



兖州煤业股份有限公司
Yanzhou Coal Mining Company Limited

Social Responsibility Report 2019



Stay True to Our Dreams

Report Overview

Yanzhou Coal Mining Company Limited (hereafter referred to as "Yanzhou Coal", "the Company" or "we"), as a Company who is well aware of its social responsibility, releases the Social Responsibility Report in order to share our work and achievements in social responsibility practice with friends from all walks of life, hoping to further increase our mutual trust and cooperation and to promote the sustainable development of the Company and the society.

The Board of Directors and all directors guarantee that the report contains no false record, misleading statement or major omission, and they will assume individual and joint liability for the authenticity, accuracy and completeness of the report.

Reporting Entity

Yanzhou Coal Mining Company Limited and its subsidiaries.

Report Time Range

January 1, 2019 to December 31, 2019. (The time range may not cover certain part of this report.)

Preparation Basis

The report is prepared based on the related requirements of the Notice of Shanghai Stock Exchange on Strengthening the Social Responsibility Practice of Listed Companies and on Issuing the "Guidelines on Environmental Information Disclosure of Companies Listed on Shanghai Stock Exchange" as well as the requirements of the Guidelines on the Report of Environment, Society and Governance (ESG) issued by the Stock Exchange of Hong Kong (SEHK) and etc., with reference to the Sustainability Reporting Guidelines (GRI Standards) of Global Reporting Initiative and the ISO26000 Social Responsibility Guidelines of International Organization for Standardization, etc.

Data Source

The financial data of 2019 involved in this report comes from the 2019 Annual Report prepared by the Company in accordance with the IFRS / CASs. In case of any inconsistency of the data contained hereinto with the 2019 Annual Report, the 2019 Annual Report shall prevail. Other data is mainly based on the statistics of the Company and its subsidiaries. The monetary unit involved in this report is RMB, unless otherwise specified.

Report Language

The report is published in simplified Chinese, traditional Chinese, and English. In case of ambiguity, the simplified Chinese version shall prevail.

Report Release Form

The report is released in both print and electronic form. The electronic version is accessible through the websites of Shanghai Stock Exchange (www.sse.com.cn), the Stock Exchange of Hong Kong (www.hkexnews.hk), and the Company (www.yanzhoucoal.com.cn).

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① Normal operation means that the operation of year 2019 lasts for more than 6 months without shutdown.



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Message from the Chairman

Yanzhou Coal is missioned to create smart drivers and lead energy transformation. A mission that shows where Yanzhou Coal develops toward and what social responsibilities it shoulders. In 2019, Yanzhou Coal made rich and satisfactory achievements in terms of building safe and green mines and enterprise compliance together with stakeholders, despite numerous challenges and trials and hardships it had gone through during the year.

Focus on leapfrog transformation, quality economies of scale growth. All-out efforts were made to promote the reform of systems and mechanisms, the transformation of development mode, the increase of production capacity, and the improvement of quality and efficiency. As a result, the comprehensive strength, scale equivalent, quality and efficiency, and brand image of the Company saw a big jump. In 2019, the total production of raw coal was 106 million tons, that of chemical products was 1.76 million tons, the power generation was 2.653 billion Kwh, the sales income was RMB 67.805 billion, and the scale equivalent ranked leading level in China's coal listing board. Shareholders of the Company accounted for RMB 9.389 billion in net income. The company paid RMB 8.513 billion in taxes. It means that Yanzhou Coal had fulfilled its economic responsibilities and social responsibilities. In 2019, the Company was chosen as No. 58 in Fortune China 500, ranking the second among Chinese listed coal companies. As at the end of 2019, the Company's market value was in 35th place among Global 50 Mining Companies. It was also honored "China's Most Promising Listed Company in 2019".

Reinforce the foundation and strengthen growth driver from within. By focusing on the global industrial strategic layout and implementing steady industry and capital expansion, the Company is accelerating its pace to become an international comprehensive energy group. Innovative efforts were made in the construction of "safe, green, smart, and efficient" mines at Shandong headquarters to promote coal development as a main



Chairman Mr. Li Xiyong

business. A number of advanced and world-class intelligent fully-mechanized caving faces have been built and put into normal operation, setting an industry benchmark. Substantive progress was made in obtaining approval for mines in Shaanxi-Inner Mongolia. Ordos Energy Chemical and Yulin Energy Chemical have put two high-end fine chemical phase II projects into pilot production. The Company is transforming faster from resource advantage to economic advantage, and generating continuous and stronger development momentum. Digital transformation attempts, aiming to build Yanzhou Coal into a digital, sharing, and smart Company, resulted in the large improvement of the efficiency and effectiveness of management. With total quality management being further promoted, the Company won the title of "National Benchmarking Enterprise Satisfactory to Users", as the first one among coal industry enterprises.

Safety lines were secured and great safety and environmental results were produced. The two safety lines - bottom line and red line of production safety were secured by the strict implementation of the main responsibility system for safety and environmental protection at all levels, making the Company closer to its intrinsic safety goal. We launched the "three improvements"

program aimed for major disaster prevention and control, smart mine construction, and production safety standardization, as a mean to safeguard the safety of mines. As a result, the disaster prevention and control capacity of the Company was greatly enhanced, and by the end of 2019, the Company had been in safe production for 4,900 consecutive days. The "Three-year Action Plan for Environmental Protection" was further carried out, with focus on key works like high-salt mine water treatment, boiler ultra-low emission retrofit, and dust control, which significantly improved the environment in mining areas. With great attention paid to the treatment and ecological restoration of mining subsidence land, the Company planed a green-heart project, aiming to build a national demonstration model for ecological restoration and treatment with the characteristics of Yanzhou Coal. Baodian Coal Mine, Nantun Coal Mine, Dongtan Coal Mine, and Xinglongzhuang Coal Mine have passed the national acceptance assessment of green mine and been included into the National List of Green Mines by the Ministry of Natural Resources.

Coordination, sharing, and harmony lead to happiness. The common development of the Company and the employees is our forever pursuit. In 2019, the Company granted 46.32 million share options to its board directors, middle and senior management personnel, and core backbone personnel, as the first state-owned listed coal Company in China who is promoting the share incentive plan. A communication platform was established for staff to display their talents, realize the value of life, and promote the common progress and development of the Company and the employees. The "three spirits" - entrepreneurship, the spirit of model worker, and craftsmanship were carried forward and the incentive mechanism was improved in order to form a talent team that is aggressive, brave, and dedicated. The mechanisms for job rotation, backup talent cultivation, and lion cadre cultivation were also improved. We attached great importance to protecting employees' rights and interests, and realized the synchronous growth of staff

income and enterprise profit. The warm heart program was further carried out to help employees in need. We tried all the best to protect employees' right to know, to express, and to participate. All these efforts have led to the great improvement of the employees' sense of happiness, honor, and achievement.

Responsibility and dedication earned us wide praise. While seeking for development and expansion, we tried our best to fulfill our social responsibilities by fully implementing the "targeted poverty alleviation" strategy. We provided pair-up assistance, over 26 million yuan in total, to 17 villages in Shandong province and five villages out of the province, which not only promoted local development, but also contributed greatly to poverty elimination in those areas. We gave back to the society by engaging in public welfare activities and charity. 51 voluntary service stations were established and more than 200 public welfare activities were carried out in the year, involving over 3,200 volunteers. We also actively went for disaster relief and emergency response. 48 staff were dispatched to the rescue action during the time of heavy flood in Shouguang caused by Typhon. To support the prevention and control of novel coronavirus epidemic, we made all-out efforts to secure the production of epidemic prevention and control materials and the supply of energies. All these efforts had well demonstrated the Company's sense of social responsibility and love for the country. We have made great contributions to the economic and social stability and won wide praise from local governments and all sectors of the society.

In 2020, with focus on the trend of global energy development, we will lead energy transformation by global vision and innovative thinking so as to deliver greener products to customers; we will reward shareholders with better performance, employees with more development achievements, and the society with more responsible and considerate actions; and we will continue to work together with all parties of interests for more innovations and better future!

About Yanzhou Coal

Yanzhou Coal Mining Company Limited, a controlled-subsiary of Yankuang Group Company Limited, was listed in Hong Kong, New York and Shanghai in 1998, and its overseas controlled-subsiary, Yancoal Australia Limited, was listed on Australian Stock Exchange and the Stock Exchange of Hong Kong respectively in 2012 and 2018, making Yanzhou Coal the only one coal Company in China that gets listed globally in four markets. Driven by the mission of "create smart drivers and lead energy transformation" and in line with the globalization of economy and capital flow, the Company has been making new breakthroughs one and another in recent years in aspects of enterprise scale, brand strength, social status, and industry influence, thanks to its steady efforts in implementing industry optimization, layout upgrading, and capital expansion. As of December 31, 2019, the Company's total capital stock was 4.912 billion shares and its total assets were RMB 210.761 billion; it had 61,243 employees; its coal output was 106 million tons and its sales income was RMB 67.805

billion; the net profit attributable to shareholders of the company in 2019 was RMB 9.389 billion.

Relying on vigorous performance growth, solid operation strength, and strong international competitiveness, the Company has been gaining increasing favor in domestic and foreign capital markets and become a highly recognized blue-chip featured by strong core competitiveness, steady performance improvement, and sustainable development. In 2019, the Company was listed as No. 58 in Fortune China 500, ranking the second among coal companies. It has been listed into Platts Top 250 Global Energy Enterprises for years in a row, and its stock has been included into the list of MSCI China Index. In addition, the Company is the only one coal enterprise in China that has won the Asian Quality Excellence Award and the Global Performance Excellence Award, and it's also the first one in the world who has been internationally accredited as "investment grade" listed coal Company.



Stable cornerstone: Have a strong sense of responsibility

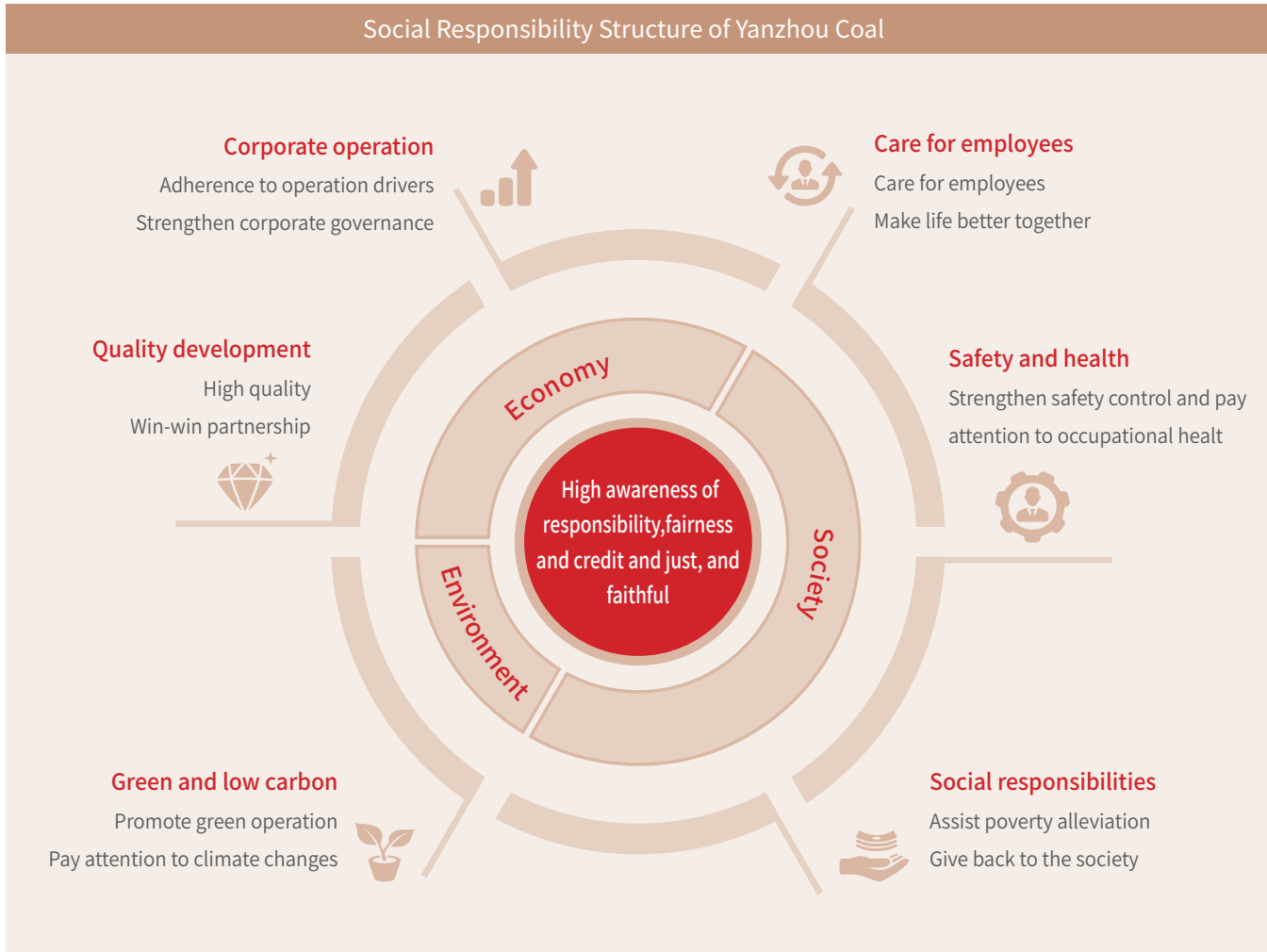


Social responsibility. At Yanzhou Coal, social responsibility is an important component of its core competitiveness. Over the years, the Company has made continuous efforts to improve its social responsibility management system, facilitate communication among the shareholders, and proactively work towards the United Nations Sustainable Development Goals (SDGs) in a bid to enhance its role in promoting the sustainable development of economy, community and environment.





