



赤峰黄金
CHIFENG GOLD

**Chifeng Jilong Gold
Mining Co., Ltd.
Code of Business Conduct**

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Chapter I Code of Conduct

The Code of Business Conduct (hereinafter referred to as “the Code”) is a complement to our compliance policies, standards and frameworks. Every employee is expected to be fully aware of the Code, and it is the responsibility of all employees to ensure that their actions comply with the Code.

1.1 Business philosophy

The Code embodies the Company’s business philosophy: “safety and sustainability, struggle and persistence, cooperation and responsibility, transparency and honesty, learning and growth, respect and communication”. This is the basis of all business activities and working relations of Chifeng Jilong Gold Mining Co., Ltd. (hereinafter referred to as “the Company” or “Chifeng Gold”).

Business Philosophy of Chifeng Gold	
Safety and sustainability	We insist on safety first and devote ourselves to the sustainable development of enterprise.
Struggle and persistence	We create a better life with continuous hard work.
Cooperation and responsibility	We give assistance in case of responsible party, and take responsibilities in absence of responsible party.
Transparency and honesty	We know each other and suit the action to the word.
Learning and growth	We encourage learning and continuous progress, and grow together with enterprise.
Respect and communication	We respect and trust each other and know each other better through close communication.

1.2 Scope of application

The Code is applicable to all employees of Chifeng Gold Group Company and its subordinate units, and all subordinate companies directly or indirectly controlled by them (collectively referred to as “Chifeng Gold”). Chifeng Gold encourages its partners to abide by the Code and practice the above-mentioned business philosophy together.

Chapter II Employees

All employees of Chifeng Gold have the responsibility to realize the corporate vision together with Chifeng Gold.

Chifeng Gold always provides employees with safe and healthy working conditions, promotes their diversity and inclusiveness, supports their development and growth, and also provides them with

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training and development opportunities that meet the needs of enterprise in a respectful manner.

2.1 Responsibilities and obligations

Every employee of Chifeng Gold should ensure that their behaviors conform to the Code and national laws, and they must understand the Code.

Any violation of the Code may result in disciplinary action or even dismissal or termination of the partnership with Chifeng Gold.

2.2 Safety and health

Chifeng Gold is committed to creating a safe and appropriate working environment and conditions for employees and other people who work for it:

- Create and maintain a safe and healthy workplace;
- Provide safe and reliable equipment to prevent work-related accident risks;
- Report any accidents and safety conditions in time;
- Prevent and prohibit illegal and improper working conditions;
- Establish and maintain various standards, and provide safety production training for employees.

Every employee of Chifeng Gold has the responsibility to maintain a safe and healthy workplace and abide by Chifeng Gold's policies and standards on safety, security and health.

2.3 Diversity, inclusiveness and equity

Chifeng Gold is committed to creating a working environment in which people of different genders, nationalities, cultures and work experience can create value and display their talents. We settle down to create and maintain a working environment that is free from harassment and illegal discrimination and can provide opportunities and fair treatment for all employees of Chifeng Gold.

2.4 Respect for human rights

Chifeng Gold promises to respect for human rights.

We, under the guidance of the *United Nations Universal Declaration of Human Rights* and internationally recognized human rights relevant to our business, aims to promote awareness of human rights by organizing activities with host governments and local communities, and training employees and contractors. We absolutely prohibit any unlawful discrimination, slave labor, use of child labor, human trafficking, or other violations of international humanitarian principles and relevant laws.

Chapter III Stakeholder Relationship

Chifeng Gold is committed to establishing and maintaining positive relations with all stakeholders.

3.1 Community and environment

Chifeng Gold is committed to sustainable development, striving to minimize the impact on the environment and ensuring that the communities where it operates truly benefit from its development:

- Minimize the environmental pollution;
- Improve the lives of communities;
- Negotiate amicably with all parties that may be affected by our business;
- Continuously improve our performance on community and environmental issues.

3.2 External communication

Chifeng Gold only authorizes key executives to speak or make statements on behalf of it. This principle applies to both external press releases or statements and internal notices or announcements.

The Code also applies to online activities and social media. Every employee should use social media in a responsible manner, protect the rights and interests of the Company, colleagues and other stakeholders, and ensure that they do not violate the confidentiality regulations of the Company, cause any adverse effects on the Company and others, and violate relevant laws and regulations.

3.3 Government relations

Chifeng Gold is committed to building respectful and cooperative relationships with the governments of the countries in which it operates.

Appropriate personnel should involve in the dealings with governments and relevant representatives in the course of the work according to relevant standards or regulations. For more information, please refer to the “Bribery and Corruption” section of the Code and the *Anti-Corruption and Anti-Bribery Policy of Chifeng Jilong Gold Mining Co., Ltd.*

3.4 Supplier and business partnership

Chifeng Gold is committed to maintaining a good working relationship with suppliers and business partners to enable it do business in a fair and efficient manner consistent with its corporate vision.

