

CHINA GAS INDUSTRY INVESTMENT HOLDINGS CO. LTD.

(於開曼群島註冊成立的成員有限公司)

(Incorporated in the Cayman Islands with members' limited liability)

股份代號 Stock code: 1940

2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 環境、社會及管治報告



環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

宗旨

China Gas Industry Investment Holdings Co. Ltd. (「本公司」，連同其附屬公司統稱「本集團」)之董事會(「董事會」)欣然發佈截至2022年12月31日止年度(「2022年度」或「報告期間」)的《環境、社會及管治報告》(「本報告」)，旨在向內外部持份者闡述本集團推動可持續發展的成效。

本報告根據香港聯合交易所有限公司證券上市規則中《主版上市規則》附錄27所載的《環境、社會及管治報告指引》(「ESG報告指引」)編寫，主要匯報本集團2022年度有關環境及社會範疇的措施及活動。有關本集團的企業管治資料，請參閱本集團的2022年度的年報。

本集團致力維持其業務的可持續發展，以及為環境保護及營運所在地的社區提供支援。本集團審慎管理業務，並根據合理的決策程序，為客戶提供優質的產品和服務。本集團與其持份者保持緊密聯繫，並透過具建設性的溝通，努力平衡該等持份者的意見和利益，從而釐定長遠的發展方向。董事會負責評估及決定本集團的環境、社會及管治(「環境、社會及管治」)風險，並確保相關風險管理及內部監控系統適當及有效運作。

PURPOSE

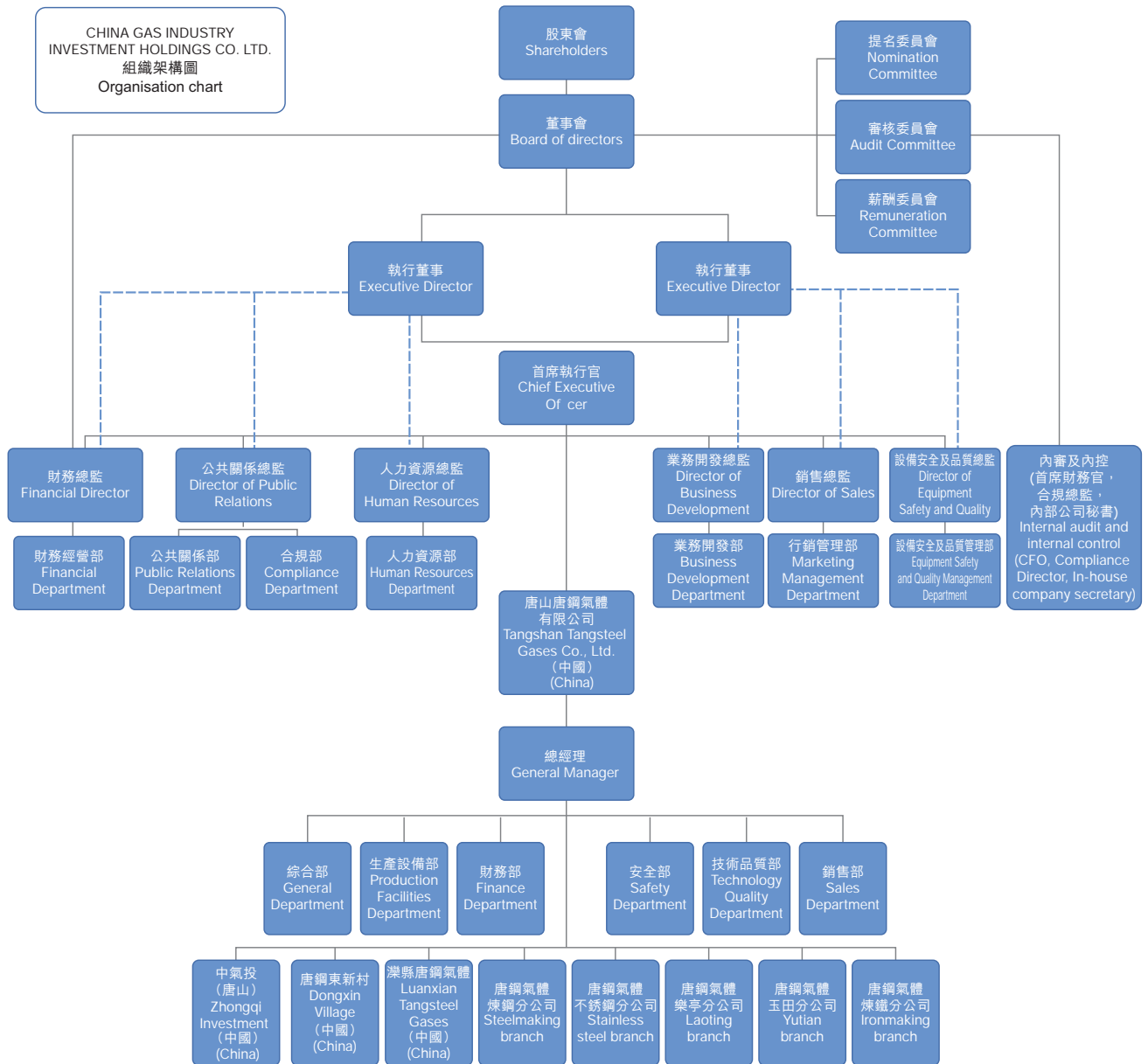
The board of directors (the “Board”) of China Gas Industry Investment Holdings Co. Ltd. (the “Company”, together with its subsidiaries, the “Group”) is pleased to announce the Environmental, Social and Governance Report for the year ended 31 December 2022 (“2022” or the “Reporting Period”), aiming to present the Group’s effectiveness in promoting sustainable development to internal and external stakeholders.

This report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide”, set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“ESG Reporting Guide”), mainly reporting on the Group’s measures and activities regarding environmental and social aspects for 2022. For information on the corporate governance of the Group, please refer to the 2022 annual report of the Group.

The Group is committed to the long-term sustainability of its business, as well as providing support for environmental protection and the communities in which it operates. The Group manages its business prudently and provides customers with quality products and services under sound decision-making processes. The Group maintains close contact with its stakeholders and seeks to balance the views and interests of the stakeholders through constructive conversations with the purpose of setting the course for long-term prosperity. The Board is responsible for evaluating and determining environmental, social and governance (“ESG”) risks of the Group, along with ensuring that relevant risk management and internal control systems are in place and operate effectively.

管治架構

GOVERNANCE STRUCTURE



環境、社會及管治報告

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董事會對環境、社會及管治事宜的監督

董事會在督導本集團的環境、社會及管治事宜方面擔當領導角色。於2022年度內，董事會與管理層評估環境、社會及管治相關風險對營運的影響，並制定環境、社會及管治相關政策以處理相關風險。董事會的督導確保管理層擁有一切合適的工具及資源，以便督導環境、社會及管治事宜。

為展示本集團對透明度及問責性的承擔，本集團極其重視各持份者的意見，視之為本集團發展的基石。

董事會與管理層主要負責檢討及監督本集團的環境、社會及管治流程以及風險管理。

董事會對重大環境、社會及管治相關事宜的環境、社會及管治管理方法及策略

為更好地瞭解不同持份者對環境、社會及管治事宜的意見及期望，本集團每年進行重要性評估。本集團確保使用各種平台及溝通渠道來接觸、聆聽及回應其主要持份者。通過與持份者進行全面溝通，本集團得以瞭解其持份者的期望及關注。所獲得的反饋意見使本集團能夠作出更明智的決策，並更好地評估及管理該等商業決策產生的影響。

Board's Oversight of ESG Issues

The Board has a leading role in overseeing the Group's ESG issues. In 2022, the Board and the management evaluated the impacts of ESG-related risks toward the operation and formulated ESG-related policies in dealing with the relevant risks. The oversight of the Board ensures that the management can have all the right tools and resources to oversee the ESG issues.

To demonstrate the Group's commitment to transparency and accountability, the Group highly values the opinions of each stakeholder which are regarded as the cornerstone for the development of the Group.

The Board and the management are primarily responsible for reviewing and supervising the ESG process and risk management of the Group.

Board's ESG Management Approach and Strategy for Material ESG-Related Issues

To understand the opinions and expectations of different stakeholders on the ESG issues deeply and comprehensively, the Group conducts a materiality assessment annually. The Group ensures various platforms, and communication channels are used to reach, listen, and respond to its key stakeholders. Through regular communication with the stakeholders, the Group could understand the expectations and concerns from its stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impacts of the business decisions.

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為了有效地識別及考慮各種環境、社會及管治因素對持份者及本集團的重要性，本集團已透過以下步驟評估環境、社會及管治方面的重要性：

- (i) 本集團識別出19項相關的環境、社會及管治事宜；
- (ii) 通過各渠道收集持份者對於環境、社會及管治範疇的意見；及
- (iii) 根據與持份者的溝通結果驗證及釐定重大環境、社會及管治事宜。

進行這些步驟可加強瞭解本集團持份者對各環境、社會及管治事宜的重視程度，並使本集團可對未來的可持續發展方向作出更為全面的規劃。

董事會對環境、社會及管治相關目的與目標的檢討進度

本集團會對實施進度以及目的與目標的績效不時仔細檢討。倘進度未達預期或業務營運有變，則可能需作出修改，並與主要持份者(如僱員、客戶及供應商)就目的與目標進行溝通。

本集團已設定未來戰略目的，使本集團能夠制定切實可行的路向，並專注達成有關願景的發展方向。管理層就本集團的理念和目的作出權衡，仔細審視能否達成有關目標。同時追蹤本集團過往表現作出比較，以審視目標的成效。

The Group has evaluated the materiality in ESG aspects through the following steps:

- (i) Identification of 19 ESG issues by the Group;
- (ii) Prioritisation of key ESG areas with stakeholder engagement; and
- (iii) Validation and determination of material ESG issues based on the results of communication with the stakeholders.

These steps can enhance the understanding of the importance to which the Group's stakeholders attach to each material ESG issue and can enable the Group to plan the direction of sustainable development more comprehensively in the future.

Board review progress against ESG-related goals and targets

The Group has closely reviewed the progress of implementation and the performance of the goals and targets. If progress falls short of expectation or change in business operations occur, necessary modifications are made and are communicated with key stakeholders such as employees, customers and suppliers regarding the goals and targets.

The Group has set strategic goals enabling the Group to develop a realistic roadmap and focusing on how those visions advance. The management may carefully examine the attainability of the targets which should be weighed against the Group's ambitions and goals. The Group's past performance is also tracked for comparison to examine the effectiveness of the goals set.

