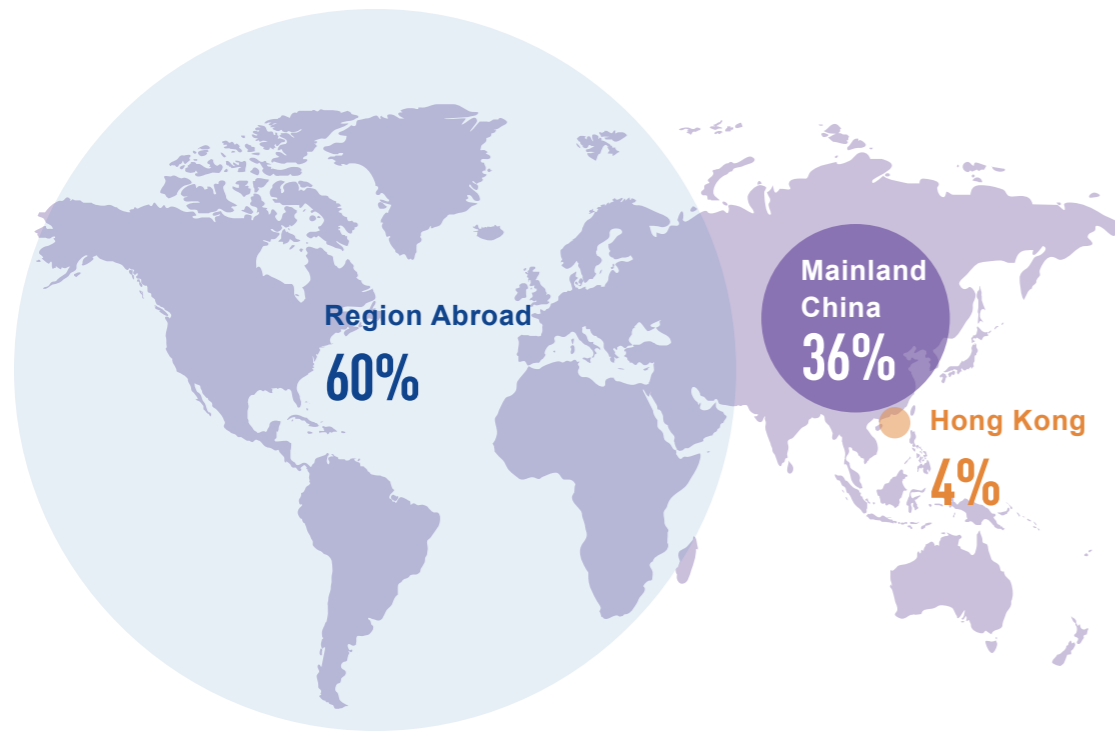
In order to further optimize corporate operational processes and management, KBM has established a corporate management committee to review and approve prioritised procurement plan and long-term procurement plan for its supplies, construction, and service to avoid stagnation of production caused by the untimely procurement of materials.