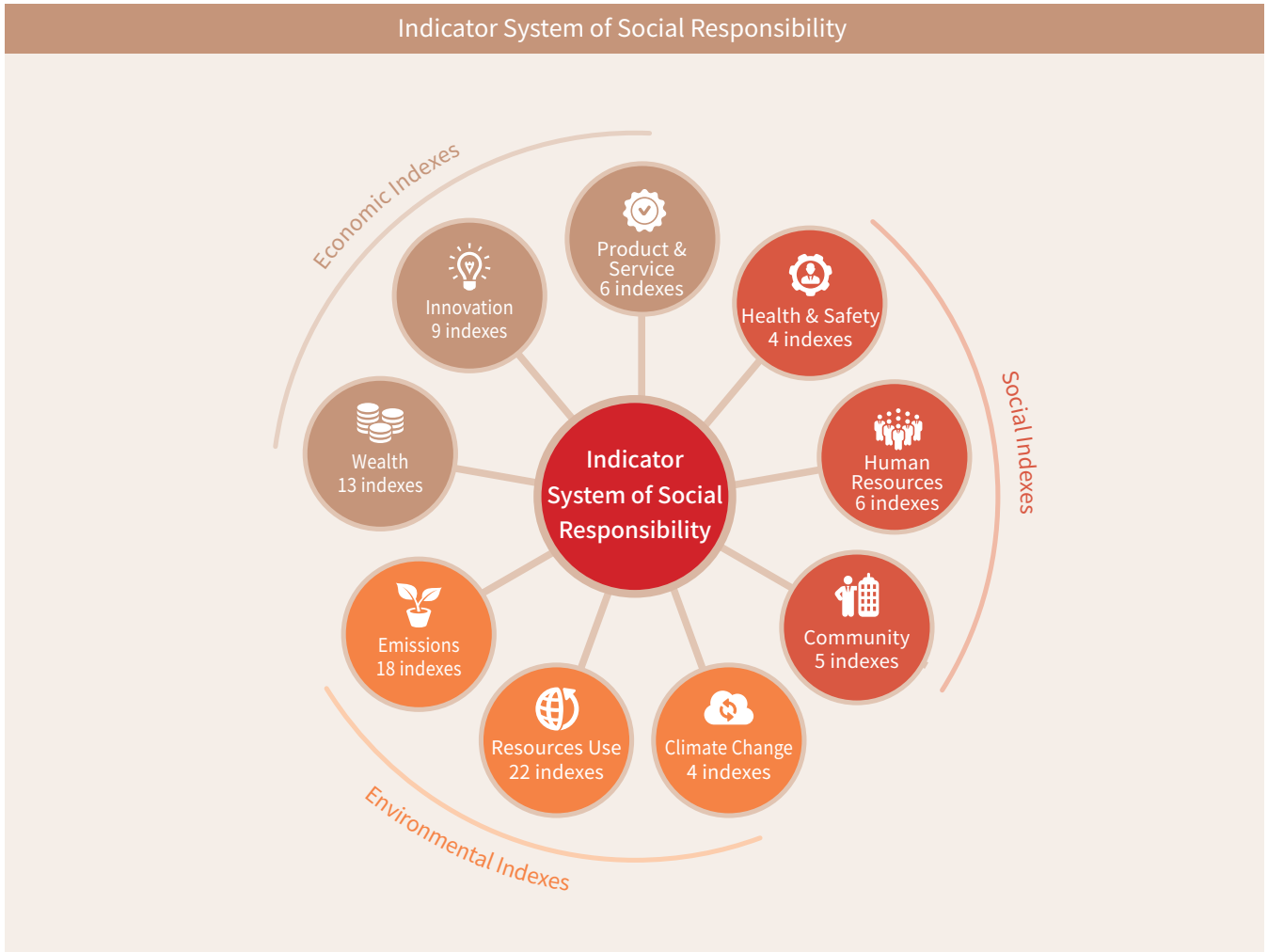
Responsibility concept



Responsibility is the basis for development. While dedicating itself to the mission of "to lead energy revolution by intelligent innovation" and the vision of "to be a world-class mining conglomerate and a green energy service provider", the Company always adheres to its core values of "to be faithful, accountable, innovative, open and excellent" and is willing to assume its social responsibilities on the

principle of "High awareness of responsibility, fairness and credit". During the process of pursuing quality development, the Company puts concrete efforts in its responsibility practices in economy, society, environment and other aspects, and creates shared values with shareholders, customers, employees, suppliers, partners, and stakeholders in the society.

Establish the responsibility system



The Company has established a social responsibility management system that covers all levels, business sectors and development areas. The Board of Directors is responsible for the overall social responsibility work. A social responsibility leading panel is set to lead and supervise the social responsibility management. A social responsibility work office, subordinated to the social responsibility leading panel, is set to take over the routine management with regard to social responsibility, to develop systems and plans, and to coordinate with related departments and grassroots units for implementing social responsibility practice. All subsidiaries of the Company have set up social responsibility management section who undertakes the social responsibility management and report relevant

information to the office. The social responsibilities of the Company are integrated into departmental functions and Company businesses, which improves the Company's social responsibility management.

With reference to relevant guidelines on social responsibility, giving consideration to both the development status of the Company and the expectations of stakeholders, the Company has established a social responsibility indicator system that covers the indicators of economy, society, and environment, which are evaluated in a specific, quantitative, practical, correlated and timely manner and serves the ultimate goal of achieving strategic vision.

Promote integration of responsibilities

The Company's development strategies and major decisions are based on a full analysis of impacts of such strategies and decisions' on the society and environment as well as the identification and tracking of possible risks and hidden hazards. Our social responsibilities are integrated into all aspects of work, such as

strategic vision, development plans, operation management and performance assessment, forming a close management loop that ensures social responsibilities are well assumed while improvement is made continuously.

Centering on the strategic vision, the Company intends to establish a harmonious and win-win relationship between humans, human and the nature, human and society.

The Company adheres to the operation and management principle of "intrinsic safety, environmental friendliness, quality-oriented profit, innovation-driven, people-centered and harmonious development".



Special plans are developed based on social responsibility factors, such as operation-driven, green development, production safety, care for employees, and harmonious community.

Responsibility factors are integrated into performance assessment, and social responsibility meetings are held on a regular basis to summarize and evaluate the results of the Company's social responsibility work.

Strengthen responsibility communication

Communication and response among stakeholders

As one of the first A+H-share listed companies who voluntarily disclose social responsibility reports, the Company has been disclosing and communicating information with regard to its social responsibilities for twelve years through constant improved mechanism for disclosure and communication of social responsibility information. Its Social Responsibility Report 2018 was honored Outstanding Social Responsibility Report at the social responsibility

report release conference of coal industry.

We communicate with stakeholders and listen to their voices through multiple means, such as voluntary report disclosure, performance roadshow, shareholders' meeting, satisfaction survey, discussion meeting, and daily communication etc., so that we can understand their concerns and respond to them with concrete actions.

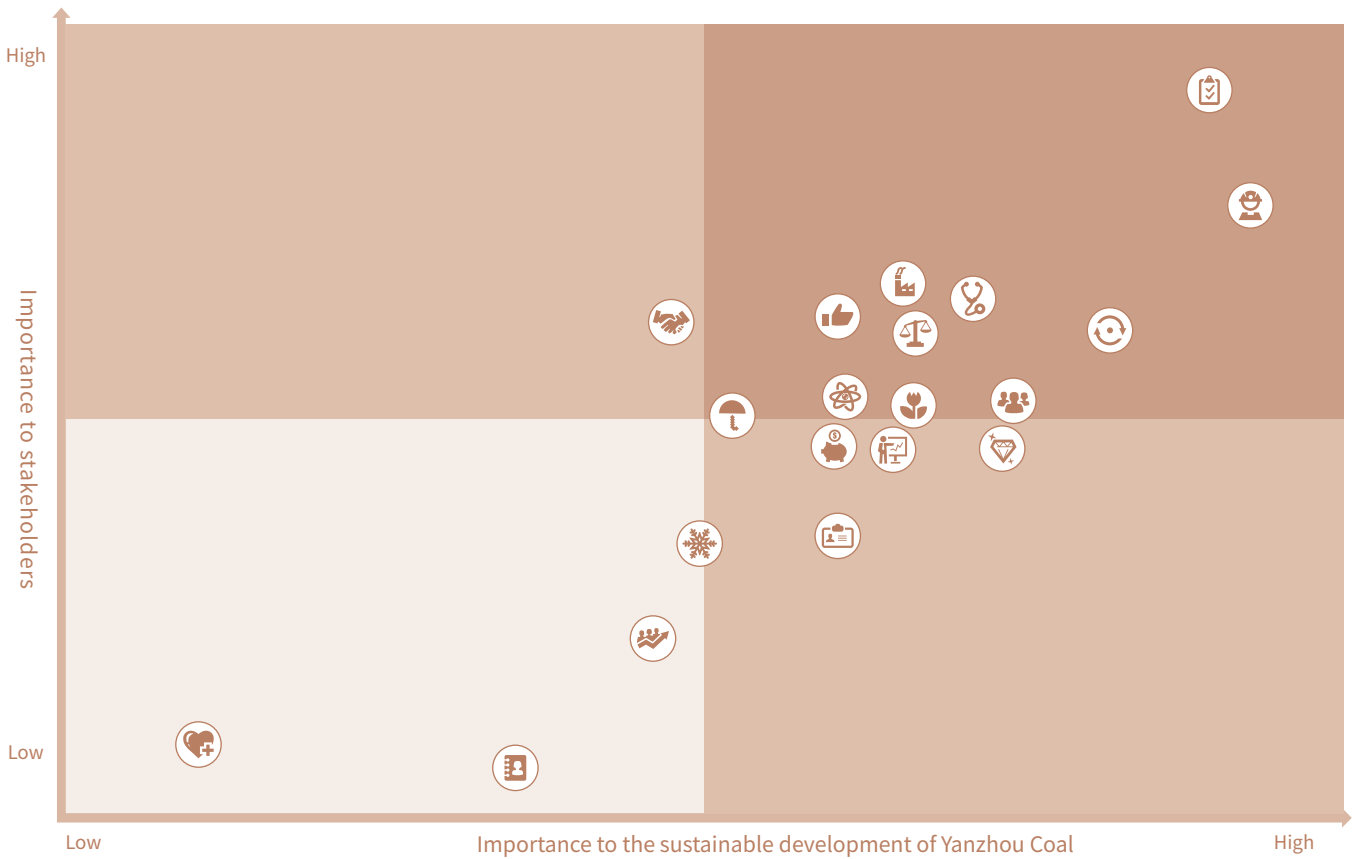
Stakeholders	Communication ways or channels	Matters of concern	Response measures (See related chapters)
Government and regulatory agencies	Daily work meetings, information submissions, special meetings, participate in the formulation of various standards, participate in relevant meetings, work reports, information submissions	Law-abiding and compliance, product and service quality, emission reduction, ecological protection, safe production, employee rights, etc.	Solid foundation: strengthen Company management; Concrete efforts: focus on quality development; Eco-friendly approach: promote a green and win-win growth; Practice production safety red line earnestly and persistently; Work together: make life better
Shareholders/ investors	Daily reception, call answering, roadshows, general meeting of shareholders, information disclosure, performance announcement, investor hotline, company website, etc.	Law-abiding and compliance, sustainable management, anti-corruption and probity, excellent quality management, win-win cooperation, protection of ecology, safety in production, occupational health, employee rights, talent training, etc.	Solid foundation: strengthen Company management; Concrete efforts: focus on quality development; Eco-friendly approach: promote a green and win-win growth
Suppliers / Partners	Open bidding procedures, contract negotiations, daily business exchanges	Law-abiding and compliance, win-win cooperation	Concrete efforts: focus on quality development
Customers	Service hotline, after-sales service, seminar and visit	Law-abiding and compliance, excellent quality management, product and service quality, technological innovation, etc.	Concrete efforts: focus on quality development
Employees	Employee Congress, Employee Satisfaction Survey, Labor Union, Letters and Calls Office	Law-abiding and compliance, sustainable management, anti-corruption and probity, safety in production, occupational health, legal employment, employee rights, etc.	Practice production safety red line earnestly and persistently; United efforts: stimulate staff's enthusiasm
Communities	Community education and publicity, discussion and exchange, and public welfare activities	Law-abiding and compliance, anti-corruption and probity, product and service quality, emission reduction, ecological protection, safe production, occupational health, etc.	Eco-friendly approach: promote a green and win-win growth; Work together: make life better

Strengthen responsibility communication

Analysis of substantive issues

The Company identifies social responsibility issues based on related guidelines and standards on social responsibility, with consideration of opinions of the management, industry experts, employees, and other stakeholders, as well as of hot spots of general social concern.

We carry out questionnaire surveys on substantial issues, then analyzed them by applying the two-dimensional matrix, namely "importance to stakeholders—importance to the sustainable development of Yanzhou Coal, which provides guidance and help for the social responsibility management of the Company.



- | | | | | |
|-------------------------------|-----------------------------------|---|---|------------------------------|
| Law and regulation compliance | Rights and interests of employees | Product/service quality | Energy conservation & consumption reduction | Responding to climate change |
| Production safety | High-quality operation | Ecological protection | Legal employment | Care for employees |
| Sustainable management | Emission reduction | Scientific and technological innovation | Fair competition and cooperation | Targeted poverty alleviation |
| Occupational health | Integrity construction | Training and development | Safe education | Community public welfare |

Yanzhou Coal & the Sustainable Development Goals (SDGs) of the United Nations

In 2015, the United Nations proposed 17 sustainable development goals (SDGs) when it officially passed the 2030 Agenda for Sustainable Development to Change Our World, aiming to eliminate poverty, combat against inequality and injustice, and address climate change globally from 2015 to 2030.

Yanzhou Coal is fully aware that the economic, environmental and social challenges all mankind face are severe and the UN's SDGs cannot be achieved overnight. We take global thinking as the basis for making strategic development and daily operation management. In 2019, we made a great contribution to the SDGs as we pursued harmony and common growth with the nature and the world.