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報告原則

本報告根據ESG報告指引，應用並著重於四個匯報原則：

重要性：

定期進行持份者參與及重要性評估，以識別重大環境、社會及管治事宜，並確保該等事宜反映於本報告中。而本報告全面涵蓋持份者關注的環境、社會及管治事宜。

量化：

本報告所呈列的數據乃經謹慎收集。請參閱環境和社會績效數據，以瞭解用於計算關鍵績效指標的標準及方法。

平衡性：

業務所帶來的正面及負面影響皆以透明方式呈列，以不偏不倚的方式披露，避免以不適當的方式誤導讀者的決定或判斷。

一致性：

除另有說明者外，披露情況、資料搜集及計算方法於多年來一直保持一致，以便隨時進行比較。若有重大變動，本報告也會詳細記錄相關部分的變更及原因。

REPORTING PRINCIPLES

This report applies and focuses on four reporting principles in accordance with the ESG Reporting Guide:

Materiality:

Stakeholder engagement and materiality assessment were conducted regularly to identify material ESG issues, and to ensure that these issues are addressed in the report. This report comprehensively covers ESG issues of the stakeholders' concern.

Quantitative:

Data presented in this report have been collected prudently. Please refer to the environmental and social performance data for standards and methodologies used in calculating the key performance indicators.

Balance:

Both positive and negative performances have been presented in a transparent manner and disclosed in an unbiased manner to avoid misleading the reader's decisions or judgments.

Consistency:

Unless stated otherwise, the disclosures, data collection, and calculation methodologies have remained consistent throughout the years to facilitate comparability over time. If there are significant changes, this report also recorded the changes and reasons for the relevant parts in detail.

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報告範圍

於2022年度，本集團主要透過其全資附屬公司唐山唐鋼氣體有限公司（「唐鋼氣體」）經營生產專業氣體。

唐鋼氣體是於2007年2月8日由唐山鋼鐵股份有限公司與本公司共同投資創立的河北省第一家中外合資氣體生產企業。唐鋼氣體設立安全部、生產設備部、技術品質部、財務部、銷售部及綜合部等六個管理部門，以及煉鋼分公司、玉田分公司、樂亭分公司、不銹鋼分公司、煉鐵分公司等5間分公司及灤縣唐鋼氣體、東新村、中氣投（唐山）等3間廠房。本集團堅持以市場為導向，與時俱進並創新發展。本集團堅持以質量求存，不斷提高服務質量。始終堅持質量第一，用戶至上，誠信經營，為用戶提供全方位服務，為社會奉獻最優質產品的經營理念，在可持續發展的道路，時刻把質量、安全、環保、節能作為企業的靈魂，以增強顧客滿意度。同時，本集團會按照新型工業化道路的要求，期望唐鋼氣體能成為華北第一及國內外知名的「GGS 唐鋼氣體」品牌。

唐鋼氣體是本集團於2022年度的年報重點關注範疇，亦是本集團之主營業務，故其對環境、社會及管治相關性較高。因此，故於2022年度，本報告以唐鋼氣體的4個環境範疇及8個社會範疇之政策及表現予以披露。

REPORTING BOUNDARIES

In 2022, the Group mainly operated the production of specialty gases through its wholly-owned subsidiary Tangshan Tangsteel Gases Co., Ltd. (唐山唐鋼氣體有限公司) (“TTG”).

TTG is the first sino-foreign equity joint venture gas production enterprise in Hebei Province, which was jointly invested and established by Tangshan Steel Company Limited (唐山鋼鐵股份有限公司) and the Company on 8 February 2007. TTG has set up six management departments including the safety department, the production facilities department, the technology quality department, the finance department, sales department, and the general department, five branches which include steelmaking branch, Yutian branch, Laoting branch, stainless steel branch and ironmaking branch, and three plants, such as Luanxian Tangsteel Gases, Dongxin Village and Zhongqi Investment plants. The Group is committed to being market-oriented, and strives to keep pace with the times and develop with innovation. The Group prides itself on its excellence and continuously improves its service quality. In particular, the Group has always stood by the philosophy of taking quality and customer as the first priority and management with integrity to provide users with all-round services and the society with the best quality products, pursued a sustainable development, and always regarded quality, safety, environmental protection and energy conservation as the core value of the enterprise to enhance customer satisfaction. In addition, the Group will continue to develop in accordance to the requirements of the “new path of industrialisation”, and looks forward to the “GGS 唐鋼氣體” brand becoming the number one brand in North China and a nationally and internationally well-known brand.

TTG is the Group’s key area of focus in the annual report for 2022, as it is the Group’s main business. Therefore, it is of high relevance to the Group’s ESG matters. Hence, this report focuses on the disclosure of the policies and performance regarding the four environmental and eight social aspects of TTG for 2022.

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意見及反饋

本集團十分重視不同持份者的反饋，若閣下對此報告或本集團可持續發展的表現有任何意見或建議，歡迎發送電郵至 (ir@cgiihdgs.com) 與本集團反映及分享。

持份者的參與

持份者參與是本集團可持續發展工作的核心部份。本集團注重與持份者建立常態化溝通機制，設立了線上及線下的溝通渠道，以便及時向持份者闡述本集團可持續發展戰略規劃與績效表現、諮詢各方的意見與要求。經瞭解後，可以更加滿足到持份者的需求以及達至他們的合理期望。

COMMENT AND FEEDBACK

The Group values comments and feedback from different stakeholders, please share any comments or suggestions for this ESG report or the sustainability development of the Group by mail to (ir@cgiihdgs.com).

STAKEHOLDER ENGAGEMENT

Stakeholder engagement plays a core role in the sustainability of the Group. The Group attaches great importance to establishing a communication system with the stakeholders on a regular basis by building both online and offline communication channels, providing stakeholders with timely reports on strategic planning and performance of the Group, and consulting the stakeholders on their recommendations and propositions, in order to better understand the needs of stakeholders and meet their reasonable expectations.

環境、社會及管治報告

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本集團的持份者包括股東及投資者、僱員、政府及監管機構、客戶、供應商、社區等。本集團會就議題內容透過不同渠道與持份者進行溝通，持份者與本集團的溝通渠道及期望與要求如下：

The stakeholders of the Group include the shareholders and individual investors, employees, governments and regulatory bodies, customers, suppliers, communities, etc. The Group communicates with the stakeholders through the following channels regarding relevant subjects for their expectations and requirements as below:

持份者 Stakeholders	溝通渠道 Communication channels	期望 Expectations	溝通及反饋 Communication and feedback
股東及投資者 Shareholders and individual investors	股東週年大會及其他股東大會 公告及刊物 公司網站 General and annual meetings Company announcements Company website	企業管治、財務業績 資訊透明度 完善的風險控制 Governance, financial results Information transparency Sound risk management	提高盈利能力及確保業務可持續性 定期信息披露 優化風險管理及內部監控 Improving profitability and ensuring continuing operations Regular information disclosures Optimising risk management and internal control
僱員 Employees	培訓、研討會及簡報會 電郵 內部會議 員工活動 內部考核 Trainings, presentations, and seminars Email Staff meetings Employee activities Internal appraisal	持續晉升機制 薪金及福利 安全的工作環境 Continuous promotion mechanism Salary and benefits Safe working environment	提供職業發展平台 具競爭力的薪金及僱員福利 提供僱員培訓及加強安全意識 Providing a career development platform Competitive salary and employee benefits Providing training for employees and strengthening their safety awareness

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持份者 Stakeholders	溝通渠道 Communication channels	期望 Expectations	溝通及反饋 Communication and feedback
政府及監管機構 Governments and regulatory bodies	電郵 不定時的查詢 Email Timely enquiries	遵守法例及規例 履行稅務責任 經濟發展 Compliance with laws and regulations Tax payment in accordance with laws Economic development	合規經營 按時足額納稅 Compliance operation Tax payment in full and on time
客戶 Customers	會議 電郵及服務熱線 公司網站 Meetings Email and hotlines Company website	持續高質量產品及服務 客戶信息安全 客戶權利及權益保障 Maintaining high quality products and services Customer information security Customer rights and interests protection	維持產品交付穩定性 客戶私隱保護 合規營銷 Ensuring the stability of product delivery Customer privacy protection Marketing compliance
供應商 Suppliers	會議 電郵及服務熱線 Meetings Email and hotlines	誠信合作 商業道德及信譽 Cooperation with integrity Business ethics and credibility	構建負責任的供應鏈 依法履行合約 Building a responsible supply chain Performing the contracts according to law
社區 Communities	公司網站 郵箱 Company website Mailbox	環境保護 就業機會 Environmental protection Employment opportunities	使用環保節能減排設備 提供就業職位 Putting into use environmental protection, energy saving and emission reduction equipment Providing employment

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重要性評估

於2022年度，本集團進行了全面的重要性評估。這涉及與內部及外部持份者進行調查，以識別「重要議題」及反映對本公司業務影響最為重大的環境、社會及營運議題以及與持份者切實相關的議題。

參考ESG報告指引所規定的披露範疇，結合本集團業務特點，識別並確定了19項議題。議題涵蓋業務造成的溫室氣體排放、能源消耗、吸引及挽留人才、職業健康及安全、培訓與發展、供應鏈風險管理、客戶數據私隱、反貪污及社區投資等方面。

MATERIALITY ASSESSMENT

In 2022, the Group conducted a comprehensive materiality assessment with internal and external stakeholders, to identify “material issues” and reflect the environmental, social and operational issues which have the most significant impacts on the Group’s business and the relevant issues concerned by stakeholders.

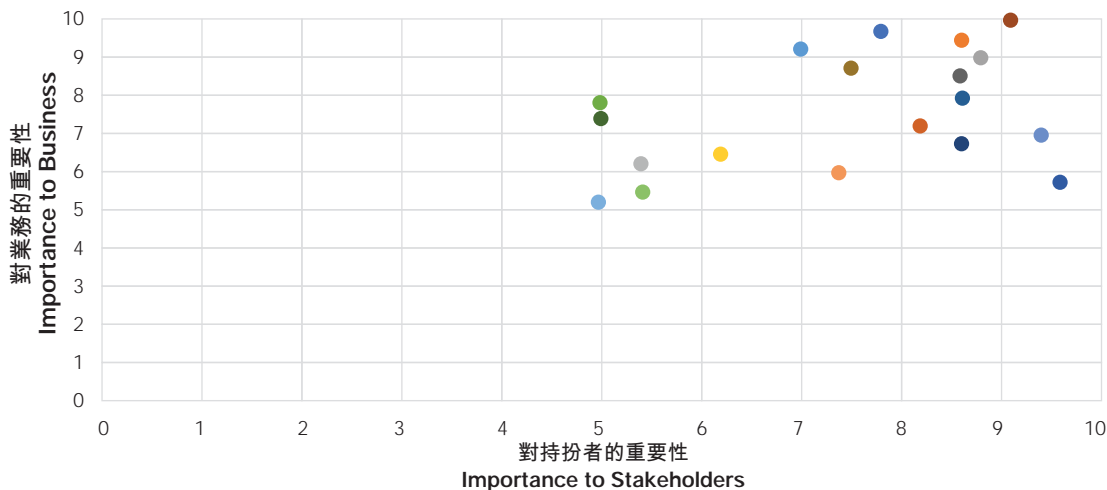
With reference to the scope of disclosure as required under the ESG Reporting Guide, as well as taking into consideration of its business features, the Group had identified and determined 19 issues which cover greenhouse gas (“GHG”) emission, energy consumption, talent attraction and retention, occupational health and safety, training and development, supply chain management, customer privacy, anti-corruption, community investment and other aspects with respect to business operation.