Yuedong oilfield

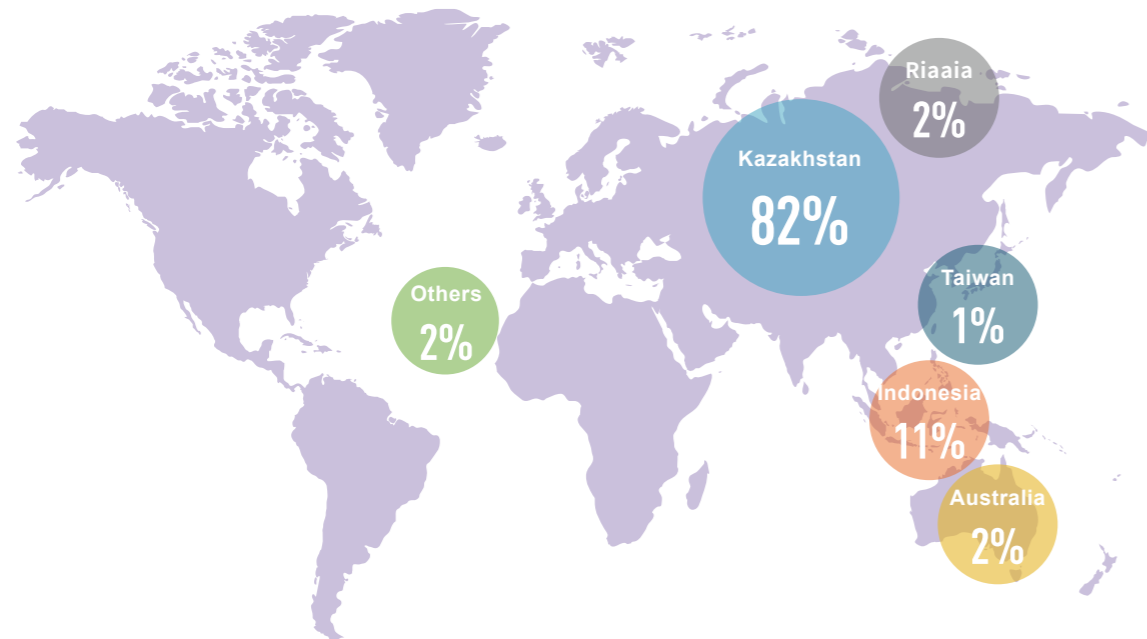
During the Reporting Period, Tincy Group optimised the overall development plan of the oilfield according to the requirements of the national safety supervision management, stipulating that the new drilling project only accepts tenders from professional drilling companies with maritime safety production licenses, and strengthening the management of its contractors' qualities in the social aspect.

The following is the regional distribution of suppliers and contractors of the Group during the Reporting Period:

The Percentage of the Group's Suppliers and Contractors by Region



The Percentage of the Group's Suppliers and Contractors Abroad by Region



Quality Management

The Group strives to provide its consumers with clean, high-quality and diversified products and services by continuously improving its quality management with focuses on standard revision, quality supervision and inspection, quality culture building, etc. The Group also provides its consumers with products that meet legal requirements and standards in a responsible manner. In the process of providing products, the Group considers the impacts of its products on consumers and ensures its products' quality and safety.

Response to the Issue | "Product Quality"

As the oilfields are located in different countries, the policies vary according to the local laws and regulations in the operating locations. The responses to the issue in the oilfields during the Reporting Period are presented separately by each oilfield below:

Karazhanbas oilfield

During the Reporting Period, KBM re-established its corporate technology management committee to better formulate oilfield medium- and long-term development plans and introduce new technologies to ensure the continuous improvement of product quality.

Yuedong oilfield

Tincy Group has kept improving the quality assurance procedures and strictly controlled the quality of crude oil. A two-tier inspection system has been deployed to assure product quality; internal sampling and testing are conducted before engaging third parties for further quality inspection. Two third-party testing companies have been engaged to jointly examine oil quality before delivery. The positive/negative deviation between the water testing results obtained shall not exceed 0.2%. In the event of a deviation exceeding 0.2%, the oil discharging operation must be suspended for re-testing. The management may visit the production site without prior notice to observe onsite sampling, and to carry out random checks at the laboratories on both the testing procedures and past test data.



Our Communities

The Group believes that listening and responding to the social issues in its operating locations can foster all parties to resolve the latent conflicts proactively and build a sustainable community together. Being a responsible corporate citizen, the Group actively encourages its subsidiaries and joint ventures to respond to the concerns of the communities and other key stakeholders and to implement the commitments with concrete actions. Adhering to the local laws and regulations, the Group makes a great effort to minimize the potential adverse impacts on the communities and to provide more assistance to the communities with a strong will.



Karazhanbas oilfield

KBM understands the needs of community development through communication with the government and local communities in the operation locations, focusing on helping disadvantaged groups and supporting education, sports, culture and health care development.

