

**ENVIRONMENTAL, SOCIAL AND GOVERNANCE POLICY**

**Our Purpose**

The Hong Kong and China Gas Company Limited (the “Company”) and its subsidiaries (collectively the “Group”) are committed to operating its business in an environmentally, socially and economically responsible manner. We are committed to becoming carbon neutral through energy transition and innovation, including the development of renewable energy, waste-to-energy, green hydrogen, efficiency improvement, carbon management, and other collaborative projects with universities and research institutes. Together with all our stakeholders, we will endeavour to contribute and promote sustainable development in the long-term. All our project companies, associates, suppliers and business partners are encouraged to make reference to the principles of this policy, where applicable.

**Our Commitment**

The Group is committed to:

- Complying with all relevant laws, regulations and standards in relation to Environmental, Social and Governance (“ESG”) topics at its business locations;
- Embedding corporate culture of integrity and ethics into the mindset of our employees and influencing other stakeholders to adhere the same;
- Monitoring the performance and applying innovation to improve the environment and the society;
- Managing and minimising the potential negative environmental impacts resulting from our operations and business activities and combating climate change;
- Protecting our staff, contractors, customers and the general public against health and safety risks;
- Delivering quality and responsible products and services for customers;
- Establishing a robust system of risk identification and management to effectively identify, assess, mitigate, report and monitor key business risks across the Group;
- Monitoring ESG risks along our supply chain and engaging with our suppliers for improvement;
- Providing a diverse and inclusive work environment, ensuring all employees are treated fairly and with respect;
- Developing employees which enables them to grow and realise their full potential; and
- Engaging with stakeholders from the communities in which we operate, understanding their needs and supporting community activities in partnership with customers, employees, business partners, government and other stakeholders.

**Review of this Policy**

The Company will review this policy and its associated appendices from time to time as appropriate, to ensure its effectiveness.



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Peter WY Wong  
Managing Director

## THE HONG KONG AND CHINA GAS COMPANY LIMITED

The ESG Policy includes the following appendices:

### **Environmental**

APPENDIX 1: Climate Change Policy

APPENDIX 2: Environmental Policy

### **Social**

APPENDIX 3: Anti-Discrimination Policy

APPENDIX 4: Code of Conduct

APPENDIX 5: Code of Practice for Suppliers

APPENDIX 6: Customers Services Code of Conduct Policy

APPENDIX 7: Employee Policy

APPENDIX 8: Health and Safety Policy

APPENDIX 9: Human Rights Policy

APPENDIX 10: Social Investment Policy

APPENDIX 11: Sustainable Purchasing Policy

### **Governance**

APPENDIX 12: Anti-Fraud Policy

APPENDIX 13: Board Diversity Policy

APPENDIX 14: Dividend Policy

APPENDIX 15: Information Security Policy

APPENDIX 16: Nomination Policy

APPENDIX 17: Personal Data Privacy Policy

APPENDIX 18: Policy and Procedures on Disclosure of Inside Information

APPENDIX 19: Policy on Shareholders' Communication

APPENDIX 20: Risk Management Framework

APPENDIX 21: Security Policy

APPENDIX 22: Stakeholder Engagement Policy

APPENDIX 23: Whistleblowing Policy

In case of any discrepancies between the English and Chinese versions of this policy and its appendices, the English version shall prevail.