環境、社會及管治類別的重要性

Materiality of ESG Issues

重要性評估

Materiality Assessment



- | | | | |
|---------------------------------|--|---|---|
| ● 溫室氣體排放
GHG emission | ● 廢棄物
Waste | ● 能源消耗及耗水量
Energy and water consumption | ● 使用天然資源
Use of natural resources |
| ● 氣候變化
Climate change | ● 吸引及挽留人才
Talent attraction and retention | ● 職業健康及安全
Occupational health and safety | ● 培訓與發展
Training and development |
| ● 勞工準則
Labour standards | ● 可持續供應鏈
Sustainable supply chain | ● 供應鏈風險管理
Supply chain risk management | ● 產品質素及安全
Product quality and safety |
| ● 顧客關係
Customer relationship | ● 網路安全
Cyber security | ● 客戶數據私穩
Customer data privacy | ● 知識產權
Intellectual property |
| ● 反貪污
Anti-corruption | ● 社區投資及當地社區參與
Community investment and local community engagement | ● 使用化學品
Use of chemicals | |

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環境範疇 Environmental aspect	社會範疇 Social aspect	營運範疇 Operational aspect
1. 溫室氣體排放 GHG emission	7. 吸引及挽留人才 Talent attraction and retention	12. 可持續供應鏈 Sustainable supply chain
2. 廢棄物 Waste	8. 職業健康及安全 Occupational health and safety	13. 供應鏈風險管理 Supply chain risk management
3. 能源消耗及耗水量 Energy and water consumption	9. 培訓與發展 Training and development	14. 產品質素及安全 Product quality and safety
4. 使用天然資源 Use of natural resources	10. 勞工準則 Labour standards	15. 顧客關係 Customer relationship
5. 氣候變化 Climate change	11. 社區投資及當地社區參與 Community investment and local community engagement	16. 網路安全 Cyber security
6. 使用化學品 Use of chemicals		17. 客戶數據私隱 Customer data privacy
		18. 知識產權 Intellectual property
		19. 反貪污 Anti-corruption

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環境保護

為堅守本集團可持續發展的承諾及目標，以及遵守環境保護相關法律法規的規定，本集團致力減少經營活動對環境的影響。

A1：排放物

本集團已制定並執行《固體廢棄物管理制度》，通過對生產和本土固體廢棄物的分類、收集及處理，確保本集團所產出的廢棄物不會對環境造成污染，並符合本集團環境方針、《中華人民共和國環境保護法》、以及當地之法律法規。有害廢棄物和不可回收的工業廢棄物由管理層委託國家認可及有相關資質的廢棄物處理機構處理。

本集團要求其附屬公司按照《一般工業固體廢物貯存、處置場污染控制標準》及《危險廢物貯存污染控制標準》等法規之要求管理及監察處置固體廢棄物。固體廢棄物主要包括有害固體廢棄物、可回收固體廢棄物，以及不可回收固體廢棄物如辦公與生活垃圾。本集團分別設置固體廢棄物及有害廢棄物貯存設施。生產設備部委託有資質認證單位處理可回收的固體廢棄物、不可回收的固體廢棄物及有害廢棄物。本年度處置有害廢棄物的認證單位為樂亭縣海暢環保科技有限公司，本集團於選擇該認證單位時進行了資質驗證，包括查閱該認證單位的背景資料及《河北省危險廢物經營許可證》，以確保能按照中華人民共和國（「中國」）及安全環保部門規定安全處理有害廢棄物。

本集團於2022年度的車輛雖有使用汽油及柴油，但由於其使用量較少，故本集團並無量化有關的廢棄排放量。

Environmental Protection

In order to perform the Group's commitment to sustainable development and comply with the relevant laws and regulations on environmental protection, the Group is committed to reducing the impact of its business activities on the environment.

A1: Emission

The Group has formulated and implemented the "Solid Waste Management System" (《固體廢棄物管理制度》), which aims to ensure that the wastes produced by the Group will not pollute the environment and will comply with the Group's environmental policy as well as local laws and regulations by separating, collecting, and treating production and domestic solid wastes. Hazardous wastes and non-recyclable industrial wastes will be treated by state-recognised and qualified waste disposal organisations which are entrusted by the management.

The Group requires its subsidiaries to manage and supervise their disposal of solid waste in accordance with the provisions of the General Industrial Solid Waste Storage and Pollution Control Standards for External Sites (《一般工業固體廢物貯存、處置場污染控制標準》) and the Pollution Control Standards for Hazardous Waste Storage (《危險廢物貯存污染控制標準》) and other regulations. Solid waste mainly includes hazardous solid waste, recyclable solid waste, and non-recyclable solid waste such as office and domestic waste. The Group has set up storage facilities for solid waste and hazardous waste. The production facilities department engages qualified organisations for the disposal of recyclable solid waste, non-recyclable solid waste, and hazardous waste. This year, the qualified organisation for the disposal of hazardous waste is Hai Chang HB Co., Ltd. (樂亭縣海暢環保科技有限公司). The Group had carried out qualification verification during the selection process for the qualified organisation, including review of its background information and the certificate of hazardous waste management license in Hebei to ensure compliance with the People's Republic of China ("China") and the safe disposal of hazardous waste as regulated by the safety and environmental protection department.

Due to the low use of gasoline and diesel vehicles by the Group in 2022, the Group has not quantified the relevant waste emissions.

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營運產生的溫室氣體排放

溫室氣體被視為造成氣候變化及全球變暖的主要因素之一。本集團在營運過程中，能源消耗是溫室氣體排放的主要部份。本集團高度重視提高能源效率及減少能源消耗。

報告期間的溫室氣體排放如下：

GHG Emissions from Operations

GHG is considered one of the major contributors to climate change and global warming. During the Group's operation, energy consumption accounts for a major part of GHG emissions. Therefore, the Group attaches great importance to improving energy efficiency and reducing energy consumption.

During the Reporting Period, the Group's GHG emission was as follows:

溫室氣體排放	GHG emissions	單位 Unit	2022	2021	2020
溫室氣體排放(範圍1)	GHG emissions (Scope 1)	噸二氧化碳當量 tonnes CO ₂ e	357,554	363,950	(附註1) (Note 1)
溫室氣體排放(範圍2) (附註2)	GHG emissions (Scope 2) (Note 2)	噸二氧化碳當量 tonnes CO ₂ e	749,027	469,276 (附註3) (Note 3)	914,477
溫室氣體排放(範圍3)	GHG emissions (Scope 3)	噸二氧化碳當量 tonnes CO ₂ e	22,328	1,652	21,874
溫室氣體排放總量	Total GHG emissions	噸二氧化碳當量 tonnes CO ₂ e	1,128,909	834,878	936,351
生產總量	Total production	噸 tonnes	5,235,991	4,456,341	4,531,583
溫室氣體密度(排放 總量/生產總量)	GHG intensity (Total emissions/ total production)	噸二氧化碳當量/噸 tonnes CO ₂ e/tonnes	0.22	0.19	0.21

附註1：由於2020年度瀋陽縣廠房液化天然氣生產裝置停產，以及唐鋼氣體總部用量較少，故本集團並無量化有關數字。

附註2：電力消耗相關排放量是以中華人民共和國生態環境部《企業溫室氣體排放核算方法與報告指南發電設施(2022年修訂版)》為計算基準。該等數字乃根據香港聯合交易所有限公司發出之《如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引》計算。

附註3：由於2021年9月至12月地方政府推出「冬季環保限產」政策，唐鋼氣體不銹鋼分公司廠房暫停生產，故相關用電量有所下降。

Note 1: The Group has not quantified the relevant figures due to the suspension of liquefied natural gas production plants in Luan County in 2020 and the low consumption in the TTG headquarters.

Note 2: The emissions related to electricity consumption were calculated based on the emission factor published on the Guidelines on Corporate Greenhouse Gas Emissions Accounting Methodology and Reporting Power Generation Facilities (2022 Revision) issued by the Ministry of Ecology and Environment. Such figures have been calculated in accordance with The Stock Exchange of Hong Kong Limited's "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs".

Note 3: Due to the "winter environmental protection and production restriction" policy implemented by the local government from September to December 2021, the production of the plant of TTG stainless steel branch was suspended, resulting in a decrease in corresponding power consumption.

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範圍1：主要指自中國煤氣供應商購買的煤氣。

Scope 1: mainly represents gas purchased from gas suppliers in China.

範圍2：主要指自中國電力供應商購買的電力。

Scope 2: mainly represents electricity purchased from electricity suppliers in China.

範圍3：主要指消耗的廢紙及用水。

Scope 3: mainly represents scrap papers and water consumed.

溫室氣體排放的減排目標

Reduction Target of GHG Emissions

環境關鍵績效指標	Environmental Key Performance Indicators ("KPIs")	減排目標 Reduction target	基準年 Baseline year	狀態 Status
溫室氣體排放密度	GHG emission intensity	於2025年度前減少5% Reduce 5% by 2025	2020	進行中 In progress

2020年基準年因灤縣廠房生產裝置停產，以及唐鋼氣體總部用量較少，故無量化範圍1溫室氣體排放的相關數字。本年度的溫室氣體排放有計算範圍1溫室氣體排放，因此從數據上對比溫室氣體排放總量的成效不顯著。惟本年度範圍1排放比2021年減少1.8%，而範圍2排放更比2020基準年減少了18%。

In the 2020 base year, due to the suspension of liquefied natural gas production plants in Luan County in 2020 and the low consumption in the TTG headquarters, the Group had not quantified the relevant figures in Scope 1 greenhouse gas emissions. The GHG emissions this year included figures of Scope 1. Therefore, the data comparison of total GHG emissions cannot show the significant improvement on the reduction of emission. However, Scope 1 emissions were reduced by 1.8% compared to 2021, and Scope 2 emissions were reduced by 18% compared to 2020.