During the Reporting Period, KBM's most important community investment activities were:

<p>Developing local social facilities</p>	<ul style="list-style-type: none"> ● Built a stadium in Akshukur ● Sponsored Alau Children's Summer Camp
<p>Helping disadvantaged groups</p>	<ul style="list-style-type: none"> ● Visited soldiers that were disabled in the War in Afghanistan ● Visited children in the nursery ● Visited blind children
<p>Supporting cultural and sports development</p>	<ul style="list-style-type: none"> ● Sponsored martial arts school ● Sponsored the Modern Dance School ● Sponsored Football Association

In addition, KBM encourages its labour unions and youth organizations to actively participate in charitable and community activities.

In February 2018

The representatives of the KBM Youth Expert Council visited low-income families in the suburbs of Aktau to give food.



In April 2018

The KBM Young Experts Council purchased building materials at their own expense to renovate the exterior of the houses of poor families.



In May 2018

The KBM Youth Expert Council visited World War II veterans.



In August 2018

The KBM Labour Union provided funding to eight students within the framework of the "Going to School" charity event organized by the regional government.



KBM's young experts donated food to low-income families



KBM's young experts visited disabled and retired employees



KBM's young experts visited anti-war veterans



Seram Block

CITIC Seram updates its community relationship program every year and approves a reasonable budget for each project in the program to actively assist in addressing community concerns.

During the Reporting Period, CITIC Seram provided equipment to Bula Special Police to support their clean-up in Bula. CITIC Seram also provided heavy equipment to the state power company and local government in Bula and assisted in the replacement of wooden bridges in the Sidomampir Bula area.

In 2016, CITIC Seram built a dormitory for East Seram Regency students in Ambon, the capital of Maluku, Indonesia. In 2017, the project was included in its community relations program to continuously improve student accommodation. During the Reporting Period, in addition to approving a budget for assisting student dormitory operations, CITIC Seram also provided a budget to assist students in renting dormitories in Ambon.

In addition, CITIC Seram further promoted education development during the Reporting Period. CITIC Seram assisted in arranging Pattimura University Ambon's students to intern at CITIC Seram's workplace in the Seram Block. CITIC Seram also assisted in arranging STIKIP Ita Wotu Nusa SBT University's students to conduct field research at the CITIC Seram's workplace in the Seram Block.

CITIC Seram maintains and operates the Wayhui Clinic in the Seram Block to provide outpatient services to patients. During the Reporting Period, CITIC Seram provided more than 375 consultations and post-patient services to its employees, and their families, its contractors, and the residents in local communities.

Appendix 1 The material laws and regulations that the Group complied with during the Reporting Period