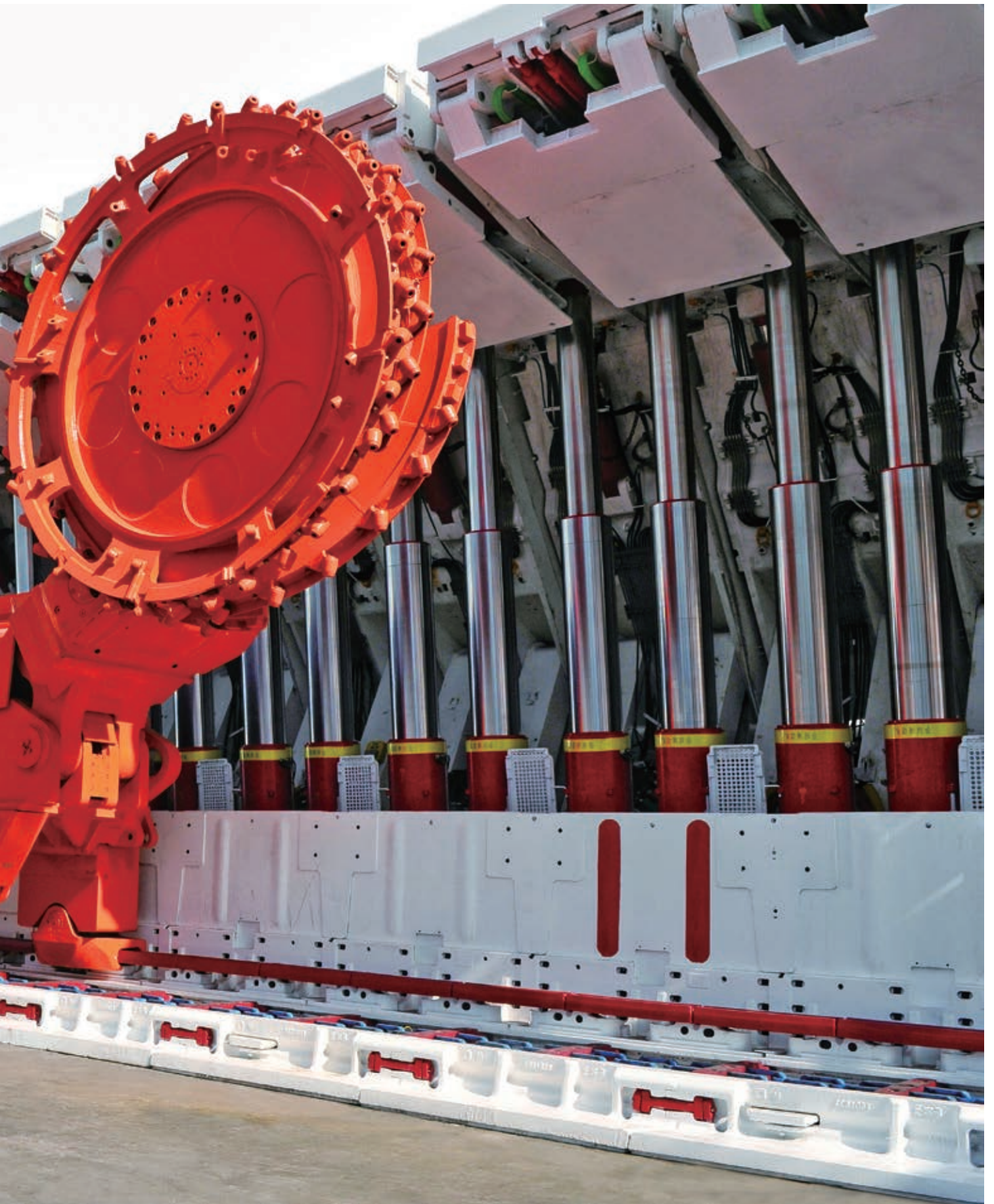
<div data-bbox="188 670 288 767"> </div> <p data-bbox="316 707 767 735">We carried out targeted poverty alleviation program.</p>	<div data-bbox="879 670 979 767"> </div> <p data-bbox="1002 674 1461 763">We prohibited any kind of discrimination behavior. We collected employees' opinions and complaints through various channels.</p>
<div data-bbox="188 821 288 918"> </div> <p data-bbox="316 825 772 914">We helped local governments in establishing agricultural cooperatives engaging in food production and processing.</p>	<div data-bbox="879 821 979 918"> </div> <p data-bbox="1002 825 1461 914">We carried out public benefit activities aiming to help people in need or difficulties or disadvantaged people.</p>
<div data-bbox="188 972 288 1069"> </div> <p data-bbox="316 976 772 1065">We organized trainings on work safety and occupational health among employees to ensure production safety.</p>	<div data-bbox="879 972 979 1069"> </div> <p data-bbox="1002 976 1461 1065">Promote social responsibility in the value chain, deepen emissions management, and promote energy saving and consumption reduction.</p>
<div data-bbox="188 1123 288 1220"> </div> <p data-bbox="316 1106 772 1226">We continued the "Golden Autumn Student Aid" program, funded the construction of local primary and middle schools, and organized cultural activities for local residents.</p>	<div data-bbox="879 1123 979 1220"> </div> <p data-bbox="1002 1138 1461 1196">We set up a carbon management team for fossil energy reduction and mine gas control.</p>
<div data-bbox="188 1274 288 1371"> </div> <p data-bbox="316 1289 772 1347">We offered equal employment and development opportunities for female employees.</p>	<div data-bbox="879 1274 979 1371"> </div> <p data-bbox="1002 1256 1461 1379">We adopted an eco-friendly water pollution treatment approach that is supported by a biological chain control technology and a targeted pearl culture project.</p>
<div data-bbox="188 1425 288 1522"> </div> <p data-bbox="316 1429 772 1517">We established and improved the water conservation management system, and promoted the projects for the reuse of recycled water and mine water.</p>	<div data-bbox="879 1425 979 1522"> </div> <p data-bbox="1002 1407 1461 1530">We actively performed the obligation of subsidence area restoration, and made solid efforts in building green mines and implementing ecological management.</p>
<div data-bbox="188 1576 288 1673"> </div> <p data-bbox="316 1591 772 1649">We carried out the "blue sky" campaign to promote clean coal and eco-friendly cookers.</p>	<div data-bbox="879 1576 979 1673"> </div> <p data-bbox="1002 1580 1461 1668">We worked to improve corporate governance, strengthen internal control, improve risk management, and promote anti-corruption work.</p>
<div data-bbox="188 1726 288 1823"> </div> <p data-bbox="316 1731 772 1819">We support legal employment, protect the rights and interests of employees, and have talent cultivation programs.</p>	<div data-bbox="879 1726 979 1823"> </div> <p data-bbox="1002 1731 1461 1819">We integrated social responsibilities into Company operation, and established a smooth communication channel between the Company and interest parties.</p>
<div data-bbox="188 1877 288 1974"> </div> <p data-bbox="316 1882 772 1970">We carried out innovations in management and sci-tech areas and introduced excellence performance mode, with focus on quality management.</p>	

Solid foundation: strengthen Company management



Sound corporate governance. Yanzhou Coal has continuously improved its corporate governance by focusing on internal control, risk management and elimination of corruption. The principles of corporate governance at Yanzhou Coal has always been in line with laws, regulations and domestic and foreign regulatory requirements. Through better risk prevention mechanism, more effective control measures and stronger corporate culture which emphasizes zero tolerance towards corruption, the Company has experienced ever-improving corporate governance.





Corporate governance

We believe that good corporate governance is important to the operation and development of the Company. Since its listing, the Company has been conducting corporate governance on the principle of "transparency, accountability and safeguarding the rights and interests of all shareholders" while complying with the Company Law of the People's Republic of China and the Securities Law of the People's Republic of China, and other relevant regulatory provisions of domestic and foreign listing places.

In accordance with the listing rules at home and abroad, the Company has prepared and strictly implemented a series of documents for corporate governance, including the Articles of Association, the Rules of Procedure of Shareholders' Meeting, the Rules of Procedure of the Board of Directors, the Rules of Procedure of the Board of Supervisors, the Work System of Independent Directors, the Management System for Information Disclosure, the Insiders Registration Management System, the Measures for Affiliated Transaction Management, the System for Investor Relationship Management Work and the Code of conduct for Senior Staff, etc. The Party building work and labor union affairs are also included in the Articles of Association according to the actual operation conditions of the Company.

We have put in place an orderly corporate governance structure that is well regulated through the coordinated operations by the general meeting of shareholders, the Party committee, the board of directors, the board of supervisors and the managers, which further leads to a governance mechanism of checks and balances where powers and responsibilities of the organs of power, decision-making, supervision, and execution are clearly defined and well-coordinated with each other.

The Company pays close attention to the process of legalization and standardization of the securities market, and constantly improves the corporate governance structure. In 2019, we revised the Articles of Association and 19 corporate governance systems, and completed the compilation of corporate governance systems covering seven areas, including the rules of procedure, information disclosure, and affiliated transactions etc. The Company guided 24 subsidiary companies to revise their Articles of Association and draft relevant rules of procedure, and to establish a corporate governance structure system that embodies clear definition of powers and responsibilities,

checks and balances, good coordination and efficient operation at all levels. At the beginning of establishment, the Company established an independent director system with reference to international practices. In accordance with the requirements of regulatory authorities, we have set up a nomination committee, an audit committee, a remuneration committee, and a strategy and development committee whose duties and obligations are defined in details. The special committees of the Board of Directors are further defined to make sure they play a good role in strategy decision and operation regulation, thus contributing to the sustainable and stable development of the Company. Recognizing the importance of the Board members, the Company made efforts to set up a high-level think tank of experts by selecting experts based on multiple factors, such as their gender, age, cultural and educational background, professional experience, skills, and years of service etc., in addition to a consideration of the actual conditions and demands. Meanwhile, the Company continued to carry out various trainings for the management in an aim to increase their knowledge, enhance their compliance awareness, and improve their management capability.

In 2019, the Company held a total of 7 shareholders' meetings, 9 meetings of the Board of Directors and 6 meetings of the Board of Supervisors, during which they meeting attendants deliberated and approved a number of major project plans and reform and development plans. All meetings and voting procedures are in accordance with relevant laws and regulations and the rules of procedure of the Articles of Association. All voting results are legal and valid. This work laid down a solid foundation for the Company's standardized operation and high-quality development.



The 15th "Golden Roundtable Award" for Listed Companies in China

Internal control

Based on the regulatory requirements for listing at home and abroad and with reference to the Guidelines on the Internal Control of Listed Companies of Shanghai Stock Exchange, the Basic Standards on Internal Control of Enterprises and the Supportive Guidelines on the Internal Control of Enterprises, which are jointly issued by five ministries and commissions (including the Ministry of Finance), and

the Sarbanes Act of the United States, the Company has established a set of internal control procedures and rules, such as the Design and Application of Internal Control System, clearly defined the roles and responsibilities of the Board of Directors, the Audit Committee, the Supervision Committee, and the managers in the internal control system, and formed an effective internal control system.

	Responsible person	Work content
System establishment	The Board of Directors and the Audit Committee	To establish, improve and effectively implement the internal control system
Supervision and management	The Board of Supervisors	To supervise the establishment and implementation of the internal control system by the Board of Directors
System implementation	The managers	To organize and lead the routine work with regard to the internal control of the Company

In 2019, the Company strengthened affiliated transaction management, which promoted the standardized and stable operation of the Company. In addition, it worked to strictly prevent and control risks in investment decisions and review the compliance of investment projects. All is aimed to ensure that major projects are carried out in accordance with laws and regulations.

We conduct the self-assessment on the establishment of the internal control system on a yearly basis. We also invite annual audit accountants in China to audit the compliance and effectiveness of internal control system. The self-assessment report

and the financial report issued by the annual audit accountant are uploaded in full text to the websites of the stock exchanges and the official website of the Company for the review and supervision of all stakeholders. According to the assessment, the Board of Directors concluded that the Company's internal control system is sound and effective, and there is no major defect in the design or implementation of the internal control of the Company. The annual audit accountant concluded that the Company has maintained an effective internal control in all major aspects in accordance with the Basic Standards on Internal Control of Enterprises and other related provisions in 2019.

Risk management

The Company has developed the Measures for Comprehensive Risk Management and established a sound risk control mechanism. Comprehensive risk identifications and assessments are carried out annually within the Company and its subsidiaries, and after that the Annual Risk Assessment Report and the Annual Risk Control Report will be issued. In 2019, the Company identified 53 risks in five categories, including 5 high risks, 7 medium risks, and 41 low risks. The major risks identified were controlled through realistic risk management strategies and solutions based on the Major Risk Response Checklist in 2019. Reports on major risk control were generated regularly based on the evaluation of the control status of the risks. The identification, assessment, countermeasures, implementation and evaluation for major risks form a closed loop for major risk whole-process management.



	Risk control status of the Company
To regulate the credit process	To revise and issue the Credit Risk Management Measures, and set up the Company's expert team for credit risk management; to make it clear that the customer's credit application shall be evaluated through the expert review meeting; to further standardize the procedures for approving credit application.
To adjust sales strategy	To strengthen the real-time monitoring of coal price changes, study the market trends of coal in a scientific way, and adjust the selling prices and policies of coal products in accordance with the actual situation of the Company, to ensure maximum economic benefit.
To prevent and control investment risks	To assess project risks in terms of project investment environment, market prospect, operation management & control, and economic benefits, and issue risk assessment reports, so as to provide effective decision-making basis for investment projects.
To promote smart management	To promote automatization, informatization, and smart technology application; to develop and optimize Big Data-based risk control modules, provide trainings for core users and end users, in an aim to ensure the smooth operation of the smart platform for risk management.



Anti-corruption efforts

The Company complies with the Criminal Law of the People's Republic of China, the Law of the People's Republic of China Against Unfair Competition, the Anti-money Laundering Law of the People's Republic of China, the Prevention of Bribery Ordinance of HKSAR, the Provisions of the Central Commission for Discipline Inspection on Strictly Prohibiting the Use of One's Position to Seek Improper Interests, the Guidelines for the Integrity of Leaders and Cadres of the Communist Party of China, and the Code of Integrity and Self-discipline of the Communist Party of China etc. as well as the laws, regulations, rules, and the regulatory requirements for listed companies at home and abroad. In order to further improve the Company's anti-corruption work, it has developed a series of internal systems, such as the Implementation Rules for Clean Management and the Interim Measures on Accountability.

The Company continued to give top priority to the Party's political development to make sure all work is along the correct direction. We carried out Party education work themed "never forget the original aspiration and always bear in mind the mission", with all activities, such as study, education, investigation, research, and problem identification and rectification, being closely stuck to the theme. The Company developed the Special Discipline Plan for the Education Themed "Never Forget the Original Aspiration and Always Bear in Mind the Mission" in an aim to make sure Party members and cadres know well their aspirations and missions, and made concrete efforts to achieve them.