Chifeng Gold undertakes to conduct all tendering and competitive procurement processes in a fair, objective and impartial manner.

3.5 Competition and fair trade

Chifeng Gold pursues the principle of surpassing its competitors in a fair and legal manner with excellent performance in line with its corporate values. Chifeng Gold prohibits its employees from abusing company information and using trade secrets without the consent of the information owner.

Any personnel of Chifeng Gold shall not engage in illegally anti-competitive activities such as pricing, bidding, market allocation or customer allocation with Chifeng Gold’s competitors.

3.6 Bribery and corruption

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Chifeng Gold has a policy of zero tolerance for bribery and corruption, and prohibits any form of corruption and bribery.

All personnel of Chifeng Gold must abide by the applicable anti-bribery laws and regulations in the countries where they work and operate.

For more information, please refer to the *Anti-Corruption and Anti-Bribery Policy of Chifeng Jilong Gold Mining Co., Ltd.*

3.7 Gifts and hospitality

Any personnel of Chifeng Gold shall not accept or give improper gifts and hospitality that may have conflicts of interest or affect business decisions, except those that are moderate and reasonable, conform to industry practices or cultural traditions, and do not have conflicts of interest or affect business decisions.

3.8 Trade

Specific countries and the United Nations or other international organizations have imposed boycotts or trade sanctions or similar measures on specific goods or services against different countries, governments or individuals.

Any employee who is or may be involved in this area of work, or who receives a request to participate in boycotts or other prohibited trade activities, must immediately contact the Compliance Office of the Company. Please understand the relevant legal requirements to avoid violations and possible penalties for individuals and the Company and the impact on the Company's goodwill.

3.9 Anti-money laundering

Money laundering refers to the process in which any individual or entity transfers funds obtained from criminal activities through the financial system to hide their criminal sources, or enters into transactions in other ways to legalize them.

Chifeng Gold will never participate in money laundering activities, and will prohibit its employees from engaging in or assisting in any money laundering.

Chapter IV Business Resources and Information

Chifeng Gold provides employees with equipment and network systems for work and business. Please use the resources and information obtained in the course of work legally and correctly according to the Company's policies and standards.

4.1 Corporate assets and network communications

All corporate assets (tangible assets and intangible assets) and network communication of Chifeng Gold can only be used for legal work and business within the scope of authorization.

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All employees of Chifeng Gold are responsible for correctly using and protecting corporate assets to avoid theft, loss, damage, abuse or illegal use of these assets.

Corporate assets also include any data and communications sent or received via the Company's network or communication system, or related to the Company's business, which are recoverable and transferable permanent records. Please use the network and communication system in a responsible manner, and work together to create a secure network communication environment.

4.2 Personal data protection

Chifeng Gold collects, uses and retains personal data necessary to business only for lawful purposes. We will handle personal data carefully and respect and protect personal privacy.

4.3 Record-keeping, financial control and disclosure

Chifeng Gold pursues honest, accurate and timely recording and reporting of information, so that it can make better business decisions.

All business expense accounts must be recorded in a timely and accurate manner.

The account books, records, accounts and financial statements of Chifeng Gold must contain corresponding details, truly reflect the transactions of Chifeng Gold, and disclose them in time per relevant laws and the internal control system of Chifeng Gold.

Chapter V Corporate Governance

Chifeng Gold holds a view that good corporate governance is one of the key factors for success, which can fully ensure the effective and responsible governance and operation of the Company by the Board of Directors and the management, provide support to employees and maximize the interests of stakeholders.

5.1 Conflict of interest

All personnel of Chifeng Gold must act in the best interests of the Company, protect the confidential information of the Company, and shall not profit from or take advantage of opportunities belonging to the Company.

All personnel of Chifeng Gold shall try to avoid actual, potential or perceived conflicts of interest.

5.2 Market disclosure and shareholder communication

Chifeng Gold, as a listed company, has the obligation of information disclosure stipulated by relevant laws. Chifeng Gold promises to perform its continuous and regular disclosure obligations. In addition, Chifeng Gold will also communicate effectively with shareholders, and timely inform shareholders of its financial performance, strategies, main projects, corporate governance and risk status per information disclosure rules.

5.3 Insider trading

Chifeng Gold and its personnel shall abide by laws, prohibit the trading of shares or securities of the Company or a third party under the condition of knowing insider information, and shall not disclose any insider information they have known to anyone or give any tips.

Chapter VI Your Concerns and Opinions

Chifeng Gold encourages all employees to report possible breaches of the Code, discover and stop any improper behaviors in time, and avoid potential risks and losses to themselves and the Company.

All complaints and reports will be handled confidentially. The Company prohibits any form of retaliation against the complainant or whistleblower, otherwise it will take necessary measures.

Any breaches of the Code may be reported via the email below.

Email: grievance@cfgold.com