Laws and regulations corresponding to the aspects of the <i>Environmental, Social and Governance Reporting Guide</i> ^{1,2,3}	The Group's policies and regulations to ensure compliance with applicable laws and regulations corresponding to the aspect ^{4,5}	Performance
A. Environment		
Aspect A1: Emissions		
<p>Kazakhstan Kazakhstan Environmental Protection Regulation Kazakhstan Land Regulation Kazakhstan Water Regulation</p> <p>China Environmental Protection Law of the People's Republic of China Environmental Protection Tax Law of the People's Republic of China Atmospheric Pollution Prevention and Control Law of the People's Republic of China Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes Marine Environment Protection Law of the People's Republic of China Emergency Response Law of the People's Republic of China</p> <p>Indonesia Environmental Protection and Management Law of the Republic of Indonesia Waste Management Law of the Republic of Indonesia Forestry Law of the Republic of Indonesia</p>	<p>KBM "Environmental monitoring and control system" "Annual Environmental Protection Work Plan" "Production Environmental Management Plan" "Emergency Plans"^{B2} "Accident Notification Procedure and Crisis Management Code"^{B2}</p> <p>Tincy Group "Environmental Factor Identification and Evaluation Control Procedures"^{A3} "Hazard Identification and Risk Assessment Control Procedures"^{A3} "Emergency Preparedness and Response Management Procedures"^{A3, B2} "Accidents and Incident Handling Control Procedures"^{A3, B2} "Comprehensive and Special Emergency Response Plans"^{A3, B2} "Emergency Plans for Emergent Environmental Incidents at the Onshore Terminal Processing Station"^{A3} "Hazardous Waste Management Handbook"</p> <p>CITIC Seram "Environmental Management" "Incident Reporting and Investigation"^{B2} "HSE Policy"^{B2}</p>	<p>During the Reporting Period, the Group did not experience any violation of laws and regulations relating to the Group's air emissions and GHG emissions, discharges into to water and land, waste generation and disposal that had a significant impact on the Group.</p> <p>Since the implementation of the Environmental Protection Tax Law of the People's Republic of China on January 1, 2018, Tincy Group has to pay the environmental pollution tax and the sewage discharge environmental tax in accordance with the law, comparing with the past that Tincy Group only had to pay the pollution discharge fees.</p> <p>During the Reporting Period, Tincy Group paid the environmental protection tax on time, and there was no violation that had a significant impact on the Group and Tincy Group.</p>
Aspect A2: Use of Resources		
Not Applicable	<p>KBM "Associated Gas Application Plan" "Wastewater Resource Utilization Plan"</p> <p>Tincy Group "Power Saving Management Regulations"</p> <p>CITIC Seram "Management of Changes"</p>	Not Applicable

Laws and regulations corresponding to the aspects of the <i>Environmental, Social and Governance Reporting Guide</i> ^{1,2,3}	The Group's policies and regulations to ensure compliance with applicable laws and regulations corresponding to the aspect ^{4,5}	Performance
Aspect A3: The Environment and Natural Resources		
Not Applicable	<p>KBM "Beautiful Oilfield Construction Plan" "Annual Oil Well Well Holes Inspection Plan" "Annual Valves and Process Pipelines Inspection Plan" "Annual Process Equipment Flaw Detection and Inspection Plan" "Annual Crude Oil Processing and Processing Workshops' Process Pipelines and Valves Inspection Plan"</p> <p>Tincy Group "Preparation Plan for the Decommission of the Offshore Oil and Gas Production Facilities in the Yuedong Oilfield in the Hainan-Yuedong Cooperation Block" "Special Emergency Plan for Oil Pipeline Ruptures" "Tincy's Integrity Management Document for the Sea Pipelines During Operation Phase"</p> <p>CITIC Seram "Afforestation Program"</p>	Not Applicable
B. Social		
Aspect B1: Employment		
<p>Kazakhstan Kazakhstan Labour Regulation^{B4, B6}</p> <p>China Labour Law of the People's Republic of China^{B2, B4} Labour Contract Law of the People's Republic of China Social Insurance Law of the People's Republic of China Labour Dispute Mediation and Arbitration Law of the People's Republic of China</p> <p>Indonesia Labour Law of the Republic of Indonesia^{B4} Trade Union/Labour Union Law of the Republic of Indonesia</p>	<p>CITIC Resources "Share Option Scheme" "Contribution Retirement Benefit Schemes" "Employee Handbook" "Guidelines on Business Travel Reimbursement Procedures" "Regulation for Managing Office Items" "Management Measures for Employee Holiday Compensation "</p> <p>KBM "2019-2021 Collective Contract with Employees" "Regulations for Material Assistance to KBM's In-service Employees and Retired Persons"</p> <p>Tincy Group "Tincy Group Management Manual"^{B4} "Central Pension Scheme"</p> <p>CITIC Seram "Company Policy"^{B3, B4, B8}</p>	<p>During the Reporting Period, the Group did not receive any information about laws and regulations that had a significant impact on the Group and are related to employment.</p>