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生產營運的環境表現

Environmental Performance from Operations

報告期間所產生廢棄物總量如下：

During the Reporting Period, the total amount of hazardous and non-hazardous waste produced were as follows:

所產生有害廢棄物及無害廢棄物	Hazardous and non-hazardous waste produced	單位 Unit	2022	2021	2020
有害廢棄物總量	Total amount of hazardous waste	公斤 kg	12,750	2,050	12,750
有害廢棄物密度(有害廢棄物總量/生產總量)	Intensity of hazardous waste (Total hazardous waste/total production)	公斤/噸 kg/tonne	0.0024	0.00045	0.0028
無害廢棄物總量	Total amount of non-hazardous waste	公斤 kg	1,800	2,160	1,800
無害廢棄物密度(無害廢棄物總量/生產總量)	Intensity of non-hazardous waste (Total non-hazardous waste/total production)	公斤/噸 kg/tonne	0.0003	0.0005	0.0004

廢棄物的減廢目標

Reduction target of waste

環境關鍵績效指標	Environmental KPIs	減廢目標 Reduction target	基準年 Baseline year	狀態 Status
有害廢棄物密度	Intensity of hazardous waste	於2025年度前減少5% Reduce 5% by 2025	2020	已達標 Achieved
無害廢棄物密度	Intensity of non-hazardous waste	於2025年度前減少5% Reduce 5% by 2025	2020	已達標 Achieved

本集團已制定並執行《能源資源管理辦法》，以管理本集團生產及生活過程中對能源的使用，以達到提高能源、資源使用率，節能降耗的目的。本集團安排能源管理員專項負責能源管理的各項工作，並對能源消耗數據進行統計與分析，以便改進技術及工藝，降低能源消耗。

The Group has formulated and implemented the “Energy and Resources Management Measures” (《能源資源管理辦法》) to manage the use of energy in the production and daily operation of the Group with the purpose of improving the utilisation rate of energy and resources, energy conservation, and reduce energy consumption. The Group has designated an energy specialist responsible for tasking energy management and conducting statistics and analysis of energy consumption data in order to improve technology and processes, and to reduce energy consumption.

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本集團於2022年度，採用一系列的節能減排措施，其具體內容及相關成效評估如下：

In 2022, the Group adopted a series of energy conservation and emission reduction measures, the particulars and relevant effectiveness assessment of which were as follows:

節能減排措施 Energy conservation and emission reduction measures	措施內容及相關成效評估 Particulars and relevant effectiveness assessment of the measures
照明用電管理及安裝發光二極管(LED)	設備廠房、空分塔、辦公室及其他公共區域的部分照明已採用發光二極管取代白熾燈及汞燈，並充分利用自然光，在光度滿足的情況下不用電燈，以降低電源使用量。
Lighting power consumption management and installation of Light Emitting Diodes (LEDs)	Some of the lighting at the facilities, air separation columns, offices, and other public areas, where incandescent lamps and mercury lamps had been used, were replaced with LEDs. Lamps are not used when there is enough natural light, to reduce power consumption.
用水及設施管理	生產設備部負責監察用水設備正常運行，防止漏水等情況造成浪費，並教育僱員建立節水意識，要求僱員於用水完畢後關閉水龍頭，以免造成浪費。
Management of water usage and facilities	The production facilities department are responsible for monitoring the normal operation of water equipment to prevent water leakage and other waste. They are also responsible for educating employees to build water conservation awareness, requiring employees to turn off taps after use to avoid waste.
無害廢棄物	設備廠房產生的可回收一般廢棄物包括廢鐵、廢鋼、廢銅、鋁、含鐵量高的淤泥、廢皮帶及廢輪胎。本集團生產設備部委託有資質認證單位處理可回收的固體廢棄物，以此盡最大努力減低對環境的影響。
Non-hazardous waste	The general recyclable waste produced by the facility includes scrap iron, scrap steel, scrap copper, aluminium, sludge with high iron content, scrap belts and scrap tires. The production facilities department of the Group engages a qualified unit to deal with recyclable solid waste, to minimise the impact on the environment.

此外，本集團重視生產所需的技術，以進一步鞏固領先地位及增強競爭力。本集團設有專責研發團隊，由約20名於工業氣體生產設施設計、建築及經營方面擁有豐富行業經驗的工程師組成，研發團隊負責開發工程解決方案，以改善生產流程。

In addition, the Group places emphasis on the technologies required for production to further consolidate its leading position and enhance its competitiveness. The Group has a dedicated research and development ("R&D") team consisting of approximately 20 engineers with extensive industry experience in the design, construction and operation of industrial gas production facilities. The R&D team is responsible for developing engineering solutions to improve production processes.

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研發團隊其中一項主要研發成果為與北京科技大學合作有關鋼鐵公司供氧系統的改良及創新的項目。此研究項目已經開發出多個技術解決方案，稱為「近零釋放」，可減少釋放鋼鐵廠生產過程中未使用的氣體，從而將現場客戶的工業氣體消耗量減至最少。上述研發成果亦曾獲多個獎項，包括唐山市科技進步一等獎、河北省科學技術獎三等獎及冶金科學技術獎一等獎。本集團擬於未來繼續開發及實施更先進、可靠及低成本的生产程序及技術。

本集團附屬公司唐山唐鋼氣體有限公司及灤縣唐鋼氣體有限公司於2022年獲批准為高新技術企業。

One of the key R&D achievements of the R&D team is a joint research project with Beijing University of Science and Technology on the improvement and innovation of oxygen supply system for iron and steel companies. This research project has developed several technical solutions, which are known as "near-zero emission" to reduce the release of unutilised gas in the production process of iron and steel plant and thus minimise the industrial gas consumption for on-site customers. It has been awarded various prizes, including the first prize of Tangshan Science and Technology Progress Award (唐山市科技進步一等獎), the third prize of Hebei Province Science and Technology Award (河北省科學技術獎三等獎) and the first prize of Metallurgical Science and Technology Award (冶金科學技術獎一等獎). The Group intends to continue to focus on the development and implementation of more advanced, reliable and lower cost production processes and technologies.

TTG and Luanxian Tangsteel Gases Co., Ltd. (灤縣唐鋼氣體有限公司), subsidiaries of the Group, were approved as High and New Technology Enterprise in the People's Republic of China in 2022.



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遵守有關法律法規

於2022年度，本集團並無發現有關本集團廢氣及溫室氣體排放、向水及土地的排污以及有害及無害廢棄物的產生之重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與排放物有關的地方法律法規，如《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》及《中華人民共和國固體廢物環境防治法》。此外，2022年度亦沒有因未遵守有關法律法規而遭受重大金額罰款或非貨幣制裁。

Compliance with Relevant Laws and Regulations

In 2022, the Group was not aware of any material violation of relevant laws and regulations having significant impacts on the Group in relation to emissions of waste gas and greenhouse gas, discharge into the water and land, as well as generation of hazardous and non-hazardous waste. The Group strictly complies with relevant local laws and regulations related to emissions, including the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), the Law of the People's Republic of China on Prevention and Control of Water Pollution (《中華人民共和國水污染防治法》) and the Law of the People's Republic of China on Prevention and Control of Environment Pollution Caused by Solid Wastes (《中華人民共和國固體廢物環境防治法》). Further, no material fines against or non-monetary sanctions on any violation of relevant laws and regulations were imposed in 2022.



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A2：資源使用

本集團不僅嚴格遵守《中華人民共和國節約能源法》，更從日常工作中培養僱員節約資源、循環再用的習慣。為保護自然資源、提高營運效率，本集團密切留意資源使用，確保資源利用最大化，杜絕浪費。本集團各部門定期向生產設備部匯報資源使用狀況，並針對問題及時作出改善行動。

本集團已制定並執行《能源資源管理辦法》，主要是控制電力消耗、節約用水、節約煤氣及燃油等，推行節約能源及資源，並合理地使用，減少浪費現象。財務部負責制定能源成本指標計劃，定期召開能源管理工作會議，對前期能源工作進行總結，並計劃下一期的能源成本指標計劃，制訂節能降耗的具體方案。人力資源部負責制定生活區域及辦公區域的用電器具的節約能源方案及資源控制，例如向僱員宣傳下班後必須關閉電燈及空調等，以避免待機耗電造成能源浪費。隨著唐鋼區位調整，各生產區域匹配生產，為進一步節能降耗，通過對各生產區域生產設備調整，減少生產用水及生產用蒸汽等輔助能源消耗量。

於2022年度，本集團沒有就取得適用水源上遇到任何問題。

A2：Use of Resources

The Group not only strictly abides by the Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》), but also encourages its employees to foster resource conservation and recycling habits in daily work. To protect natural resources and increase operation efficiency, the Group closely monitors the use of resources to ensure full use of resources and avoid waste. Each department of the Group must regularly report on the use of resources to the production facilities department and take corrective actions for issues arisen in a timely manner.

The Group has formulated and implemented the Measures on Energy and Resource Management (《能源資源管理辦法》), which mainly controls electricity consumption, water consumption, and gas and fuel oil consumption, to promote the conservation and reasonable use of energy and resources and thus reduce waste. The finance department is responsible for formulating index plan of energy cost, convening energy management meetings regularly to summarise the initial performance of energy-saving. In such meetings, they also formulate a new plan index plan of energy cost for the upcoming fixed term and specify a detailed resolution on reducing energy consumption and energy-saving. The human resources department is responsible for formulating plans to save energy for the use of electrical appliances in living areas and offices, as well as implementing resource control, for example, encouraging employees to turn off lights and air-conditioners after work, which can avoid energy consumption due to appliances remaining on standby mode. With the location adjustment in TTG plants, flexible production has been realised amongst all production plants for further energy conservation and consumption reduction. To such extent, through the adjustment of production equipment in each production area, auxiliary energy consumption has declined, such as water and steam consumption for production.

In 2022, the Group did not encounter any water supply problem.

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營運產生的相關消耗

Relevant consumptions from operation

報告期間本集團於營運消耗數據如下：

During the Reporting Period, operational consumption data of the Group were as follow:

環境表現	Environmental performance	單位 Unit	2022	2021	2020
電力消耗(附註1)	Electricity consumption (Note 1)	千瓦時 kWh	1,410,320,498	659,187,630	1,284,558,248
燃料消耗(附註2)	Fuel consumption (Note 2)	千瓦時 kWh	-	-	-
能源總耗量	Total energy consumption	千瓦時 kWh	1,410,320,498	659,187,630	1,284,558,248
能源消耗密度(能源總耗量/生產總量)	Energy consumption intensity (Total energy consumption/total production)	千瓦時/噸 kWh/tonnes	269.4	147.9	283.5
用水總量	Total water consumption	立方米 M ³	33,490,199	2,626,772	34,787,259
用水密度(用水總量/生產總量)	Water consumption intensity (Total water consumption/total production)	立方米/噸 M ³ /tonnes	6.4	0.6	7.7
使用的包裝物料總量(附註3)	Total packing materials used (Note 3)	公斤 Kg	不適用 N/A	不適用 N/A	不適用 N/A
使用的包裝物料密度(使用的包裝物料總量/生產總量)	Intensity of packing materials used (Total packing materials used/total production)	公斤/噸 Kg/tonnes	不適用 N/A	不適用 N/A	不適用 N/A

附註1：由於2021年9月至12月地方政府推出「冬季環保限產」政策以及2021年3月至今唐鋼氣體不銹鋼分公司廠房暫停生產，故相關用電量有所下降。

Note 1: Due to the "winter environmental protection and production restriction" policy published by the local government from September to December 2021, the production of the plant of TTG stainless steel branch was suspended, resulting in a decrease in corresponding power consumption.