The Company held the annual work meeting regarding Party style construction and anti-corruption practice, studied and determined the overall work principle for the discipline committee, and signed the Statement of Principle Responsibility for an All-out Effort to Enforce Strict Party Discipline in 2019 and the Statement of Supervision Responsibility for an All-out Effort to Enforce Strict Party Discipline in 2019 respectively with the Party committees and discipline committees at grassroots level. The Rules for Responsibility Division and Examination Regarding Party Style Construction and Anti-corruption Practice in 2019 was developed and distributed, which clearly defines related responsibilities and work content. In

line with the new requirements on the supervision system reform of state-owned enterprises, the Company accurately applied the "four forms" of discipline supervision and enforcement, focused the disciplinary review on "three key points", and insisted to investigate every case and punish everyone involved in corruption. In 2019, we formulated the "12331" anti-corruption policy, and adopted a variety of measures to create a clean and positive atmosphere and ensure its high-quality development.

"12331" Anti-corruption Work Guidelines

To meet a requirement:

To meet the new requirements of the supervision system reform of state-owned enterprises under provincial administration.

Hold on to key points:

First, we must give top priority to the party's political development and make sure the political work adheres to the correct direction; second, we will implement the newly revised Work Rules for Supervision and Discipline Enforcement (2019) and standardize the procedures for supervision and discipline enforcement.

Start three programs:

First, implement the integrated propulsion program that ensures no one dares, can or wants to be involved in corruption; second, implement the three-year program to improve the work attitude and style of Party members and cadres; third, implement the program to improve the competence of discipline inspection and supervision teams.

Forging three highlights:

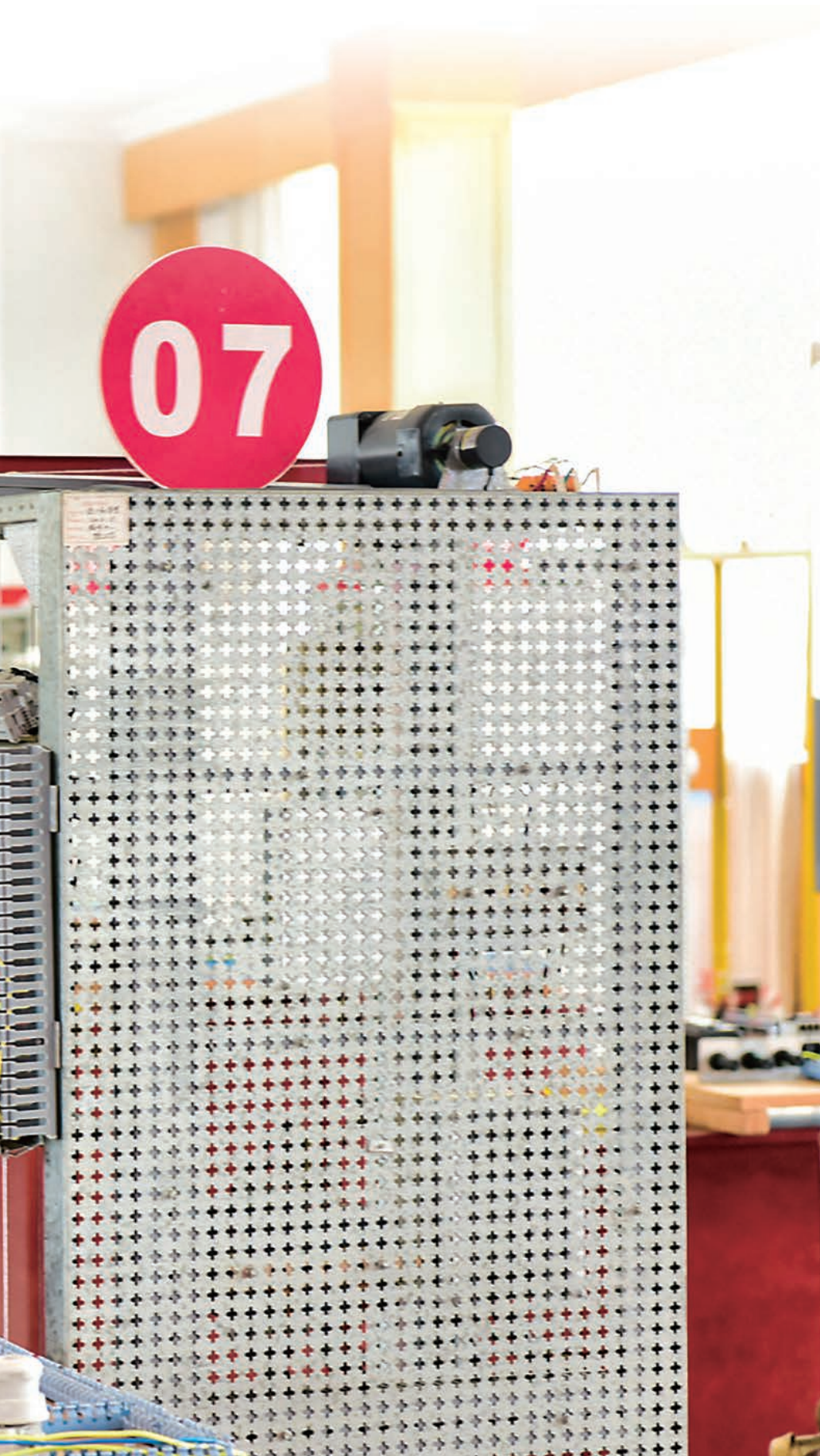
Disciplinary review and supervision investigation, integrity inspection for personnel at key posts, and anti-corruption education.

Achieve one goal:

To create a clean and positive political environment, and to provide reliable discipline guarantee for the Company's high-quality development.

	How is the anti-corruption work going on?
Strengthen discipline enforcement and accountability	To strengthen discipline enforcement and accountability, the Company has set up tip-off mailbox and hotline as a mean to receive clues and reports. In 2019, 96 reports were received from the public, among which 37 cases were filed and closed.
Strengthen anti-corruption education	In 2019, over 7,300 personnel, including Party members and cadres and key post personnel, participated in practice activities aimed to strengthen responsibility assuming and implementation effectiveness. Over 20 warning and education films were played for employees. Painting and calligraphy exhibition was held with the theme centering on anti-corruption. In addition, we also organized open classes focused on anti-corruption, knowledge tests for Party rules and disciplines, and campaign for soliciting excellent articles and micro-films about anti-corruption stories.
Focus on rectify Four Undesirable Work Styles	The Measures for Rectifying Formalism and Bureaucracy was developed and implemented as a basis for correcting any such work styles discovered in the Company.
Deepen anti-corruption "checkup"	The anti-corruption checkup and related evaluation standards were further detailed. The Anti-corruption "Checkup"—Exploration and Practice on the Management of Personnel in Key Positions was prepared, with 3,500 volumes issued to relevant personnel. A summary of work experience for further deepening the anti-corruption "checkup" work was made.
Emphasis on daily supervision	The Company conducted supervision on key work and improved regular meeting mechanism, revised and improved the reporting system for cadres on personal matters. In addition, it carried out a special campaign to inspect the business dealings between the Company and the enterprises run by leaders and cadres' relatives and other people in certain relationship with leaders and cadres.
Improve team quality	47 discipline inspection cadres were organized to participate in various kinds of supervision trainings, 11 cadres engaged in case-based training, and more than 1,000 books on discipline inspection were distributed to help them improve their ability to enforce discipline accurately.
Carry out the annual assessment	Based on the annual assessment of responsibility system for party conduct and integrity, the Company selected and commended outstanding discipline inspection and supervision teams and outstanding secretaries of discipline inspection committees, which greatly enhanced the enthusiasm of discipline inspection and supervision cadres.





Concrete efforts: focus on quality development



Innovation as the driving force. Yanzhou Coal has worked hard to deliver impressive performance in its core business. With the philosophy of "leveraging independent innovation as the driving force of company's growth", Yanzhou Coal has worked together with our partners to pursue innovation and excellence. By developing a lasting competitive edge, the Company has achieved high-quality development.

Focus on main businesses

In line with the country's call for supply side structural reform and the replacement of old growth drivers with new ones, the Company has built a new pattern of development—the coordinated and efficient development of coal industry, high-end coal chemical industry, and associated industries, with Shandong, Shaanxi-Inner Mongolia, and Australia as the three major production bases, aiming to become a leading enterprise able to provide global resources allocation

and efficient industry integration and achieve an upgrading of its international competitiveness. The Company has continued to focus on improving product quality and Company profit while making main businesses stronger. Meanwhile, it has also made continuous efforts in enhancing the core competitiveness, value creation ability and sustained growth of the Company through reducing production cost and upgrading production process and equipment.



Shandong headquarters:

the main contributor to the Company's profits with stable production and high profit



Shaanxi-Inner Mongolia base:

a core base focusing on breakthroughs



Australia base:

to accelerate the release of competitive production capacity as a complement to other bases



Innovation-driven

Innovation is the primary driver for development. With the development policy of "independent innovation, key transformation, supporting development and leading the future", the Company strives to seek breakthroughs in the changing environment, tap potential through reform and innovation, and thus to achieve transformation and upgrading.

Management innovation

Through the management approach that combines marketization and lean management, the Company continued to promote the "Three Reductions and Three Improvements" program, the Big Data Program, and the construction of "Safe, Green, Smart, and Efficient" mines in 2019. To stimulate the vitality of the Company, it continued to explore more innovative management modes focusing on the integration of automation, information, and smart technology application.

The "Three Reductions and Three Improvements" program.

The Company continued to work on the "three reductions and three improvements" program. Production process upgrading was conducted based on the characteristics of different business sectors to reduce product cost and improve production efficiency, trying to strike a perfect balance between the reductions and the improvements. The coal industry worked to improve speed, quality, and profit by reducing heading, working face, and system. The coal chemical industry worked

to improve quality, output, and profit through reducing shutdown, consumption, and hidden hazards. The power industry worked to improve output, profit and operation level & quality through reducing shutdown, cost, and backward process and equipment.

The Big Data Program. To promote the digital transformation of the Company and enhance its core corporate competitiveness, the Company continued to work on digital transformation and change through a number of moves, such as the Internet Plus Strategy, the integration of automation, information, and smart technology application, the further promotion of the Big Data Program and the full coverage of ERP application, the application of Big Data platform as the basis for business process reengineering and management efficiency improvement, the establishment of a "integrated" linkage system, the faster cultivation of the new "Big Data-driven Decision Making" mode, the establishment of a new system supported by "Big Data Management Integration", and constant optimization of business processes.

The construction of "Safe, Green, Smart and Efficient" mines. In 2019, the Company proposed a three-year plan for construction of "Safe, Green, Smart and Efficient" mines, in an aim to gradually improve the safety, reliability, efficiency, and profit of mines, thus providing a strong support for the high-quality development of the Company.



Innovation-driven



Marketization. The Company continued to promote marketization, which includes improving business process, improving price system and settlement system, configuring production element market, and deepening post monetization etc., so as to increase the vitality, potential, and creativity of market players at all levels, and improve resource allocation efficiency and synergies.

Technological innovation

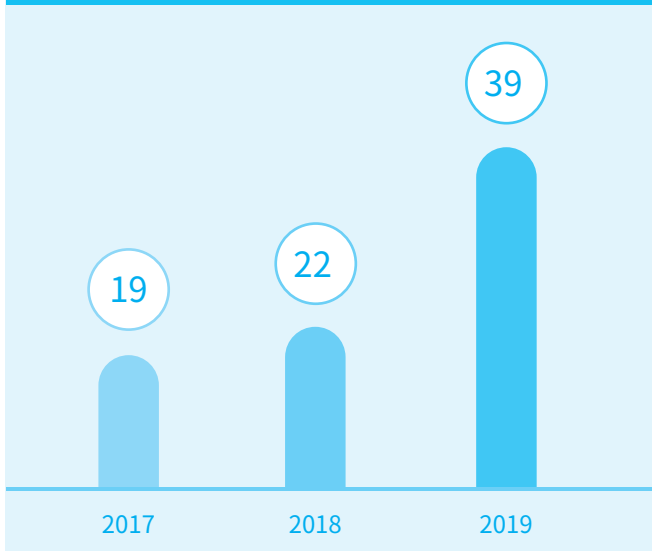
In line with the policy of "independent innovation, key transformation, supporting development and leading the future", the Company has established an enterprise-led opening technology innovation system that is featured by "safe, efficient, and clean". The Company continued to implement the Measures for the Management

of Scientific and Technological Innovation Work, the Method for Rewarding Scientific and Technological Progress, and the Measures for Patent Management, and established the rewarding system of science and technology innovation, in order to promote the reward system for sci-tech innovation and stimulate the enthusiasm of science and technology workers for more innovations. In 2019, over RMB265 million was invested in R&D programs. Throughout the year, 60 scientific and technological achievements were achieved, and 23 of them have passed the technical appraisal of the superior authorities, among which 19 ones have reached the international advanced level. In addition, the Company won three science and technology awards of Shandong province, one science and technology award of Hubei province, 22 science and technology awards of China coal industry, one science and technology award of China Society of Rock Mechanics and Engineering, and 12 safety science and technology progress awards as the first ones of this kind.

Underground mobile intelligent control room



Ministerial and provincial-level innovation awards between 2017-2019



The complete equipment and technology for fully-mechanized top coal caving mining with high mining height in deep well are of industry leading level

The Company carried out a study on the extra-thick coal seam of Shilawusu Coal Mine, in an attempt to develop and test complete equipment for wells of super high mining height, hoping to find solutions for the safe and efficient mining of extra-thick coal seam. The complete equipment is totally designed, machined and manufactured by Chinese companies, and won the first prize in award for science and technology progress in China's coal industry in 2019.

Breakthroughs in key technology for frozen shaft construction in 800 m deep thick soil

The Company carried out the research and development of the "frozen shaft construction in 800 m deep thick soil" at Wanfu Coal Mine. The technology has been proven a big leap in this area by being able to largely reduce safety risks, and won the first prize in award for science and technology progress in China's coal industry in 2019.