Laws and regulations corresponding to the aspects of the <i>Environmental, Social and Governance Reporting Guide</i> ^{1,2,3}	The Group's policies and regulations to ensure compliance with applicable laws and regulations corresponding to the aspect ^{4,5}	Performance
Aspect B2: Health and Safety		
Kazakhstan <i>Kazakhstan Occupational Safety and Health Regulation</i> China <i>Work Safety Law of the People's Republic of China</i> <i>Law of the People's Republic of China on the Prevention and Control of Occupational Diseases</i> <i>Emergency Response Law of the People's Republic of China</i> <i>Interim Measures for Administration of Outsourcing Non-Coal Mining Project Safety</i> Indonesia <i>Occupational Safety and Health Law of the Republic of Indonesia</i>	KBM "2018 Work Safety Conditions and Production Process Safety Measures Plan" "Behaviour Observation Plan" Tincy "Occupational Health Management Procedures" "HSE Rewarding and Punishment Implementation Plan (Provisional)" "Working License Management Procedures" "Operational Safety Analysis Management Regulations" "Energy Isolation Safety Management Regulations" "Project Permit Management Regulations" "HSE Hazard Report Form" CITIC Seram "Project HSE Management" ^{B5}	During the Reporting Period, the Group did not receive any complaints about occupational health and safety that had a significant impact on the Group.
Aspect B3: Development and Training		
Not Applicable	CITIC Resources "Employee Training and Development Policy" KBM "Annual Employee Training Plan" Tincy Group "Annual Employee Training Plan"	Not Applicable
Aspect B4: Labour Standards		
Kazakhstan <i>Kazakhstan Men's and Women's Equal Rights and Opportunities Guarantee Law</i> China <i>Law of the People's Republic of China on the Protection of Women's Rights and Interests</i> <i>Law of the People's Republic of China on the Protection of Minors</i> <i>Provisions on the Prohibition of Using Child Labor</i>	KBM KBM clearly defined the welfare policies for female employees on maternity leave and child-rearing in the "2019-2021 Collective Contract with Employees".	During the Reporting Period, the Group did not have any cases involving illegal employment of child labour and forced labour that had a significant impact on the Group.
Aspect B5: Supply Chain Management		
Not Applicable	KBM "Safety, Labour and Environmental Protection Requirements" Tincy Group "Construction Safety and Production Management Agreement" CITIC Seram "HSE Management of Contract Services"	Not Applicable

Laws and regulations corresponding to the aspects of the <i>Environmental, Social and Governance Reporting Guide</i> ^{1,2,3}	The Group's policies and regulations to ensure compliance with applicable laws and regulations corresponding to the aspect ^{4,5}	Performance
Aspect B6: Product Responsibility		
Kazakhstan <i>Kazakhstan Personal Information Protection Law</i> <i>Kazakhstan Trademarks, Service Marks and Appellations of Origin Law</i> <i>Kazakhstan Oil General Technical Specifications</i> China <i>Trademark Law of the People's Republic of China</i> <i>Patent Law of the People's Republic of China</i> <i>Tort Law of the People's Republic of China</i> <i>Anti-Unfair Competition Law of the People's Republic of China</i> ^{B7} Indonesia <i>Indonesian Supply Chain Management Supervision Regulations</i> <i>Trademark and Geographical Indications Law of the Republic of Indonesia</i>	KBM "Confidential Information Management Regulations" "Rules for Handling, Protecting and Storing JSC Karazhanbasmunai Employee Personal Records" Tincy Group Tincy Group fulfills its confidentiality obligations in accordance with the terms of contract with its customers in relation to the confidentiality of the information. Tincy Group produces and supplies products in accordance with the quality-related requirements of contracts with its customers. CITIC Seram CITIC Seram strictly maintains customer information, maintains intellectual property rights as required, and recalls products as required by <i>Indonesian Supply Chain Management Supervision Regulations</i> .	During the Reporting Period, the Group was not aware of any incidents of non-compliance with regulations and voluntary codes concerning the provision and use of the Group's products and services, which cover product and service information and labelling, marketing communications including advertising, promotion and sponsorship, and property rights including intellectual property rights that had a significant impact on the Group. During the Reporting Period, the Group produced and supplied products in strict accordance with the relevant laws and regulations of the quality management in the operation locations and customer requirements, and there were no incidents of product recalling that had a significant impact on the Group.
Aspect B7: Anti-corruption		
Kazakhstan <i>Kazakhstan Anti-Corruption Regulations</i> China <i>Criminal Law of the People's Republic of China</i> <i>Anti-Money Laundering Law of the People's Republic of China</i> Indonesia <i>Elimination of Corruption Law of the Republic of Indonesia</i> <i>Money Laundering Law of the Republic of Indonesia</i> <i>Elimination of Bribery Regulation of the Republic of Indonesia</i>	KBM Internal communication plan Reporting System Tincy Group "CITIC Group's Reporting Implementation Measures Disciplinary Inspection and Visits" [#] "CITIC Group's Implementation Opinions on the Clue Management of Discipline Inspection and Supervision" [#] CITIC Seram CITIC Seram strictly abides by the relevant laws and regulations of Indonesia and strictly regulates the daily operation management process according to the requirements of the Group to prevent illegal acts.	During the Reporting Period, the Group did not receive any relevant laws and regulations relating to the prevention of bribery, extortion, fraud, and money laundering, and did not received any case relating to internal employees involved in bribery, extortion, and money laundering.
Aspect B8: Community Investment		
Not Applicable	KBM "Annual Work Plan" CITIC Seram "Annual Community Relations Work Plan"	Not Applicable