附註2：本集團於2020年度、2021年度及2022年度的車輛雖有使用汽油及柴油，但由於其使用量較少，故本集團並無量化有關的廢棄排放量。

Note 2: Due to the low use of gasoline and diesel vehicles by the Group in 2020, 2021 and 2022, the Group has not quantified the relevant waste emissions.

附註3：生產工業氣體不涉及包裝物料，因此，本集團並無量化有關數字。

Note 3: The Group has not quantified the relevant figures as its industrial gas production did not involve packaging materials.

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資源消耗的減排目標

Reduction Target of Resources Consumption

環境關鍵績效指標	Environmental KPIs	減排目標 Reduction target	基準年 Baseline year	狀態 Status
能源消耗密度	Energy consumption intensity	於2025年度前減少5% Reduce 5% by 2025	2020	已達標 Achieved
用水密度	Water consumption intensity	於2025年度前減少5% Reduce 5% by 2025	2020	已達標 Achieved

A3：環境及天然資源

為嚴格遵守法律法規包括《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法(2018修正)》、《中華人民共和國環境影響評價法(2018修正)》及相關法規，本集團制定了《管理手冊》及建立了符合GB/T24001-2016 (ISO14001)標準的環境管理體系，能有效減少了生產及經營活動帶來的污染物排放和資源消耗。公司業務活動過程中會產生噪音，為減低對周邊環境的影響，公司設置了消音設施，最大限度減少噪音影響。

A3: Environment and Natural Resources

In strict compliance with laws and regulations including the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution (Amended in 2018) (《中華人民共和國大氣污染防治法(2018修正)》), the Law of the People's Republic of China on Environmental Impact Assessment (Amended in 2018) (《中華人民共和國環境影響評價法(2018修正)》) and related regulations, the Group has formulated its Management Handbook (《管理手冊》) and established its environmental management system which conforms to GB/T 24001-2016 (ISO 14001) standards, thereby effectively reducing pollutant discharge and resource consumption resulting from production and operation. To reduce the impact on the surrounding environment, the Group has set up sound cancelling facilities to minimise the impact of inevitable noise during its operation.

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A4: 氣候變化

大眾對氣候變化的意識不斷提高，氣候變化亦為公司之間其中一個最常探討的話題。本集團亦不例外，日益提高氣候變化對本集團業務及營運的潛在影響的意識。

根據氣候相關財務資料披露工作組制定的報告框架，可能影響業務的氣候相關風險分為物理風險及過渡風險兩大類。物理風險為與氣候變化的物理影響有關的風險，可能因洪水及颱風等事件(急性風險)或持續高溫及海平面上升等氣候規律的長期變化(慢性風險)所致。過渡風險為與過渡至低碳經濟有關的風險，為應對氣候變化制定緩解和適應方案時，可能引致政策、法律、科技及市場方面的變化。

就物理風險而言，本集團已制定極端天氣的應急計劃。就過渡風險而言，定期審查全球及地方政府政策、監管最新資料及市場趨勢，以識別可能影響本集團業務營運的潛在氣候相關風險。本集團將於必要時制定應對計劃，例如改變業務策略及修訂發展計劃，以降低有關氣候相關風險的負面影響。

本集團將繼續把可持續發展常規納入其業務營運，並準備及維持充足資源，藉以管理已識別的氣候相關風險及研究潛在補救措施。於2022年度，概無對本集團有重大影響的氣候相關風險(包括物理風險及過渡風險)。

A4: *Climate Change*

Awareness over climate change continues to grow and is one of the most discussed topics amongst companies. The Group is no exception in raising its awareness over the potential impact from climate change on the Group's business and operation.

In accordance with the reporting framework developed by the Task Force on Climate-related Financial Disclosures, there are two major categories of climate-related risks, physical risks and transition risks, which may impact businesses. Physical risks are risks related to physical impacts of climate change which can be driven by events such as floods and typhoons (acute risks) or longer-term shifts in climate patterns such as sustained high temperatures and sea level rise (chronic risks). Transition risks are risks related to the transition to a lower-carbon economy, which may entail policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change.

For physical risks, the Group has developed a contingency plan for extreme weather. For transition risks, regularly reviews global and local government policies, regulatory updates, and market trends to identify potential climate-related risks which may have impact on the Group's business operation. The Group will develop a response plan when necessary, such as by changing the business strategy and modifying the development plan to reduce the negative impacts of such climate-related risks.

The Group will continuously incorporate sustainable practices in its business operations and prepare and maintain sufficient resources for managing identified climate-related risks and studying the potential remediation measures. In 2022, there was no climate-related risk, including physical risks and transitional risks that had a significant impact on the Group.

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社會責任

本集團深信與僱員保持良好關係是企業成功的關鍵之一。為了提升僱員滿意度，本集團為僱員提供具有競爭力的薪酬福利及完善的培訓計劃，鼓勵僱員發揮潛力並一展所長。本集團每年舉辦僱員團建活動如運動比賽及步行活動等，有助提升僱員歸屬感，打造一個友好和諧的工作環境。

B1: 僱傭

本集團執行嚴謹的招聘程序，通過外部引進與內部培養相結合的方式為本集團甄選及吸納優秀的人才。截至2022年12月31日，本集團共有341名全職僱員，按性別、年齡組別、僱員職級、僱傭類別及地理劃分之僱員組成(以僱員(不包括獨立非執行董事)數目計)如下：

Social Responsibility

The Group believes that maintaining a good relationship with its employees is one of the key factors which leads to success of an enterprise. To raise employee satisfaction, the Group provides a competitive remuneration and benefit and comprehensive training plan for employees to unleash their potential. Team-building activities, such as sport competitions and walking activities, annually organised by the Group, promote a sense of belonging among employees and build a harmonious working environment.

B1: Employment

The Group strictly follows recruitment process to select and recruit talents through a combination of external introduction and internal training. As of 31 December 2022, the Group had 341 full-time employees. The composition of employees by gender, age group, position, employment category, and geographical region (in number of employees (excluding independent non-executive directors)), respectively, were as follow:

員工人數	Number of employees	2022	2021	2020
總計	Total	341	369	370
按性別劃分	By gender			
男性	Male	312 (91%)	330 (89%)	328 (89%)
女性	Female	29 (9%)	39 (11%)	42 (11%)
按年齡組別劃分	By age group			
30歲以下	Below 30	6 (2%)	7 (2%)	9 (2%)
30至50歲	30 to 50	167 (49%)	170 (46%)	195 (53%)
50歲以上	Above 50	168 (49%)	192 (52%)	166 (45%)
按職級類別劃分	By position category			
高級管理層	Senior management	5 (2%)	8 (2%)	6 (2%)
中級管理層	Middle management	22 (6%)	19 (5%)	18 (5%)
一般員工	General staff	314 (92%)	342 (93%)	346 (93%)
按僱傭類別劃分	By employment category			
全職	Full-time	341 (100%)	369 (100%)	370 (100%)
兼職	Part-time	—	—	—
按地理區域劃分	By geographical region			
香港	Hong Kong	2 (1%)	2 (1%)	—
中國內地	Mainland China	339 (99%)	367 (99%)	370 (100%)

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於2022年度，本集團的僱員流失比率如下：

In 2022, the employee turnover rate of the Group was as follow:

僱員流失比率	Employee turnover rate	2022	2021
按性別劃分	By gender		
男性	Male	0.64%	5%
女性	Female	–	15%
按年齡組別劃分	By age group		
30歲以下	Below 30	–	22%
30至50歲	30 to 50	1.20%	13%
50歲以上	Above 50	–	–
按地理區域劃分	By geographical region		
香港	Hong Kong	100%	–
中國內地	Mainland China	0.59%	6%

附註：流失比率乃按特定組別於該年度期間的離職僱員人數除以於該年12月31日該特定組別的總僱員人數所計算。

Note: The turnover rate is calculated by dividing the number of departed employees in the specified category in a year by the total number of employees in the specified category as at 31 December of the same year.

本集團已制定並執行《員工手冊》、《人力資源管理考核辦法》、《崗位績效薪級工資制規範運行實施細則》及《員工各種保險及企業年金管理規定》等為全面規範本集團全體僱員的行為，以達現代化企業需求。本集團除遵守中國之《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《工傷保險條例》外，並就招聘、晉升、解僱、工作時數、假期、薪酬、福利及退休等方面作出管理規定。本集團為僱員提供了具有競爭力的薪資及福利待遇，並根據勞動市場變動及時調整薪資及待遇水平，以吸引及保留人才，並激勵僱員。

The Group has fully specified the behaviours of all employees of the Group by formulating and implementing its Staff Handbook (《員工手冊》), the Measures for Human Resources Management and Assessment (《人力資源管理考核辦法》), Rules for Standardising Operation and Implementation of Post Performance Salary Mechanism (《崗位績效薪級工資制規範運行實施細則》) and the Measures on Management of Employees' Insurance and Corporate Annual Pension (《員工各種保險及企業年金管理規定》) to modernise the Group. Apart from abiding by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Regulation on Work-Related Injury Insurances (《工傷保險條例》), the Group has also stipulated provisions in respect of recruitment, promotion, dismissal, working hours, vacation, remunerations, benefits and retirement. Competitive remuneration and benefit provided by the Group and timely adjustment of such in line with changes in the labour market can attract, retain and stimulate talents.

環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

本集團為僱員提供良好福利，為了提高僱員對公司的歸屬感、對工作的投入感及參與感，本集團在崗僱員每兩年可進行一次身體檢查，全部費用由本集團承擔，而且根據崗位特殊要求，本集團亦會安排專項身體檢查，以保障僱員健康。

本集團根據《中華人民共和國工會法》及《中華人民共和國民法通則》之規定設有工會，以加強與僱員之間的溝通，並為僱員安排多項有意義及娛樂性的團建活動，當中包括運動比賽、僱員技術比賽及休閒活動等。

To enhance employees' sense of belonging to the Company, commitment and involvement in working, the Group provides better welfare for its staff, such as, a biennial physical examination for on-the-job employees at the Group's costs. Physical examinations will be arranged for employees in special roles to ensure their health.

The Group established labour unions according to the requirements of The Trade Union Law of the People's Republic of China (《中華人民共和國工會法》) and the General Principles of The Civil Law of The People's Republic of China (《中華人民共和國民法通則》). The union will enhance the communication with staff and, for them, organise various meaningful and entertaining team-building activities including sports competition, skill competition and leisure activities, etc.