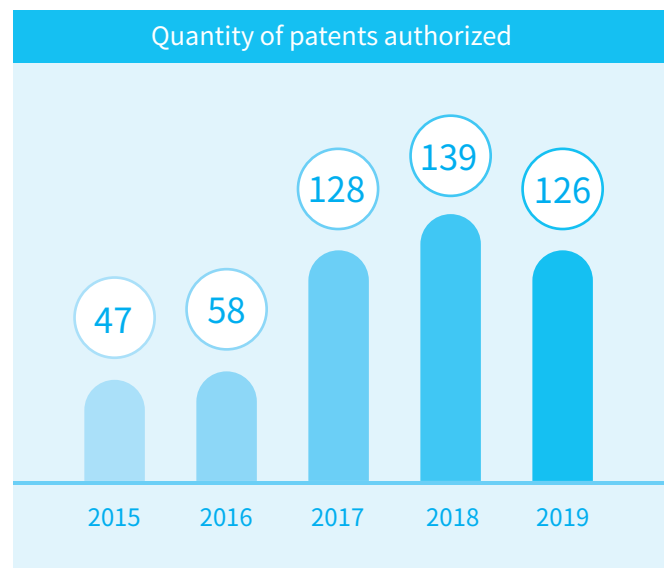
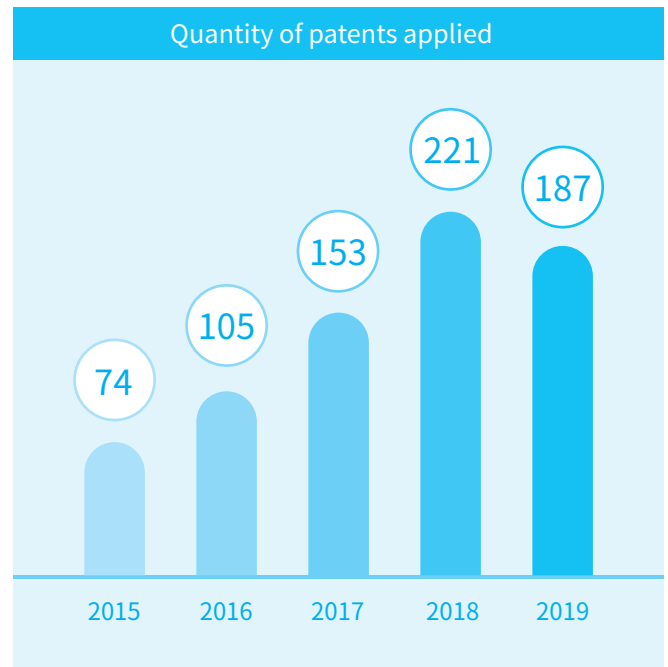
The world's largest coal-water slurry gasifier put into operation

The "4,000 t/d (coal processing per day) opposed multi-nozzle water-coal-slurry gasifier" developed by the Company is the largest coal-water-slurry gasifier in the world with the largest coal processing capacity per day, a new contribution to the development of coal chemical technologies in China.

Intellectual property management

The Company has strictly obeyed the Patent Law of the People's Republic of China and the Trademark Law of the People's Republic of China; it effectively implemented the Standard for Enterprise Intellectual Property Right Management and established the intellectual property management system of the Company in accordance with the Standard for Enterprise Intellectual Property Right Management (GB/T29490-2013); it implemented the Intellectual Property Right Management Manual and the Procedure Document of Intellectual Property Right Management System to promote the creation, use, protection and management of intellectual property rights. The Company increased efforts in cultivating a National Pilot Enterprise for Intellectual Property Rights, conducting patent protection and technology transfer, and integrating intellectual property management into technology research and development and standard development, and applying patents to protect innovative technologies and products. The Company defends its

rights and interests by protecting its patents and trademarks from being used by enterprises or individuals without authorization. In 2019, the Company applied for 45 invention patents and 142 utility model patents, and obtained the approval of 10 invention patents, 111 utility model patents, and 5 design patents.



Pursuit of quality excellence

Performance excellence

The Company fully introduced the Performance Excellence Model (GB/T 19580-2012) and developed the Suggestions on the Implementation of Quality Improvement Actions. Through the further promotion of performance excellent model, the Company has become the first and only one coal enterprise to win the National Quality Award twice, the only one coal enterprise to win the title of National Demonstration Enterprise for Industry Enterprise Brand, and the only one Chinese coal Company who has won the Asian Quality Excellence Award, the Asia-Pacific Quality Award, and the Global Performance Excellence Award.

In 2019, the Company was widely recognized in the aspects of introducing performance excellence model and promoting total quality management was awarded the title of "Outstanding Company for Promoting Total Quality Management for 40 Years" at the 40th Anniversary Conference of Total Quality Management Promotion & the Establishment of China Association for Quality" held by China Association for Quality; it was awarded the title of "Benchmarking Enterprise Satisfactory" (Class AAA in terms of market quality credit) at the Chinese Annual Conference held by China Association for Quality; it successfully passed the AAA credit rating evaluation of coal industry enterprises organized by the China Coal Industry Association, and maintained the AAA credit rating of coal industry enterprises. In addition, the Company was awarded the title of "High-quality Development Pioneer" by Securities Times. The corporate family rating of Yanzhou Coal was raised to Ba1, the highest level for global coal enterprises, by Moody's Investors Service.



National Class AAA in terms of market quality credit management

On November 19, 2019, China Association for Quality and National Customer Satisfaction Committee held the "Satisfaction China Conference 2019" and announced the list of enterprises rated as AAA market quality credit. The Company was among one of the first companies rated as "National Benchmarking Enterprise Satisfactory to Users" (market quality credit: AAA), setting a good example for demonstrating outstanding market quality credit management in coal industry.



The corporate family rating of Yanzhou Coal was raised to Ba1, the highest level for global coal enterprises, by Moody's Investors Service.

In February 2020, Moody's Investors Service (hereafter referred to as Moody) raised the corporate family rating of Yanzhou Coal to Ba1, recognition of the continuous improvement of operation performance and financial status of the Company.

Moody's believes that the Company plays an important role in driving local economy and employment. Although the new coronavirus outbreak will impose a certain negative impact on the world economy, the disruption, however, according to Moody's basic scenario assumption, is short lived and won't affect Yanzhou Coal's output and profit in a significant way.

Quality system

The Company attaches great importance to the establishment of the management systems and the recognition of standard implementation. In order to maintain the suitability, adequacy and effectiveness of the management systems and continuously improve the performance of the management systems, the Company has established and maintained an integrated management system with the quality management system as the core according to the requirements of certification standards and the actual situation of the Company. In addition, it has issued a pack of documents, such as the Management Manual, the Procedure Documents of Management Systems, and the Methods for the Management and Examination of the Recognition of Standard Implementation, and has been carrying out internal audit and education training on a regular basis in an aim to ensure the effective operation the management systems.

In 2019, the Company's quality, environment, and occupational health and safety management systems successfully passed the audit by the third-party certification agency under the administration of the quality assurance center of China Association for Quality; the measurement management system successfully passed the audit of the third party certification agency under the administration of China Certification Center for Metrology and Measurement; therefore, it's certified that the certification certificates of the management systems remain valid. The management systems of intellectual property rights and energies have maintained effective running.

Management improvement

The Company also pays attention to the innovation in enterprise management. It prepared the Measures for the Management of Innovations and Quality Management Team Activities as a mean to promote innovations in management. Meanwhile, it kept efforts in exploring new characteristics, new trends and new modes of enterprise management through research programs, in an aim to promote the constant upgrading of Company management and the lean improvement of quality.

The Company developed the Standards for Quality Improvement Examination, and completed quality improvement examinations at related pilot companies. It also organized quality knowledge popularization activities in an aim to enhance the capability of quality management personnel.

In 2019, the Company won awards for 47 management innovation achievements and 98 quality management achievements of the Company; it was awarded the title of "Advanced Enterprise of Coal Industry for Quality Management Group Activities in 2019".



Achievements of management modernization innovation



Pursuit of quality excellence



Indexes of 2# Clean Coal (2019)	
Ash(%)	8.58
Moisture(%)	7.5
Sulfur(%)	0.52
Calorific value(MJ/kg)	27.64
Impurity content per 10,000t(Kg)	0.30

Product quality

While abiding by the Product Quality Law of the People's Republic of China and other laws and regulations, and industry guidelines, the Company attaches great importance to quality management in order to guarantee the quality of products.

Coal products: The Company has developed a series of regulations such as the Measures for Coal Quality Management Examination to raise inspection standards, increase management intensity, and promote the "three-zero project". Also, it has standardized the measures for the inspection and control of saleable coal quality, established a smart system for the inspection and control of saleable coal quality, and strengthened the quality control in the process

of production. For many years in a row, the Company has kept the miscellaneous rate of clean coal products per 10,000 tons less than 1 kilogram, and 100% pass rate of commercial coal.



Coal chemical products: The Company has been working hard to strengthen the quality control during the process of production by strictly implementing production process indexes in addition to compliance with national standards such as Methanol for Industrial Use (GB338-2011). It optimized production process through technological upgrading to stabilize the capacity and quality of coal chemical production. The methanol products of the Company met the international standard ASTM D1152:2006, and was therefore awarded the Certification for Applying International Standards in Production. The methanol products were 100% inspected in 2019, and the pass rate was 100%.

Mechanical products: The Company has been working hard to explore advanced quality management modes, develop product quality management measures, and implement strict quality control in product design and production. In 2019, the supports produced by the Company reached the leading level in China, and the conveyor belts and hoses passed the certification of the UL standards of Australia and the US. Its rail transit products kept the leading position in the domestic industry. Donghua Heavy Industry made into the list of "Leading (Culturing) Manufacturers of High-end Equipment in Shandong Province".

Power and heating products: The Company continued efforts on securing power and heat supply for residents. By analyzing and summarizing production experience, we improved the operation and control of production systems to ensure the stable and safe running of equipment. We also enhanced the comprehensive efficiency through upgrading fuel structure, which enabled us to provide sustainable and clean power and heat for users.

Win-win cooperation

One tree does not make a forest. Recognizing the importance of a good relationship with investors, customers, suppliers, and partners, the Company built multiple channels to increase understanding between all parties, and on other hand it timely collected and responded to complaints from all parties. The Company has been committed to self-improvement, consensus-building, and win-win cooperation, hoping to build a better future with all friends.

Investor relation management

The Company has established a sound relational architecture system for investors, a mature management mechanism, and an effective working process, which enabled the Company to manage the investor relations in a proactive manner and strengthen the positive interaction with the capital market.

Always adhering to the concept of multi-channel interaction and communication with investors and the principle of "going abroad and bringing in", the Company has been working hard to increase communication and exchange with both domestic and foreign investors through various means, such as shareholders' meeting, investor's field investigation, roadshow, securities investment BBS, and etc., as well as different channels, such as E-mail, phone call, Internet platform, WeChat consultation, and etc. In 2019, the Company held 7 shareholders' meetings, attracting many well-known domestic investment institutions. At the meetings, the Company's management and shareholders explained the connotation of high-quality development of the Company and shared opinions on hot topics, which was very helpful for enhancing understanding, building

consensus, and creating a good corporate image. In addition, the Company well demonstrated its responsibilities as a listed Company through 29 roadshows in Hong Kong (interim roadshows in HK), Shanghai and Beijing despite traffic challenge and complex social factors, through which the Company displayed its advantages and strength, and the Company value was also enhanced.

In 2019, the Company was rated grade A in terms of information disclosure, for the 11th time in a row, by the Shanghai Stock Exchange for its outstanding work in information disclosure, investor relations, thematic communication, and value creation; it was granted the "Golden Roundtable Award" and the "Tianma Award for Board of Directors of Mainboard-listed Companies with Best Investor Relationship in China" by the Board of Directors of Listed Companies in China; its stock has been included into the list of MSCI China Index.

Interim Performance Report Conference 2019



The 10th "Tianma Award for Board of Directors of Mainboard-listed Companies with Best Investor Relationship in China"

Win-win cooperation

Supplier management

Knowing the importance of the communication with suppliers, the Company communicated with suppliers through various channels and timely replied to and solved their concerns. It has established an information and technology sharing platform and has been making continuous efforts in optimizing the supplier management mode.

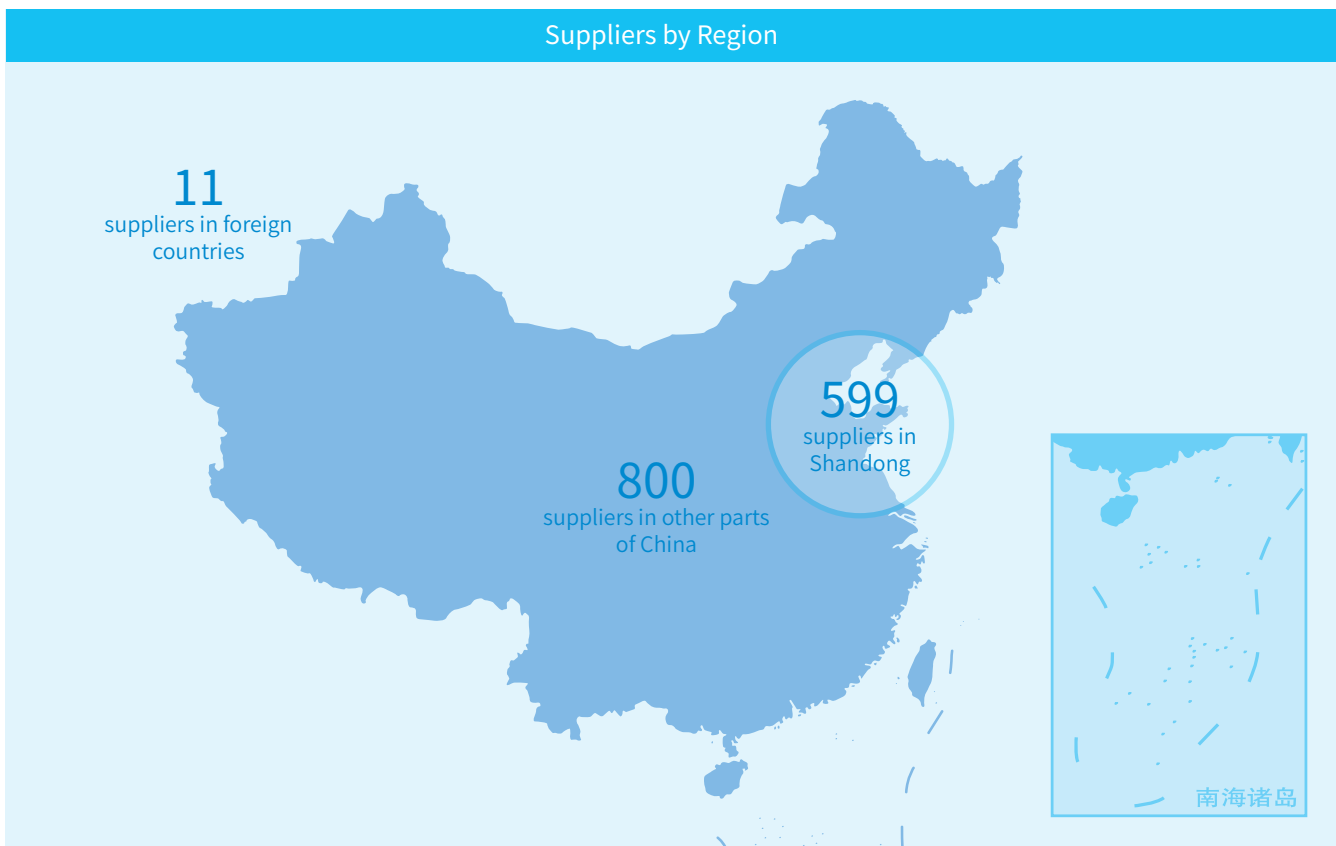
Based on the actual business conditions, the Company has been working on improving the Supplier Management Measures and putting in place standard access and exit mechanism for suppliers as well as clear standards on the access, evaluation and supervision of suppliers, including both dynamic assessment and regular evaluation. The Company has also worked to promote the improvement of the supplier's environmental and social risk management level through including clear performance terms in contracts and signing the Social Responsibility Commitment with the suppliers.