¹Particular laws cover several topics provisioned in the Aspects; these laws are marked with an asterisk and codes of Aspects being covered.

²There is a limitation to disclose all laws and regulations that the Group complies with, and only laws and regulations that have a significant impact on the Group are disclosed.

³The Kazakh laws and regulations are originally written in Kazakh, and the Indonesian laws and regulations are originally in Indonesian.

⁴Particular policies and regulations cover several topics provisioned in the Aspects; these laws are marked with an asterisk and codes of Aspects being covered.

⁵Particular policies and regulations that the Company strictly observes are derived from CITIC Group; these policies and regulations are marked with a hash.

Appendix 2 Key Performance Indicators

2017 - 2018 Social and Environmental Related Key Performance Indicators:

Social Aspect

Key Performance Indicators	Unit	2017	2018
In-service Employees			
Number of In-service Employees by Region			
Kazakhstan		4028	4144
Mainland China		129	130
Indonesia		75	76
Australia		52	53
Hong Kong		50	49
Number of In-service Employees by Sex			
Female Employees		438	428
Male Employees		4076	4024
Number of In-service Employees by Age			
Below or Equal 30		620	475
30 – 50		2811	2825
Above or Equal to 50		1083	1152
Resigned Employees			
Number of Resigned Employees by Region			
Kazakhstan		134	116
Mainland China		14	2
Indonesia		30	1
Australia		10	15
Hong Kong		8	9
Number of Resigned Employees by Sex			
Female Employees		33	27
Male Employees		163	116
Number of Resigned Employees by Age			
Below or Equal to 30		25	12
30 – 50		109	62
Above or Equal to 50		62	69

Key Performance Indicators	Unit	2017	2018
Employee Training			
The training time of the personnel received the training	Hours	58	54
Work Safety			
Number of Injuries Required to be Reported (Work injury leave > 7 days)			
KBM	Cases	1	2
Tincy Group	Cases	0	0
CITIC Seram	Cases	0	0
Suppliers and Contractors			
Number of Suppliers and Contractors by Region			
Mainland China		410	437
Hong Kong		45	45
Region Abroad		687	731
Kazakhstan		582	601
Indonesia		52	78
Russia		16	14
Australia		12	13
Taiwan		9	9
Switzerland		2	2
United States		3	3
United Kingdom		2	2
Others		9	9
Community Investment			
Resources Used in the Following Areas	10,000RMB	95	131
Supporting Disasters	10,000RMB	0	5
Supporting Disadvantaged Groups	10,000RMB	22	18
Supporting Education	10,000RMB	4	7
Supporting Sports	10,000RMB	0	23
Supporting Cultural Activities	10,000RMB	10	20
Supporting Healthcare	10,000RMB	0	27
Others	10,000RMB	59	31