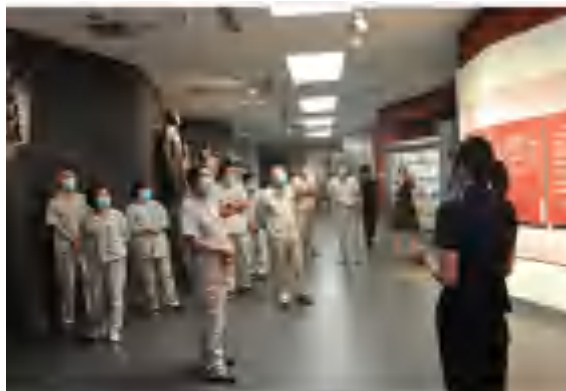
羽毛球比賽 Badminton match



籃球比賽 Basketball match

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實地考察 Field trip

本集團提供平等就業機會，保障僱員不因年齡、民族、種族、性別及宗教信仰不同而遭受歧視，並致力營造平等、尊重、多元化及互助友愛的企業文化與工作氛圍。本集團提供不少於相關政府法例及法規的休息時間及假期，並同時保障僱員權益及致力建立和諧的勞工關係。

遵守有關法律法規

於2022年度，本集團並無發現因嚴重違反有關法律法規而重大影響本集團的賠償及解僱、招聘及晉升、工作時間、假期、平等機會、多元化、反歧視以及其他待遇及福利。本集團嚴格遵守與僱傭有關的地方法律法規，包括《中華人民共和國勞動法》及《中華人民共和國勞動合同法》。此外於2020年度、2021年度及2022年度亦沒有因未遵守有關法律法規而遭受大額罰款或制裁。

Equal employment opportunities is provided to ensure anti-discrimination of employees in respect of age, nationality, ethnic, gender and religion. We also strive to create an equal, respectful, diversified, friendly corporate culture and working atmosphere. The Group offers day offs and vacations no less than those specified by relevant laws and regulations, meanwhile, protect employees' interests and endeavours to establish harmonious labour relationships.

Compliance with Relevant Laws and Regulations

In 2022, the Group was not aware of any material violation of relevant laws and regulations having significant impacts on the Group in respect of compensation and dismissal, recruitment and promotion, working hours, vacation, equal opportunities, diversity, anti-discrimination as well as other welfares and benefits. The Group strictly complies with relevant local laws and regulations related to employment, including the Labour Law of the People's Republic of China (《中華人民共和國勞動法》) and the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》). Further, no material fines against or sanctions on any violation of relevant laws and regulations were imposed from 2020 to 2022.

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B2: 健康及安全

安全生產和職業健康安全是本集團的關注事項之一，本集團已採取措施確保遵守有關健康與安全的適用法律及法規。本集團遵守各種有關勞動、安全和工作相關事故的中國法律和法規，如《中華人民共和國職業病防治法》、《中華人民共和國消防法》、《危險化學品安全管理條例》、《中華人民共和國安全生產法》、《安全工作許可證條例》、《危險化學品經營許可證管理辦法》及《危險化學品登記管理辦法》。

本集團的工業氣體生產廠房設有專職人員，負責監管勞工、衛生及安全狀況。此外本集團透過分發安全指導手冊、培訓研討會及定期安全知識以及響應測試，為僱員提供入職及定期安全教育計劃。由於僱員透過電腦化營運控制室控制及監察生產設施的日常營運，因此本集團承受的健康與安全風險極低。

B2: Health and Safety

Production safety and occupational health and safety are the key matters of concern for the Group. The Group has taken measures to ensure compliance with applicable laws and regulations in respect to health and safety. The Group complies with various laws and regulations of the People's Republic of China in connection with labour, safety and work-related accidents, such as the Law on the Prevention and Control of Occupational Diseases of the People's Republic of China (《中華人民共和國職業病防治法》), the Fire Control Law of the People's Republic of China (《中華人民共和國消防法》), the Regulations on the Safety Management of Hazardous Chemicals (《危險化學品安全管理條例》), the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Regulations on Safe Work Permits (《安全工作許可證條例》), the Measures for the Administration of Hazardous Chemicals Business Licenses (《危險化學品經營許可證管理辦法》) and the Measures for the Administration of Registration of Hazardous Chemicals (《危險化學品登記管理辦法》).

The Group has designated personnels, who are responsible for supervising its labour, hygiene and safety conditions, for its industrial gas production plants. In addition, the Group provides induction and regular safety education programs for its employees through distribution of safety instruction manuals, training seminars and regular safety knowledge and response testing. As the personnels control and monitor the daily operation of the production facilities from computerised operation control rooms, the Group's exposure to health and safety risks is minimal.

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為了加強對職業病防治工作的管理，提高職業病防治及控制的水準，切實保障勞動者在勞動過程中的職業健康與安全，實現本集團所制定的職業健康安全目標，促進企業的經濟發展，本集團採納及執行以下相關制度：

- 《質量、環境及職業健康安全管理体系管理手冊》；
- 《環境、職業健康安全績效測量與監視管理程序》；
- 《安全教育培訓制度》；
- 《危險源及較大風險場所、設備和設施安全管理制度》；
- 《安全檢查及隱患整改制度》；
- 《重大危險源安全管理制度》；及
- 《應急準備與響應管理程序》。

To strengthen the management for and enhance the quality of the prevention and control of occupational diseases, secure the labours' occupational health and safety during their work, meet the target for occupational health and safety set by the Group, and facilitate corporate economic development, the Group has adopted and enforced relevant systems as set out below:

- Management Manuals for Quality, Environmental and Occupational Health and Safety Management System;
- Management Processes for Performance Assessment and Supervision of Environmental and Occupational Health and Safety;
- Safety Education and Training System;
- Management System for the Safety of Hazard Installations and Site, Equipment and Facilities with Higher Risks;
- Safety Inspection and Correction of Defects System
- Safety Management Policy for Major Hazard Installations; and
- Emergency Preparedness and Response Management Procedures.

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鑒於對2019新型冠狀病毒病疫情於全球蔓延，本集團採取一系列衛生及預防措施以防止生產廠房及辦公室內的僱員在工作期間互相感染及傳播2019新型冠狀病毒病，該些措施包括：

- 派發即棄式口罩、手套及消毒產品，並在需要情況下，統一僱員制服並要求僱員每日穿著全套保護衣及裝備；
- 增加清潔及消毒生產廠房及辦公室共用空間的次數；
- 需要時為僱員提供彈性上班安排；
- 鼓勵僱員緊密注意其身心健康；
- 對所有僱員每次進出工作場所時強制使用非接觸式紅外線測溫措施；
- 要求僱員避免在工作場所聚集；及
- 對曾在14日內外遊至高風險地區記錄的僱員實施自我隔離規定。

Given that COVID-19 pandemic globally spreads, the Group has adopted a series of hygiene and precautionary measures to prevent infection and transmission of COVID-19 within its production plants and offices and among its staff, including:

- Distribution of disposable masks, gloves, sanitizing products, and if necessary, same uniforms among its employees and requiring its staff to be fully equipped with all preventive clothing and accessories on a daily basis;
- Cleaning and disinfection of commonly used areas within its production facilities and offices with increased frequency;
- Providing flexible working arrangement for its employees on an as-needed basis;
- Encouraging its employees to closely monitor their health and well-being;
- Mandatory infrared contactless body temperature measurement for all of its employees each time they enter or leave the workplace;
- Requiring its employees to refrain from gathering within the workplace; and
- Imposing self-quarantine requirements on employees who had travel history to areas of high risks within 14 days.

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於2022年度，因工傷損失的工作日數如下：

In 2022, lost days due to work injury were as follow:

		2022
因工死亡的人數	Number of work-related fatalities	-
工傷人數	Number of work injury	-
因工傷損失的工作日數	Lost days due to work injury	-

於2020年度、2021年度及2022年度，本集團僱員概無發生因工死亡事故。

In the year 2020, 2021 and 2022, there were no work-related fatalities among the employees of the Group.

遵守有關法律法規

於2022年度，本集團並無發現有關對提供安全工作環境及保護僱員避免職業性危害產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與健康及安全有關的地方法律法規，包括《中華人民共和國安全生產法》及《中華人民共和國工傷保險條例》。此外，2022年度亦沒因未遵守有關法律法規而遭受大額罰款或制裁。

Compliance with Relevant Laws and Regulations

In 2022, the Group was not aware of any material violation of relevant laws and regulations having significant impacts on the Group in respect of providing a safe working environment and protecting staff from occupational hazards. The Group strictly complies with relevant local laws and regulations related to health and safety, including the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》) and the Regulation on Work-Related Injury Insurances of the People's Republic of China (《中華人民共和國工傷保險條例》). Further, no material fines against or sanction on any violation of relevant laws and regulations were imposed on the Group in 2022.

B3: 發展及培訓

本集團按照《中華人民共和國安全生產法》、國家安全生產監督管理總局安監號[2006]3號《生產經營單位安全培訓規定》以及河北省冀政[2006]69號《落實生產經營單位安全生產主體責任暫行規定》，制定、採納及執行《安全教育培訓制度》，以貫徹本集團「安全第一，預防為主，綜合治理」的安全生產方針，提高全體僱員的安全技術素質，確保僱員掌握崗位工作安全、品質、效率、成本及環保等基本需求並具備實踐能力。

B3: Development and Training

The Group has formulated, adopted and implemented the Safety Education and Training System according to the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Provisions on Safety Training for Production and Operation Entities (State Administration of Work Safety An Jian No. [2006]3) (國家安全生產監督管理總局安監號[2006]3號《生產經營單位安全培訓規定》) and the Provisional Provisions on the Implementation of the Principal Responsibility of Production and Operation Units for Safety Production (Hebei Yi Zheng No. [2006]69) (河北省冀政[2006]69號《落實生產經營單位安全生產主體責任暫行規定》). With full implementation of the Group's work safety policy of "Safety first, prevention is key and comprehensive governance", it can improve all employees' abilities to deal with safety issues and ensure that each employee understands the basic requirements of work safety, quality, efficiency, cost and environment friendly, etc., and could practice it.

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於2022年度，本集團的受訓僱員百分比如下：

In 2022, the percentage of the Group's employees receiving training was as follow:

年份	Year	2022	2021
受訓僱員百分比(附註1)	Percentage of employees receiving training (Note 1)	95%	107%
按性別劃分的受訓僱員百分比(附註2)	Percentage of employees receiving training by gender (Note 2)		
男性	Male	91%	90%
女性	Female	9%	10%
按僱員類別劃分的受訓僱員百分比(附註2)	Percentage of employees receiving training by employee category (Note 2)		
高級管理層	Senior management	1%	2%
中級管理層	Middle management	6%	6%
一般員工	General staff	93%	92%

附註1：按該年受訓僱員人數(包括已離職僱員)除以於該年12月31日的總僱員人數計算。

Note 1: It is calculated by dividing the number of employees receiving training in a year (including departed employees) by total number of employees as at 31 December of that year.

附註2：按特定組別受訓僱員人數除以受訓僱員總人數計算。

Note 2: It is calculated by dividing the number of employees receiving training in the specified category by the total number of employees receiving training.