The Company has implemented sunshine procurement to create

an open, fair and just procurement environment. In 2019, the Company conducted a comprehensive investigation on the directors, supervisors, senior management, and authorized trustees, developed the Supplementary Provisions on the Management of Affiliated Suppliers, and sorted out and monitored affiliated suppliers, in order to prevent commercial bribery and other illegal events.

The Company made a lot of efforts in ensuring the good quality of suppliers through means of annual assessment, contract inspection, and social supervision etc., in addition to freezing or eliminating unacceptable suppliers. It insists on procuring directly from the manufacturers. The proportion of production suppliers and direct-supply manufacturers accounted more than 95% of all suppliers.

The Company protects the legitimate rights and interests of suppliers, strictly performs the contract, and timely pays the payment according to the contract. In 2019, the contract performance rate was 100%.



Customer relation management

The Company adheres to the principle of "win-win cooperation" and highly values customer relation management. In order to strengthen customer relation management, reduce operational risks, protect customer privacy, and improve customer satisfaction, the Company has developed a number of regulations, including the Measures for Market-oriented Operation and Management of Direct-Supply Customer Development and the Measures for Customer Relationship Evaluation (Trial). At the same time, the Company strictly complies with the Advertising Law of the People's Republic of China and adheres to the core principle of "sunshine, responsible, upward" for advertising. It prohibits any false statement or exaggerated advertising, and makes correction in time if any violation is found during advertising.

The Company has kept improving whole-process sales service and established strategic cooperative relations with key customers, with specific responsible person assigned for specific customer affairs. It further expanded cooperation scale and enriched the range of cooperation. The Company conducts customer satisfaction survey on a regular basis to collect customer opinions and complaints, and also replied about corrections in a timely manner, aiming to constantly enhancing customer satisfaction and adhesion. In 2019, the customer satisfaction scored 97 points (100 points in total), and the product return rate was zero.

Customer satisfaction
scored 97 in 2019



In order to ensure the safety of the personal information, business information and other information of customers, regulate the confidentiality behavior and protect the interests of customers, all relevant staff of the Company have signed the Confidentiality Agreement, promising not to disclose the customer files, contract prices, and other related information of customers without authorization, nor to disclose the content of negotiations with customers to any third party. The Company adopts the centralized

management for customer relation management and contract management, and arranges special personnel to manage the confidential data relating customers. The storage of and access to the confidential data must be subject to corresponding approval procedures.

Partnership management

The Company adheres to the principle of "honest cooperation and mutual benefits" and values the cooperation with partners in government, finance, scientific research, and education etc. It has been making continuous efforts in enhancing its core competitiveness in resources development, capital operation, and innovation driving etc., so as to complement with partners and achieve common development.

Enterprise-government cooperation. The Company has been cooperating and communicating with government agencies so as to create favorable conditions for local enterprises and promote the development of regional economy and related industries, thus forming situation favorable for achieving mutual benefits.

Enterprise-bank cooperation. With good financial structure and business performance, the Company has been rated as "AAA long-term corporate credit" by Dagong Global Credit, CCXI Credit Technology, and other related rating agencies, a sign that it has won the full trust and credit support of financial institutions, which is a financial guarantee not only for the sustainable development of the Company, but also for stable profits to financial institutions.

Enterprise-university cooperation. The Company has been cooperating with a number of universities and research institutions, including Tsinghua university, China University of Mining and Technology, East China University of Science and Technology, and China Coal Research Institute, in fields of technology R&D, platform building, talent cultivation, and achievement application etc. By doing so, it hopes to set a good example in terms of the win-win cooperation, mutual support and coordinated development between enterprises and universities, while making a good contribution to promoting the high-quality development of the two sides and the transformation and upgrading of coal industry.

Practice production safety red line earnestly and persistently



Safety first. Yanzhou Coal has always promoted safety awareness at workplace. Based on the "safety first" principle, the Company develops safety-oriented development plan and work objectives, conducts safety risk assessment, implements risk control measures, strengthens supervision assessment and emergency management, offers occupational health related training, and ensures safety related work is carried out efficiently at every level within the Company.





Safety management objectives

Production safety is a red line that must not be crossed. In strict accordance with the Production Safety Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and other related laws and regulations, the Company established safety production committee headed by the party secretary and general manager of the Company to supervise the safety production in an all-round way, which is to further implement the All-employees-involved Accountability Year by following the principle of "153" safety culture. With a good sense of health and safety, the Company always does its best to improve its management and control over safety production and occupational health so as to safeguard the rights and interests of its employees, such as adhering to the principle that "management, equipment, staff capability and system of equal importance", consolidating safety work and intensifying risk management and control. As of the end of 2019, the Company has achieved more than 4900 consecutive days of safety production and the number of people with serious work-related injuries was 0.

In 2019, the Company formulated and implemented the Action Plan For Safeguarding the Life and Safety of Coal Mine, which gives a systematic description of the measures for safety responsibility enhancement, safety risk control, major disaster prevention and control, and the improvement of safety technology and safety capability, as well as the work goals to be achieved, including "Four Nos", "Four Assurances", and "Four Enhancements".

"153" Safety Culture



One Safety Concept

Hidden hazard is accident;
Safety prevention is better than disaster relief;
Health is wealth.



Five Safety Systems

Cultural guidance;
Risk prevention and control;
Technical support;
Equipment support;
Examination & accountability.



Three Safety Leaps

Leap from accident prevention & control to risk control;
Leap from living guarantee to health protection;
Leap from "relying on supervision by others" to "lean management based on self-responsibility".



No fatal accident;
No production system safety accident;
No major disastrous accident;
No major event with serious social impacts.



To ensure the stable operation of production system, the orderly disposal of major disasters, the foresighted and sufficient preparedness for emergencies, and the effective guarantee for rights and interests regarding occupational health.



The full enhancement of foresight, decisiveness and action with regard to safety, of basic safety assurance ability, of major disaster prevention & control ability, and of the smart mining capability of mines.



Safety management

Safety risk assessment

The Company has established a dual prevention mechanism with two cores: graded safety risk control and hidden hazard detection and control. With the mechanism, safety risks in all aspects can be identified and assessed in the whole process of production, with

the engagement of all employees at different levels, and so hidden hazards can be timely discovered and solved. The dual prevention mechanism is reviewed every year, and its operation was pretty good in 2019.

Major disaster prevention & control

	Prevention & Control Measures
"One Ventilation and Three Preventions" Management	The Company attaches great importance to the "One Ventilation and Three Preventions" work (ventilation, fire prevention, dust prevention, and gas prevention). It has been continuously optimizing the mine ventilation system by installing gas detection and alarm device, dust meter, dust removal fan and other equipment, in order to eliminate the gas limit and spontaneous ignition potentials. The Technical Manual for Major Disaster Prevention and Control was prepared to improve communication and prevention management ability and reduce related risks.
Water Control Management	The Company developed and issued the Management Regulations on Water Prevention and Control, the Six Management Rules For Water Prevention and Control Technologies of Coal Mine, and other related documents to standardize the control process of water prevention and control. It carried out risk identification and hidden trouble detection & control in relevant disciplines, with items categorized for inspection and controlled by different teams, through which hidden water hazards were eliminated, leading to the realization of water prevention and control goals.
Roof Management	Roof management rules were strictly implemented. The coal mining support equipment and technology have been continuously improved and reached the leading level at home and abroad. Major breakthroughs were made in mechanized mining of thin coal seams. The advanced technology of bolting net support in coal roadway was widely adopted, a big improvement of roadway support that helped to effectively prevent roof accidents.
Prevention and Control of Rock Burst	The Company revised and issued the "Ten Mandatory Rules" for the Prevention and Control of Rock Burst at Coal Mines, the Management Rules for the Prevention and Control of Rock Burst at Coal Mines, and other related documents, setting out more standardized processes about management responsibilities, risk assessment, planning and design, safety measures, monitoring, and early warning etc Rock burst prevention and control technology was widely promoted, and good results were made in this area.



Rock burst prevention and control technology

- Baodian Coal Mine was equipped with the "mine pressure Big Data real-time analysis & early-warning system", which significantly improved the accuracy of working-face pressure observation and the ability of early warning of rock burst prevention and control.
- Dongtan Coal Mine applied the "technology for treating hydro-induced cracking in 1,000 m directional drilling", which significantly reduced the energy release of rock burst.
- Zhaolou Coal Mine adopted the "comprehensive multi-parameter early-warning platform for rock burst pressure prevention and control", which made it possible to have a real-time monitoring and automatic evaluation of dynamic disaster information about mines.

Safety management

Safety supervision and assessment

Safety evaluation and inspection. Technical evaluation on production safety, comprehensive safety inspection, and special safety inspection to remove safety risks were carried out on a regular basis to discover safety loopholes and locate the root causes affecting production safety. Problems discovered were solved timely with corresponding countermeasures. As a result, both the basic safety assurance capacity and the comprehensive management and control level of the Company were improved, which ensured production safety.

Autonomous safety management. The Company promoted the autonomous safety management approach by formulating and implementing the Measures for Implementing Autonomous Safety Management by Work Teams, which requires the relevant departments and work teams to carry out self-assessment and self-control of risks, self-inspection of hidden hazards, and self-supervision of safety. In 2019, the autonomous safety management approach had been running smoothly at the mines at Shandong headquarters.

Safety management of outsourced personnel. The Company formulated and implemented the Notice on Specifying the Main Responsibility of Safety and Regulating the Signing of Production Safety Management Agreement, the Notice on Further Strengthening the Safety Management on Internally Contracted Construction and Entrusted Operation, and other related policy documents, which give detailed stipulations on the management of external personnel, such as strict review on the qualifications of external personnel engaged in construction, maintenance, repair, and logistics etc., signing construction contract and production safety management agreement with them, entry management on them, safety training for them, and supervising outsourced construction staff to implement safety measures and perform the main responsibility of safety management.

Safety assessment. The Company had been continuously improving safety inspection effect and intensifying accountability by adhering to the principle of "inspection & accountability, cause tracing, thorough analysis, and complete modification". On the other hand, it implemented strict assessment on safety responsibility performance, major disaster management, key safety work promotion, safety

information coordination, and safety violations based on safety performance assessment methods. The results of production safety assessment are linked to the remuneration of management staff, so management staff, if held responsible for any accident, will see a deduction from annual performance pay.

Safety emergency management

In 2019, the Company further improved the emergency management system, revised the Management Measures for Emergency Response of Production Safety Accidents, and developed the Ten Special Provisions on Strengthening Emergency Response Management for Production Safety, as a mean to continuously improve the



emergency management mechanism and standardize emergency work management. The production safety of subsidiary companies was monitored through the dispatching and commanding platform, the emergency response plans of major mines and subsidiaries were reviewed, and the emergency response disposal procedures were further improved, with an aim to improve the emergency response management of the Company.

As for emergency materials management, the Company has set up a number of new emergency equipment storage warehouses in Shandong, Shanxi, Inner Mongolia, and other regions, to store by category the emergency equipment for handling accidents from

water damage, roof falling, rock burst and etc., where intelligent software management system is equipped to ensure the efficiency of storage, inquiry and dispatching of equipment.

In 2019, the Company organized the subsidiaries to develop and implement annual emergency drill plan, strengthen employees' skills of self-rescue, mutual rescue, escape, and risk aversion, and the managers' emergency command, organization, and coordination ability. The Company has been highly recognized for its good emergency management ability by the officials of Shandong Provincial Emergency Department, Jining Municipal Government, and Emergency Management Bureau for many times.



Emergency drills

In May 2019, Xinglongzhuang Coal Mine carried out a whole-process emergency drill focusing on production suspension, evacuation, commanding, rescue, and information reporting, in a bid to test the on-site handling ability of emergency managers and the emergency response ability of the coal mine. As a result, the comprehensive emergency rescue level was greatly improved.

Emergency Drill



Occupational health

Adhering to the occupational health management policy of "focus on prevention, integrate prevention with control" and in accordance with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and other related laws and regulations, the Company developed the Measures for Occupational Health Management and the Responsibility System for the Prevention and Control of Occupational Disease Hazards and established a responsibility system for production safety and the prevention and control of occupational hazards. The general manager assumes the overall responsibility for the prevention and control of occupational hazards, and other members of the management team assume the responsibility for the prevention and control of occupational hazards within their own work scope. The system of occupational health management is conducted in a standardized and systematic manner, providing a further assurance for the health and related interests and rights of employees.

As for the occupational health management on site, the Company entrusted a qualified third party agency to detect occupational hazard factors in workplaces where occupational hazards may exist. Based on the detection tests, response measures were taken to ensure occupational hazards are put under control. In accordance with the System for Warning and Notification of Occupational Hazards, the employees were informed of the type, degree, and consequence of occupational hazard factors, emergency response measures, personnel protection measures, and the detection tests of occupational hazard factors by means of notice, training, and examination etc. The Company adopts centralized management over the occupational health information of employees. Employees who may be exposed to occupational health hazards are provided with labor protection equipment that meets the requirements of both the

Company and the country; they are also offered occupational disease checkups on a regular basis, and those whose checkup results do not meet post requirements are to be transferred. In 2019, there was no incidence of occupational disease at the Company, and the screening rate of occupational diseases was 100%.