Environmental Aspect^{1, 2}

Key Performance Indicators	Unit	2017	2018
Air Emission			
NOx Emission	Metric tons	7.57	76.83
Intensity of NO _x Emission	Metric tons per barrel of crude oil	2.61E-06	2.67E-05
SO ₂ Emission	Metric tons	14.83	12.03
Intensity of SO ₂ Emission	Metric tons per barrel of crude oil	5.11E-06	4.18E-06
PM Emission	Metric tons	2.02	13.38
Intensity of PM Emission	Metric tons per barrel of crude oil	6.95E-07	4.65E-06
GHG			
Total GHG Emission	Metric tons	61,468.74	83,235.88
Intensity of Total GHG Emission	Metric tons per barrel of crude oil	0.02	0.03
Scope 1			
GHG Emission from Stationary and Mobile Sources	Metric tons	21,998.12	41,187.49
Flaring Emission	Metric tons	7,457.54	9,782.43
Scope 2			
Indirect GHG Emission from Purchased Electricity	Metric tons	32,013.08	32,265.97
Hazardous Waste			
Generated and Treated Oil Sand Amount	Metric tons	1,474.39	2,967.33
Intensity of Generated and Treated Oil Sand Amount	Metric tons per barrel of crude oil	0.0005	0.001
Non-hazardous Waste			
Generated and Treated Domestic Waste Amount	Metric tons	286.50	448.30
Intensity of Generated and Treated Domestic Waste Amount	Metric tons per barrel of crude oil	0.0001	0.0002
Treated Metal Waste Amount	Metric tons	262.48	0.00
Intensity of Treated Metal Waste Amount	Metric tons per barrel of crude oil	0.0001	—

Key Performance Indicators	Unit	2017	2018
Wastewater			
Treated Industrial Oily Wastewater Discharge	Metric tons	549,515.00	709,727.00
Domestic Sewage Discharge	Metric tons	6,286.88	6,395.92
Total Sewage Discharge	Metric tons	555,801.88	716,122.92
Intensity of Total Sewage Discharge	Metric tons per barrel of crude oil	0.19	0.25
Direct Energy			
Associated Gas Consumption	m ²	10,111,200.34	9,507,581.00
Intensity of Associated Gas Consumption	m ² per barrel of crude oil	3.48	3.30
Gasoline Consumption	Litre	44,870.00	46,550.00
Intensity of Gasoline Consumption	Litre per barrel of crude oil	0.015	0.016
Diesel Consumption	Litre	13,085.20	13,356.00
Intensity of Diesel Consumption	Litre per barrel of crude oil	0.005	0.005
Crude Oil Consumption	Metric tons	2,648.82	6,743.56
Intensity of Crude Oil Consumption	Metric tons per barrel of crude oil	0.0009	0.002
Indirect Energy			
Purchased Electricity Consumption	kWh	41,206,176.00	41,531,688.00
Intensity of Purchased Electricity Consumption	kWh per barrel of crude oil	14.19	14.42
Water Resources			
Water Sourced from Wells	Metric tons	827,494.00	801,085.00
Water Sourced from Municipal Water Supply	Metric tons	19,711.00	13,778.00
Total Water Usage	Metric tons	847,205.00	814,863.00
Intensity of Total Water Usage	Metric tons per barrel of crude oil	0.29	0.28
Greening			
Newly Planted Trees		20.00	20.00
Newly Laid Lawn	m ²	1,600	0

¹The disclosure scope of environmental key performance indicators includes the onshore terminal processing station and offshore platforms of Tincyn Group.