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於2022年，本集團按性別和僱傭類別劃分的僱員平均受訓時間如下：

In 2022, the average training hours of the Group's employees by gender and employment category are as follow:

年份	Year	2022	2021
每名僱員完成受訓平均時數(附註1)	Average training hours completed per employee (Note 1)	82	52
按性別劃分的每名僱員完成受訓平均時數(附註2)	Average training hours completed per employee by gender (Note 2)		
男性	Male	83	53
女性	Female	80	45
按僱員類別劃分的每名僱員完成受訓平均時數(附註2)	Average training hours completed per employee by employee category (Note 2)		
高級管理層	Senior management	132	53
中級管理層	Middle management	108	53
一般員工	General staff	80	51

附註1：按該年培訓總時數(包括已離職僱員的受訓時數)除以於該年12月31日的總僱員人數計算。

Note 1: It is calculated by dividing the total training hours in a year (including training hours of departed employees) by total number of employees as at 31 December of that year.

附註2：按該特定組別培訓總時數除以該特定組別的總僱員人數計算。

Note 2: It is calculated by dividing the total training hours of the specified category by the total number of employees in the specified category.

安全部負責組織及制定年度安全教育培訓計劃、實施及執行，並需要對本集團整體的安全教育培訓工作進行監督管理。其他部門職責包括組織各部門崗位危險有害因素辨識及製作培訓教材，確保相關培訓包含所需的專項技術訓練及安全教育。各部門協助安全部實施年度安全教育培訓計劃，並負責對各部門新進僱員進行安全教育及崗前訓練。所有新進僱員必須接受安全培訓，各僱員之培訓時間不得少於72小時，未經獲取安全培訓合格的僱員不予允許上崗作業。

The safety department is responsible for preparing, deciding, and implementing annual safety education training, as well as monitoring and managing the overall work on safety education trainings of the Group. It is the responsibility of the other departments to organise dangerous and hazardous factors identification training and prepare training materials to ensure the necessary special technology training and safety education are included in relevant training. All departments shall provide assistance to the safety department to implement annual training plan of safety education and conduct safety education and pre-job training for the new employees. All new employees must receive the safety training with training hours no less than 72 hours per person, and must not begin working until the safety training test has been passed.

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安全培訓涵蓋安全、職業衛生及消防3個範疇。此外，安全部需安排從業人員每年進行再培訓，並且培訓時間不得少於20小時，培訓內容包括：有關危險化學品安全生產新推行的法律、法規、標準及規範；有關危險化學品生產新材料、新技術、新工藝、新設備安全技術要求及典型事故案例與討論等。

於2022年度，本集團為341名僱員提供了16個培訓項目。培訓工作重點包括職業衛生基礎知識及防護、應急知識及事故案例分析、安全用電常識、消防知識培訓及特殊作業安全知識等。

B4：勞動準則

本集團深知僱用童工及強制勞工是嚴重違反普世價值觀，因此承擔責任以竭力反對一切僱用童工及強迫勞動的行為，嚴格遵守所有針對禁止僱用童工及強制勞工之法律法規。本集團制定並執行《招聘管理制度》及《員工手冊》，嚴格履行勞動合同制度，所有入職僱員被正式錄用時會與本集團簽訂勞動合同或聘用協定，在正式入職時本集團會檢查僱員的相關及有效證照。

如發現童工或強制勞工的情況，本集團將會立即與其解除勞動合同，並追責該責任人。

Safety training covers 3 aspects: including safety, occupational health and fire control. In addition, the safety department is supposed to arrange re-training for the workers annually with not less than 20 hours per employee. The training includes new laws, regulations, standards, and requirements related to safe production of hazardous chemicals; new materials, technology, processes, safety technique requirements of new equipment, and discussion on typical accident cases related to hazardous chemicals production.

In 2022, 16 training programmes were offered to 329 employees. The training focuses on basic knowledge and prevention of occupational health, emergency knowledge and analysis of accident cases, common understanding on safe use of electricity, training of fire control and specialised operation safety, etc.

B4: Labour Standards

The Group is profoundly aware that the employment of child and forced labour is a serious breach of universal values and is therefore committed to the prevention of all employment of child labour and forced labour and is in strict compliance with all laws and regulations relating to the prohibition of child and forced labour employment. The Group has adopted and enforced the Recruitment Management System (《招聘管理制度》) and the Staff Handbook (《員工手冊》) and has strictly complied with the labour contract system. All new employees will sign a labour contract or employment agreement with the Group when they accept their job offers, and the Group will check the relevant and valid certificate(s) of the employees when they officially commence work.

If misuse of child labour or forced labour are discovered, the labour contract will be terminated immediately, and the responsible person will be held accountable.

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遵守有關法律法規

於2022年度，本集團並未發現有關禁止本集團僱用童工或強制勞工之有關法律法規之任何重大違規情況。本集團嚴格遵守與勞工準則有關的地方法律法規，如《中華人民共和國勞動法》、《中華人民共和國未成年人保護法》及《禁止使用童工規定》。此外，2022年度亦未有因未遵守有關法律法規而遭受大額罰款或制裁。

B5：供應鏈管理

本集團主要採購的物資包括材料、設備備件、油品、危險化學品及勞動保護用品等。由於涉及採購危險化學品，因此本集團已制定並執行《採購控制程序》，以確保採購物資符合質量、環境及職業健康安全的要求。

本集團對於選擇供應商會因應採購產品的分類而採用相應的評價方式，評價內容主要為：(i)產品質量是否滿足本集團要求；(ii)供應商能否履行合同；及(iii)供應商能否滿足本集團環境及安全衛生要求。對危險化學品供應商及勞工保護用品供應商，本集團要求供應商提供生產許可證、製造安全許可證、經營許可證、運輸許可證及產品合格證等，以確保合乎本集團的環境及社會要求。相關供應商准入評價會由本集團綜合部門負責，並需由綜合部門主管審批後編製《合格供方名單》，並且由本集團生產設備部每年對相關供應商進行年度評估，以確保相關供應商持續滿足本集團在採購上對質量、環境及職業健康安全的要求。

Compliance with Relevant Laws and Regulations

The Group was not aware of any material violation of relevant laws and regulations prohibiting the employment of child or forced labour in the Group in 2022. The Group strictly complied with local laws and regulations relating to labour standards, such as the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Law on Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on Prohibition of Child Labour (《禁止使用童工規定》). In addition, no significant fine or sanction for non-compliance with relevant laws and regulations was imposed on the Group in 2022.

B5: Supply Chain Management

Resources purchased by the Group mainly include materials, equipment spare parts, oil products, hazardous chemicals, and labour protection products, etc. In respect of the purchase of hazardous chemicals, the Group has formulated and implemented the "Procurement Control Procedures" to ensure that the purchased resources meet the requirements on quality, environmental and occupational health and safety.

In terms of supplier selection, the Group has adopted appropriate evaluation methods accordingly based on the different types of products to be purchased, with the main criteria as follows: (i) whether the product quality can satisfy the Group's requirements; (ii) whether the suppliers can perform the contracts; and (iii) whether the suppliers can meet the Group's environmental, safety and sanitation requirements. For suppliers of hazardous chemicals and labour protection products, the Group requires them to provide the production license, the manufacturing safety license, the operation permit, the transportation permit, the product qualification certificate, and others, to ensure that the relevant suppliers can fulfil the environment and social requirements of the Group. The initial assessment of suppliers will be undertaken by the general department of the Group and approved by the director of the general department, who will then prepare the list of qualified suppliers. Moreover, the production facilities department of the Group conducts annual assessment on relevant suppliers to ensure they continuously satisfy the Group's procurement requirements on quality, environmental and occupational health and safety.

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截至2022年度末，按地區劃分的主要供應商數目如下：

As of the end of 2022, the number of major suppliers by geographical region is as follows:

		2022	2021
中國內地	Mainland China	12	12

B6：產品責任

本集團於管道工業氣體客戶的生產現場或附近生產工業氣體。因此，本集團通常與管道工業氣體客戶簽訂長期工業氣體供應合約，合約期限為15至30年。本集團需按照供應合約的規定，提供合乎規格的氣體產品，包括但不限於純度、壓力水平、溫度和保證正常供應量。而本集團的液化工業氣體客戶一般位於本集團的工業氣體生產廠房半徑250至300公里範圍內，液化工業氣體客戶包括於多種行業經營業務的獨立第三方，涉及醫療、航運、工程、光伏、食品及汽車等。本集團與具有穩定常規液化氣體產品需求的客戶訂立液化氣體供應合約，確保液化工業氣體產品應符合國家標準化管理委員會訂明的國家標準。倘產品質量不符合特定國家標準，客戶可在12小時內通知本集團，並可於產品交付後24小時內拒絕接收貨物。本集團收到通知後，倘核實確認有關缺陷，本集團會向相關客戶退款。

B6: Product Responsibility

As the Group's production of industrial gas are conducted on, or in close proximity of, the production sites of its pipeline industrial gas customers, the Group generally enters into long-term industrial gas supply contracts for a term ranging from 15 to 30 years with its pipeline industrial gas customers. The Group shall, in accordance with the requirements of the supply contracts, provide the gas products which meet the specifications, including but not limited to purity, pressure level, temperature and guaranteed normal quantity of supply. The Group's liquefied industrial gas customers are usually located within a radius of 250km to 300km from its industrial gas production plants, and customers of its liquefied industrial gas include independent third parties which operate in a wide range of industries, including medical, shipping, engineering, photovoltaic, food and automotive. The Group enters into liquefied gas supply contracts with customers that have a stable and regular demand for liquefied gas products to ensure that the liquefied industrial gas products comply with the national standards prescribed by the Standardisation Administration of the People's Republic of China. If the quality of the products does not satisfy the specified national standards, customers shall inform the Group within 12 hours and refuse to accept the goods within 24 hours upon delivery. Upon notice, the Group shall refund its customers if such defect is verified and confirmed by the Group.

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本集團為確保有能力滿足客戶對產品的要求，於各生產廠房設有專職質量控制技術人員，負責透過先進質量控制系統監察產品的質量。此外，本集團透過使用技術設備及先進線上分析系統以分析、檢查及報告任何質量缺陷(如純度及壓力水平問題)，以控制工業氣體產品的質量，從而確保氣體供應符合國家標準及滿足客戶需求。

唐鋼氣體已取得《藥品生產許可證》，許可醫用氣體液態醫用氧氣，有效期自2022年8月16日至2027年8月17日

To ensure the products can meet customers' requirements, the Group has designated quality control technicians in each of its production plants responsible for monitoring the quality of the products through the quality control systems. In addition, the Group controls the quality of its industrial gas products by technological equipment and advanced online analysis systems which can analyse, detect and report any quality defects, such as purity and pressure level issues, to ensure its gas supplies comply with national standards and meet customers' requirements.