Publicing of knowledge about occupational disease prevention and control

During the publicity week of occupational disease prevention and control in Jining II Coal Mine, a propaganda campaign themed "Pay Attention to Occupational Health" was carried out to popularize knowledge about occupational disease prevention and control among employees, including the harm, prevention, medical check and treatment of occupational diseases. As a result, the employees' awareness of occupational health was enhanced.

Publicing of knowledge about occupational disease prevention and control



Safety training

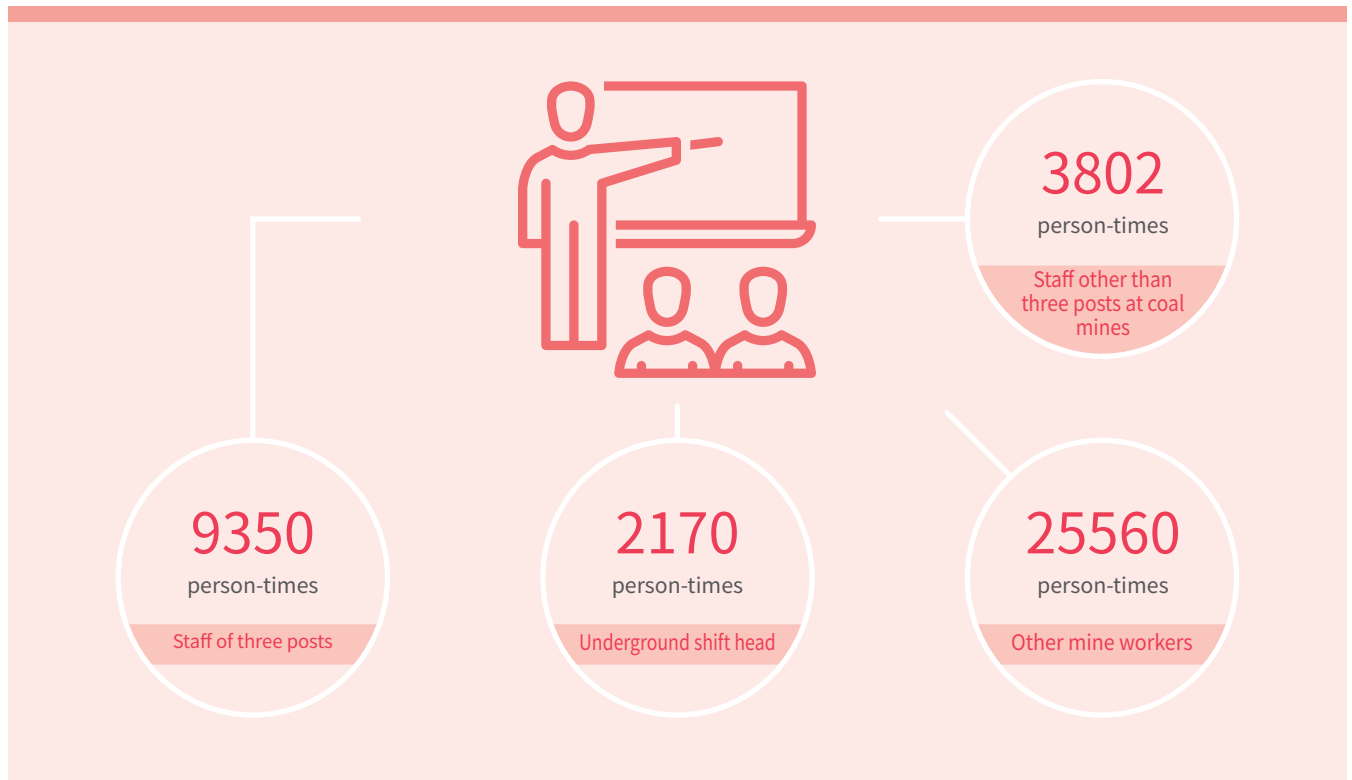
The Company has developed the Safety Training Management System and set up a safety training leading team to offer trainings on staff's safety skills and awareness through various means, including certificate training, self-training, on-line training, and lectures by leaders, in a bid to enhance the safety awareness and skills of employees.

In 2019, the Company carried out trainings on production safety for three posts (main principals of production and business units, safety management personnel and special operations personnel), underground shift heads, other mine workers, and staff other than the three posts at coal mines etc. The number of staff receiving trainings exceeded the targeted number, and the training effect was very good.

The Company carried out a series of activities for safety warning

education to popularize production safety knowledge, such as safety lectures, safety meetings, lessons from cases of violations, and hidden hazard investigation etc., with the total number of educated personnel exceeding 40,000. In order to avoid the inconsistency between training and actual work, the Company carried out the "field teaching" activity, which means to instruct staff on site with special training schemes, and it benefited 1,530 persons in 2019.

As for safety and emergency training, the Company organized both internal and external trainings, such as the training class for emergency management personnel held by external experts, the safety emergency training organized by the government authorities, and training trips to subsidiaries in good practice of safety etc., which, together with strict training examinations, ensured the professional competence of emergency management personnel.







Eco-friendly approach: promote a green and win-win growth



Ecological civilization development. With the goal of building itself into a resource-saving and environment-friendly company, Yanzhou Coal has been implementing the concept of green and low carbon development. By adopting the policy of designing at the top level, the Company implements a new three-year action plan on environmental protection which involves the following objectives: deepening emission management, paying attention to climate change, encouraging resource saving and promoting green operation.

Deepen emission management

In 2019, the critical stage of the "Three-year Action Plan for Environmental Protection (2018-2020)", the Company launched 85 environmental projects for improving environment quality, particularly preventing and controlling pollution from air, water, and dust. With a total investment of about RMB1.719 billion, the projects mainly include boiler ultra-low emission retrofit, closed stockyard renovation, high-salt mine water treatment, and comprehensive gangue treatment etc.

The Company Strictly abided by laws and regulations of the "Environmental Protection Law of PRC", "The Law of PRC on Air Pollution Prevention", "The Law of PRC on Water Pollution Prevention", developed and implemented the Measures for Environmental Protection Management and other related documents. With prevention, early warning, and emergency response as the core elements, it also established a multi-level environment safety prevention and control system that consists of environmental risk assessment, hidden hazard investigation, accident early warning, and emergency treatment. All coal mines of the Company were equipped with online sewage monitoring facilities and stockyard PM10 online monitoring equipment; the power plant boilers were equipped with online monitoring facilities; all chemical companies were equipped with online monitoring facilities to monitor industrial waste water and boiler flue gas.

In 2019, the Company was granted the Environmental Management System Certificate GB/T 24001-2016/ISO 14001:2015 due to its systematic environmental management and won the title of "The Most Influential Brand for Green Development in 2019" in the 6th Green Development Summit hosted by XINHUANET.com. There was no major environment pollution accident in the year.

Wastewater management

The Company's wastewater is mainly from coal mining and coal

chemical production. In 2019, the Company carried out the high-salt mine water treatment project at seven coal mines in Shandong province and two coal mines in Inner Mongolia to make ensure the salt content of the mine water is up to standard before being discharged; it carried out a project to expand mine water treatment capacity and a project for downhole pretreatment, which will enhance the capacity and quality of mine water treatment; in addition, it also carried out a domestic sewage retrofit project, which has lifted the domestic sewage treatment of the mine to a new level.



High-salt mine water comprehensive treatment project

Jining III Coal Mine spent over 180 million yuan in building a deep treatment project for high-salt mine water, which will be able to send the clean water from treatment directly to coal mines and the power plant for their daily operation, leading to less consumption of fresh water.

Waste gas management

The waste gas of the Company is mainly discharged from power plants, coal chemical companies, and coal mines. In 2019, the Company continued to work on the boiler ultra-low emission retrofit project, and all power plants have reached the pollutant ultra-low emission standard. At the Shandong headquarters, effective measures for curbing dust flying have been adopted, such as fully enclosing coal yards, storing materials such as slime, sandstone, and wastes indoors, and closed loading/unloading of desulfurizer and coal ash at power plants, which has greatly contributed to the improvement of environmental quality.

Resource-conserving efforts

Solid waste management

Gangue is the main harmless solid waste the Company produces. The Company carried out research and application of mining technology underground gangue separation and refilling to reduce gangue discharge from the very beginning. In addition, it maximized the use of gangue through using it for power generation, building material production, backfilling, and land reclamation etc. In 2019, the comprehensive utilization rate of gangue and residue was maintained at 100%.

Main hazardous wastes of the Company include catalyst and waste oil etc. In 2019, the Company continued work in establishing the hazardous waste management system and the hazardous waste store house that meets national requirements; it arranged specialized administrators to keep record of the storage and transfer of wastes and sign transshipment contract with companies qualified for hazardous waste recovery, so as to make sure the wastes treatment complies with relevant provisions.

Environmental emergency management

The Company prepared a contingency plan for environmental emergencies based on the risk assessment of environmental emergencies and the investigation emergency resource. A backup plan was assessed by the environmental authority and related experts. In addition, the Company reinforced emergency facilities and carried out regular emergency drills, in a bid to improve the ability of preventing and controlling environmental pollution incidents and the emergency response ability while minimizing the chance and impact of environmental accidents.

The Company advocates energy conservation in safety, economy, system (design), equipment, cooperation, and management. In line with the country's policy of energy saving and emission reduction, it developed the Measures for Energy Conserving Management, carried out benchmarking work and energy and water saving projects, and continued working on the replacement of backward energy-intensive equipment, as a mean for resource-conserving development.

Energy consumption management

Strengthen energy efficiency benchmarking. In 2019, the Company carried out the "dual benchmarking" work within coal mines, chemical companies, and power plants, which means that each unit is to benchmark against both the best energy efficiency in its own history and the best energy efficiency of the leading Company of the industry. Focusing on core products, main work steps, and key energy-consuming aspects, detailed assessment indexes were determined to give a stricter control over the consumption reduction of coal, power, oil, and steam (gas) and maximize the potential of energy conservation.

Promote the replacement of backward energy-intensive equipment. In 2019, the Company replaced 84 motors, lathes, and other energy-intensive electromechanical equipment, which significantly improved the energy efficiency of equipment.

Energy-saving renovation projects. In 2019, the Company started eight key energy-saving renovation projects for further promoting energy conservation and emission reduction.

Resource-conserving efforts

Utilization of high energy-efficiency boilers

Xinglongzhuang Power Plant and Baodian Power Plant use highly efficient slime circulating fluidized bed boiler and low-nitrogen combustion pulverized coal industrial boiler, which increases the combustion efficiency by 11% and 13% respectively, saving more than 10,000 tons of slime and 3,000 tons of coal annually.

Water resources management

The Company continued to strengthen the management over the use of water resources, improve the water-saving management system, and promote the reuse of reclaimed water and mine water, hoping to become a water-saving enterprise.

Establishment of the recycled water reuse system

Yulin Energy Chemical Co., Ltd. has built a reclaimed water reuse system, which is able to collect 1.8621 million tons of recovered water, leading to the largely reduced consumption of fresh water and enhanced comprehensive utilization rate of water.

Coal mine scene



Focus on low-carbon development

The Company pays close attention to global climate changes and how the climate changes will influence the sustainable development of enterprises in the long run. It has been working hard to slow down climate changes by improving carbon emission management, reducing the use of fossil energy, and promote circular economy. Special personnel were arranged to carry out lectures and trainings on carbon management, carbon footprint accounting, carbon trading, and climate change, as the preparation for the systematic carbon emission management.

On the national Low-carbon Day, the Company organized the publicity campaign themed "low-carbon & blue sky" within its subsidiaries through banners, electronic screens, WeChat, lectures and etc.

Reduce greenhouse gas emissions through mine gas treatment

Tianchi Coal Mine is a high-gas outburst mine. Considering the greenhouse gas characteristics of the gas and its potential economic benefits, Tianchi uses the mine gas to generate electricity, which not only improves the utilization rate of resources but also reduces carbon emissions.

Mine water efficiency sedimentation basin



Green governance

The Company integrates the concept of green governance into the whole process of production, adheres to the combination of utilization and protection, pursues both short-term and long-term developments, promotes ecological progress, and strives to explore the path of sustainable development.

Green mines

The Company is committed to building green mines with beautiful environment, high efficiency, excellent ecology, advanced intelligence, and good corporate image, in a bid to make a contribution to maintaining regional ecology. At present, Baodian Coal Mine, Nantun Coal Mine, Dongtan Coal Mine, and Xinglongzhuang Coal Mine have passed the national acceptance assessment of green mine and been included into the National List of Green Mines by the Ministry of Natural Resources.

Coal mine scene



Blue sky

In response to the country's "Blue Sky Campaign", the Company is committed to the efficient and clean utilization of coal and has built a 1,000,000 t/a clean coal briquette plant and an automatic production line of eco-friendly cookers that is able to produce 100,000 ovens a year. The combination of "clean coal briquette + eco-friendly ovens" brings the emission of smoke down by 90%, carbon dioxide by 60%, nitric oxides by 40%, and carbon monoxide by over 70%. The technology has reached international leading level for its significant economic, social, and environmental benefits according to the assessment made in March 2019 by the Science and Technology Development Center of the Ministry of Ecology and Environment. It provides a technical support and demonstration model for the promotion of clean heating in northern China.

Ecological rehabilitation

The Company pays great attention to the treatment, compensation and ecological rehabilitation of mining subsidence land. In accordance with the Land Reclamation Regulations and other relevant laws, regulations, and policies, the Company effectively promoted the compensation and treatment of mining subsidence land following the principle of "government-led, integration of local governments and enterprises, enterprise investment, and coordinated development". In total, 150 million yuan was spent in the treatment and reclamation of 14,500 mu land.

In respond to Shandong provincial government's guideline of "build a demonstration park for ecological restoration around Nansi Lake", the Company prepared a conceptual plan for the Green-Heart Project in the urban area of Jining, which demonstrates the "scholar-farmer" lifestyle, covering a subsidence land of 84.16 square meters. In addition, it adopted an eco-friendly polluted water treatment approach that is supported by a biological chain control technology and a targeted pearl culture project. The first batch of 500,000 pearl mussels has been put into water for trial breeding in the waters of 1,000 mu. It will create substantial economic benefits while restoring the water ecology.

The Company also manages about 14,000 hectares of biodiversity offset land in Australia. It has put in place a biodiversity offset management plan that includes actions such as pest control, land restoration, and regular botanical and zoological survey. Biodiversity protection measures like nest boxes have been implemented based on local environmental characteristics, which have received wide recognition from the local public.