²The disclosure scope of certain environmental key performance indicators of Tincyn Group in 2018 is expanded, in which the relevant data of the offshore platforms is included.

Appendix 3 SEHK ESG Reporting Guide Index

Subject Areas, Aspects, General Disclosures and KPIs			
	“Comply or explain” Provisions		Section
A.Environment			
Aspect A1: Emission	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. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.		Environmental Management Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
	KPI A1.1	The types of emissions and respective emissions data.	Appendix 2 Key Performance Indicators
	KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
	KPI A1.5	Description of measures to mitigate emissions and results achieved.	Environmental Management
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	
Aspect A2: Use of Resources	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 buildings, electronic equipment, etc		Resources Usage Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
	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).	Appendix 2 Key Performance Indicators
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
	KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Resources Usages
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	

Subject Areas, Aspects, General Disclosures and KPIs			
	“Comply or explain” Provisions		Section
A.Environment			
Aspect A3: The Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impact on the environment and natural resources.		Environmental Management Oil Spill Prevention Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
Subject Areas, Aspects, General Disclosures and KPIs			
	“Comply or explain” Provisions	Recommended Disclosures	章節
B. Social			
Employment and Labour Practices			
Aspect B1: Employment	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.		Policies and Benefits Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
	KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Respecting Rights Appendix 2 Key Performance Indicators
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	
Aspect B2: Health and Safety	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.		Operation Safety Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
	KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	
Aspect B3: Development and Training	General Disclosure Policies on improving employee knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.		Training and Development Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
	Aspect B4: Labour Standards	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.	
KPI B4.2		Description of steps taken to eliminate such practices when discovered.	

Subject Areas, Aspects, General Disclosures and KPIs				
	“Comply or explain” Provisions	Recommended Disclosures		Section
B. Social				
Operating Practices				
Aspect B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	KPI B5.1	Number of suppliers by geographical region.	Appendix 2 Key Performance Indicators
		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
				Supply Chain Management
Aspect B6: Product Responsibility	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 health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.			Market Practice Quality Management Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
		KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
		KPI B6.4	Description of quality assurance process and recall procedures.	Quality Management Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
		KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Market Practice
Aspect B7: Anti-corruption	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.	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 cases.	Market Practice Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
Community				
Aspect B8: Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.			Our Communities Appendix 1 The Material laws and regulations that the Group complied with during the Reporting Period
		KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Our Communities Appendix 2 Key Performance Indicators
		KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Our Communities Appendix 2 Key Performance Indicators

Appendix 4 Feedback Form

Dear reader:

Hello! Thank you very much for taking time to read this Report. In order to continuously improve the preparation of reporting and promote the Company's work in ESG, we especially hope to listen to your opinions and suggestions, please let us know!

1.What is your identity regarding to CITIC Resources?

Government and Regulator Employee Customer Business Partner Potential Investors and Financial Institutions Media Community and the Public Others _____ (Please specify)

2.Your overall assessment to this Report is:

Very Good Good Fair Poor Very Poor

3.How do you think of the structure of this Report?

Very Reasonable Reasonable General Poor Very Poor

4.How do you think of the design of this Report?

Very Good Good Fair Poor Very Poor

5.How do you think of the readability of this Report?

Very Good Good Fair Poor Very Poor

6.How do you think of the quality of the ESG information in this Report?

Very Good Good Fair Poor Very Poor

7.Which disclosed issues do you pay attention to in this Report? (please choose 3 issues at most)

Employees' Health & Safety Employees' Development & Training Product Responsibility Employment & Employee Benefits Corporate Governance Labour Standards Oil Spill Prevention Local Environmental Impact Energy Usage & Efficiency Water Consumption & Efficiency

8.What are your opinions on or suggestions to the ESG Report and our performance?

You can e-mail the above feedback form to the following address:

Email: ir@citicresources.com

Thank you very much for your understanding on and support of our work!

CITIC Resources Holdings Limited



(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

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