TTG has obtained the Drug Manufacturing Certificate which allows TTG to manufacture medical-use gas and medical-use liquefied oxygen, for a term commencing from 16 August 2022 and ending on 17 August 2027



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唐鋼氣體已取得《安全生產許可證》許可生產壓縮及液化氣體，如氧、氮、氬氣、有效期由2020年12月3日至2023年12月2日。

本集團嚴格遵守《中華人民共和國產品質量法(2018修正)》，為其生產的產品質量負責。根據《中華人民共和國藥品管理法實施條例(2019修訂)》，無證的藥品不得在中國生產。於頒發許可證前，政府相關部門會對藥品生產商的生產設施進行檢查，並確定設施內的衛生條件、質量保證體系、管理結構和設備是否達到所要求的標準。

TTG has obtained the production safety license which allows it to produce compressed and liquefied gas, such as oxygen, nitrogen, argon, and hydrogen, for a term commencing from 3 December 2020 and ending on 2 December 2023.

The Group strictly complies with the Law of the People's Republic of China on Product Quality (Amended in 2018) (《中華人民共和國產品質量法(2018修正)》) and is liable for the quality of the products it produced. According to the Implementation of the Drug Administration Law of the People's Republic of China (Amended in 2019) (《中華人民共和國藥品管理法實施條例(2019修訂)》), drugs without the certificate may not be manufactured in China. Prior to the issuance of the license, the relevant government departments will inspect the pharmaceutical manufacturer's production facilities and determine whether the sanitary conditions, quality assurance systems, management structures and equipment in the facilities meet the required standards.



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產品退貨及投訴

本集團於2022年度，已出售或已付運的產品並無因安全及健康理由而須予回收。

於2022年度，本集團的產品並無因質量問題而接獲投訴的情況。

客戶反饋及處理方式

本集團歡迎客戶提出意見及建議。本集團提供多種溝通渠道，例如社交媒體、會員頻道、電話熱線、電子郵件及網頁。本集團會定期設立溝通渠道及反饋系統，以便從客戶收集滿意度資料及改進建議。

本集團綜合及全面分析客戶的反饋意見，並監察客戶對其業務的滿意程度。我們將採取跟進行動，包括內部評估及修改僱員培訓計劃、制定改進方案及完善現有管理程序，以解決已識別的問題。本集團將及時向客戶提供反饋。

本集團業務會接觸客戶私密資料。因此，本集團已制定嚴格的員工行為守則。此外，本集團要求員工按照員工手冊及工作準則要求，採取一切合理方法保密本集團及客戶資料。客戶的私密資料只可由負責員工及其上司取閱及保存，一般員工並不會接觸到相關資料。

Product Return and Complaints

In 2022, there were no products sold or shipped subject to recalls for safety and health reasons in the Group.

In 2022, there were no cases of complaints received against the quality of the Group's products.

Customer Feedback and Handling

The Group welcomes comments and suggestions from its customers. The Group provides a variety of communication channels, for instance, social media, membership channel, phone hotline, emails, and websites. Regular communication channels and feedback systems are in place to gather information on satisfaction and suggestions for improvement from its customers.

The Group consolidates and comprehensively analyses the customers' feedback and monitors the level of customer satisfaction in its business. Follow-up actions, including internal evaluation and modification of training programs for employees, formulation of improvement plan and refining the existing management procedures will be taken to address the identified issues. Feedback will be provided to the customers in a timely manner.

The Group deals with lots of private and confidential information of its customers. Hence, the Group has set up strict code of conduct requirements for its employees. In addition, the employees are required to take all reasonable measures to safeguard the information of the Group and its customers as stated in the Staff Handbook and working practices. The private and confidential information of its customers can only be accessed and is stored by the relevant employees and his/her supervisor, while other employees do not have access to the relevant information.

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保護知識產權

本集團致力遵守知識產權的相關法例及規例，並透過重續專利及商標，尊重及保障其知識產權（「知識產權」）。為確保客戶產品的知識產權，於外判予供應商的程序中獲得適當的保護，於聘請前必須簽署有關知識產權的保密協議。本集團與其僱員訂立標準的僱傭合約，當中載列有關知識產權及保密性的規定。

遵守有關法律法規

於2022年度，本集團並未發現有關本集團所提供有關產品之健康與安全、廣告、標籤及私隱權事宜以及補救方法之對本集團產生重大影響之有關法律法規之任何重大違規情況。本集團嚴格遵守與產品責任有關的地方法律法規，如《中華人民共和國廣告法》、《中華人民共和國商標法》、《中華人民共和國產品質量法》、《中華人民共和國藥品管理法實施條例(2019修訂)》及《中華人民共和國專利法》。此外，2020年度、2021年度及2022年度沒有因違規而遭受大額罰款。

B7: 反貪污

本集團非常注重反貪污工作。《員工手冊》及《廠紀條例》詳細列明瞭所有僱員須遵守的行為標準。如員工徇私舞弊，損害公司利益，本集團會按照國家法律法規處理。

Intellectual Property Rights Protection

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property ("IP") right by valuing and protecting its intellectual properties through renewals of patent and trademark. To ensure that the IP rights of the customer's products are properly protected during the processes outsourced to suppliers, a confidentiality agreement regarding IP rights must be signed with the supplier before engagement. The Group enters into standard employment contracts with its employees which contain provisions on IP rights and confidentiality.

Compliance with Relevant Laws and Regulations

In 2022, the Group was not aware of any material violation of the relevant laws and regulations having a significant impact on the Group in relation to the health and safety, advertising, labelling and privacy of the products provided by the Group and the method of redress. The Group strictly complies with relevant local laws and regulations relating to product liability, such as the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》), the Product Quality Law of the People's Republic of China (《中華人民共和國產品質量法》), the Regulations for the Implementation of the Drug Administration Law of the People's Republic of China (Amended in 2019) (《中華人民共和國藥品管理法實施條例(2019修訂)》) and the Patent Law of the People's Republic of China (《中華人民共和國專利法》). Further, no material fines against non-compliance of the relevant laws and regulations were imposed on the Group in 2020, 2021 and 2022.

B7: Anti-corruption

The Group places great importance to anti-corruption work. The Staff Handbook and Factory Rules and Regulations (《廠紀條例》) set out in detail about the standards of conduct that all employees are required to follow. If any of the employees engages in malpractices for personal gain and infringes the interests of the Company, the Group will take action in accordance with the relevant national laws and regulations.

環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

本集團非常注重反貪污工作。《員工手冊》及《廠紀條例》詳細列明瞭所有僱員須遵守的行為標準。如員工徇私舞弊，損害公司利益，本集團會按照國家法律法規處理。一旦發現違規情況，員工可透過書面方式或親身進行舉報。本集團會對舉報者的身份予以保密，本集團會將所有指控列為敏感及保密處理。未經舉報人同意，不會披露其身分。

本集團為鼓勵員工遵守有關制度，實行企業獎懲制度，制定了《員工違紀處理細則》，並由綜合部、安全部、生產設備部及技術質量部等部門組成檢查小組，負責監督及檢查全體員工紀律，對違紀員工進行懲處。

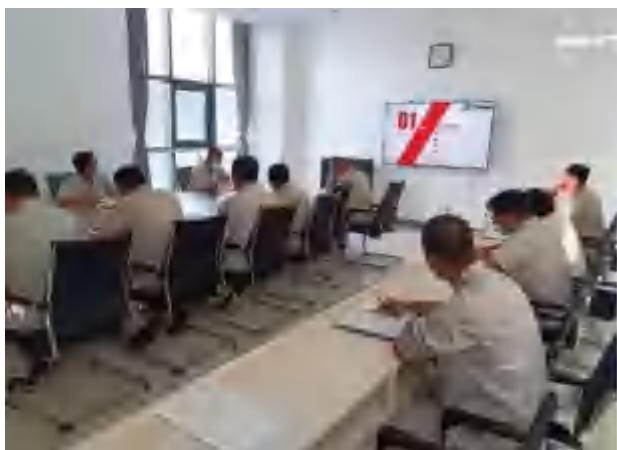
於2022年度，本集團於元旦、春節及中秋三個節日前夕向其董事及員工分別提供了三個反貪污教育及培訓項目，以提高彼等對道德及腐敗問題的認識。

The Group places great importance on anti-corruption work. The Staff Handbook and Factory Rules and Regulations (《廠紀條例》) set out in detail the standards of conduct that all employees are required to follow. If any of the employees engages in malpractices for personal gain and infringes the interests of the Company, the Group will take action in accordance with the relevant national laws and regulations. Once any violation is discovered, employees should report it in writing or in person. The identity of the whistle-blower will be kept confidential by the Group and will handle all allegations in a sensitive and confidential manner. Without the whistle-blower's consent, his/her identity will not be divulged.

To encourage employees to comply with related regulations, The Group has implemented the reward and punishment system and developed the "Disciplinary Action Policy" (《員工違紀處理細則》). Moreover, an inspection team comprised of the general department, the safety department, the production facilities department and the technology and quality department is established, and are responsible for supervising and inspecting the compliance of staff discipline by all employees, as well as reprimanding the employees who violate the regulations.

In 2022, the Group provided three anti-corruption education and training programs to its directors and employees on the eves of New Year's Day, Spring Festival and Mid-Autumn Festival to raise their awareness of ethical and corruption issues.

環境、社會及管治報告 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



遵守有關法律法規

本集團嚴格遵守《中華人民共和國反不正當競爭法》及其他反貪污有關的地方法律法規。於2022年度，本集團或其僱員並無發現牽涉有關賄賂、勒索、欺詐或洗黑錢之任何法律案件。

Compliance with Relevant Laws and Regulations

The Group has strictly complied with the Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) and other local laws and regulations relating to anti-corruption. In 2022, none of the Group or its employees was involved in any legal proceedings relating to bribery, extortion, fraud, or money laundering.

B8：社區投資

本集團努力尋求成為營運所處社區之正面力量，並一直與社區維持密切溝通及互動以不時為社區發展作出貢獻。

B8: Community Investment

The Group strives to become a positive power in the community where its operations are located. It has always been in close touch and periodically interact with the community to contribute to community development.

作為全球負責之公民，本集團致力通過社區投資改善社會形象及社會責任感。鼓勵本集團所有僱員主動幫助及支持當地社區及鄰裡。惟鑑於本年度受疫情影響原故，為配合中央政府防疫政策及保護本集團員工健康，本報告期間未能進行社區投資及服務。可幸在各方努力之下，疫情受控，下一年度有望如常進行社區投資及服務。

Being a global responsible corporate citizen, the Group seeks to enhance its social image and sense of social responsibility through community investment and encourages all employees to take the initiatives to help and support local communities and neighbourhoods. However, with the impact of the Covid-19 during the Reporting Period, and in order to comply with the prevention policies of the government of the People's Republic of China and protect the health of the Group's employees, community investment and services were not carried out during the reporting period. Fortunately, with the efforts of all parties, the epidemic is under control, and community investment and services are expected to resume in the next year.



**CHINA GAS INDUSTRY
INVESTMENT
HOLDINGS CO. LTD.**