A worker is installing a nest box to provide the habitat for local wildlife.







United efforts: stimulate staff's enthusiasm



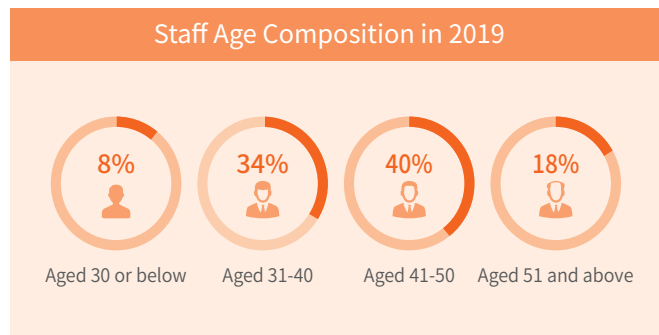
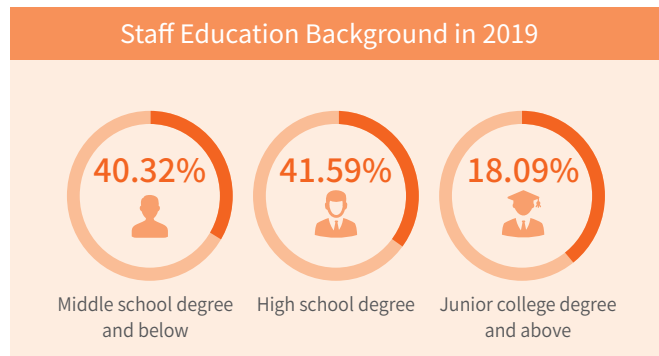
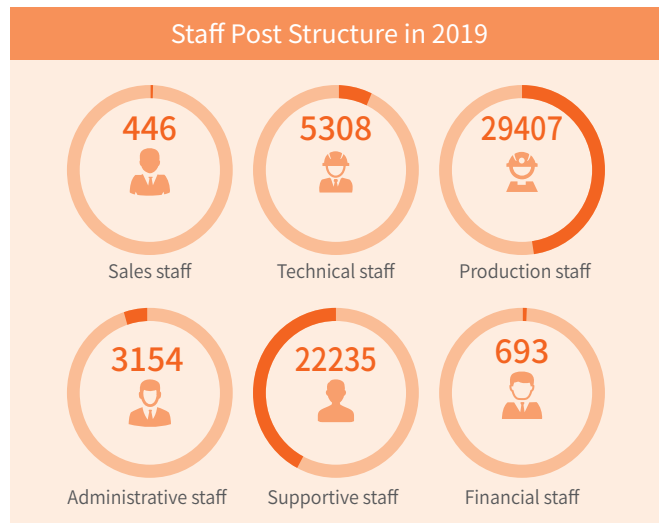
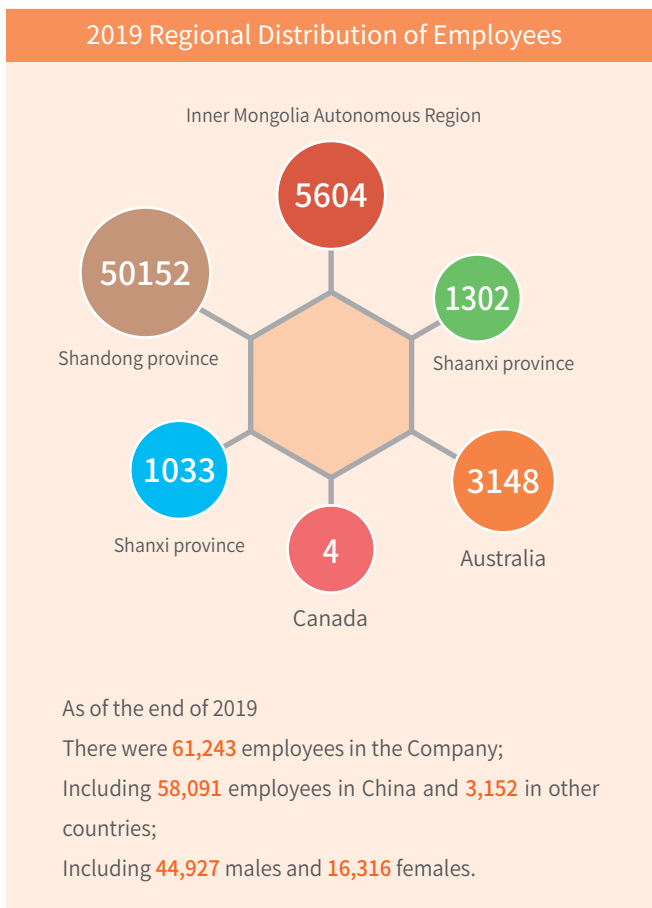
Talent is the key. Yanzhou Coal attracts talented professionals in accordance with laws and regulations. Through talent cultivation, the Company has built a high performing team at workplace. To increase cohesion and a sense of belonging among employees, the Company has focused on protecting the rights and interests of employees, boosting employee well-being and creating a homey atmosphere at workplace. Everyone working for Yanzhou Coal is the beneficiary of the success of the Company.

Staff employment

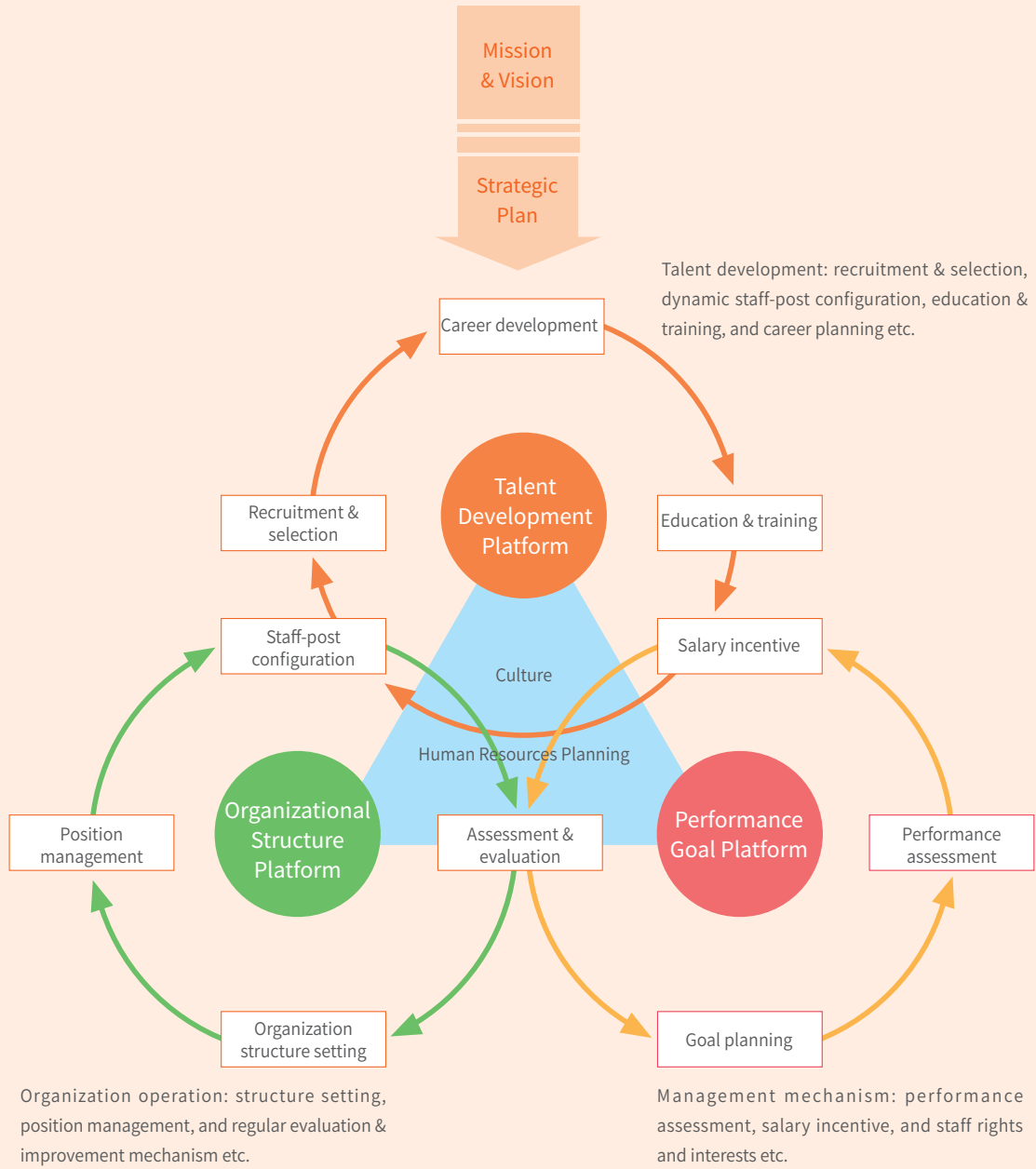
Harmonious labor relation is the basis for the Company to develop. The Company strictly complies with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of the Rights and Interests of Women, the Provisions on Prohibition of Child Labor, and other related laws and regulations. No child labor or forced labor was found within the Company in 2019.

We value the importance of talents and spend great efforts on talent solicitation. As a mean for promoting Company development, the staff recruitment plan was prepared according to the employment needs to recruit talents through campus recruitment, regional

recruitment, and internal staff adjustment etc. In 2019, the Company recruited 203 staff from the campus, added 271 operational workers, and provided 159 internship positions.



Human Resource Management System



Protection of rights and interests

Labor contract management

In strict accordance with the Labor Contract Law of the People's Republic of China and other related laws and regulations and on the principle of equality, voluntariness, and consensus through consultation, the Company protects the legitimate rights and interests of employees according to laws, sign labor contracts with all new employees and earnestly performs relevant obligations under labor contracts. The Company adopts unified contract text and signing requirements, clearly specifies the content of labor contract, including contract term, working time, working place, job type, recess and vacation, salary and welfare, etc., and timely accepts the review of and gets registered at the local labor and employment authority to ensure the legal validity of labor contract. The newly received ex-servicemen and recruits will be reviewed and put on record by local labor and employment authority, sign labor contracts promptly and strictly perform the agreed rights and obligations. For employees who have been admitted to the civil service, government-affiliated institutions, or graduate schools of universities or other enterprises through their efforts, the Company will help them handle the procedures related to the handover of personnel files and the transfer of social insurance relations. For the employees who are unable to properly perform labor contracts and who fail to pass the assessment upon expiration of the contract, the Company will rescind or terminate the labor contracts with them by the relevant laws and regulations and internal rules. In 2019, the Company's labor contract signing rate was 100%, and the labor record rate was 100%.

The Company provides equal employment opportunities for employees. It prohibits discrimination based on gender, race, disability, age, religion, sexual orientation, national origin, or family status in employment, training, salary, promotion, and other labor affairs and daily practices.

Staff salary and benefits

The salary distribution system of the Company is mainly based on postpay and performance pay. The salary of employees is generally composed of four parts, namely postpay, performance pay, subsidies and supplementary wage. Through further reform of the salary distribution system, the Company has become the first state-owned listed coal Company in China who is promoting the share incentive

plan which is targeted at incentive board directors, middle and senior management personnel, and core backbone personnel etc. In 2019, the Company has granted 46.32 million stock options to incentive targets.

The Company strictly implements the national working hour system. Employees are entitled to statutory paid holidays, including statutory holidays, annual leave, marriage leave, family visit leave, bereavement leave, maternity leave, sick leave, and work-related injury leave etc. The Company pays social insurances (basic endowment insurance, basic medical insurance, supplementary medical insurance, industrial injury insurance, maternity insurance, and unemployment insurance) and housing fund in full amount and on time for employees. It also conducts publicity activities to help employees learn about their legitimate rights and interests.

The Company provides various subsidies and benefits for employees, including housing allowance, night shift allowance, seniority allowance, shift head allowance, and allowance for working at toxic and harmful posts etc. The Company also provides four rehabilitation & recuperation programs for employees, including occupational health recovery program, which covered 3,469 persons in 2019, honor recuperation program (2,955 persons), one-time paid recover & recuperation program for male employees aged 35 or above and female employees aged 30 or above (412 persons), and rehabilitation program (420 persons).

Smooth communication channels

The Company collects employees' opinions and complaints through such channels as the congress of workers and staff, the petition office, the Internet, and WeChat. In 2019, we continued work on strengthening the roles of the petition office, the committee for the mediation of labor disputes among employees, the worker's congress, and democratic meetings, so that we can listen to the opinions and suggestions of staff at a grassroots level, guide and encourage employees to express their demands rationally and resolve internal conflicts in a timely and effective manner. We implement the system of open and equal consultation of Company affairs to guarantee employees' rights to know, express, participate in, negotiate, and supervise matters concerning their interests, such as salary, welfare treatment, labor

safety and health, and social insurance etc.

Care for female employees

The Company abides by the Law on the Protection of Women's Rights and Interests and other related laws and regulations, and pays great attention to the protection of women's rights and interests and special interests. It signs with female employees the Special Collective Contract for the Protection Female Employee's Special Rights and Interests. In 2019, we revised and improved the Special Collective Contract for the Protection Female Employee's Special Rights and Interests from nine aspects, including the working environment of female employees, the protection for them during pregnancy and maternity, and the prevention of sexual harassment in the workplace etc.

The Company designates a certain month of the year for safeguarding the legitimate rights and interests of female workers. During the

month, various activities are carried out to help female workers to learn laws and regulations about their rights and interests through means of the Internet, WeChat official account, bulletin board, and leaflets etc. In 2019, on the Women's Day (March 8) and the Children's Day (June 1), the Company visited 499 female employees whose families or children are in need and distributed over 400,000 yuan of condolence fund to them.

Care for the physical and mental health of female workers

In 2019, Jining III Coal Mine launched lectures on knowledge about the mental health of female employees, offered gynecological examinations for female employees and their families and organized reading activity etc. for them, as a mean to improve both their physical and mental health.

Female Workers



Talent cultivation

In 2019, the Company developed the Three-year Plan for Improving the Quality of All Employees (2019-2021), aiming at improving the political and ideological quality, moral and cultural quality, management ability, and technical skills of employees. It also launched a political study program, a talent training program, and a staff development mechanism among others, to cultivate high-quality staff.

Ideological and moral improvement

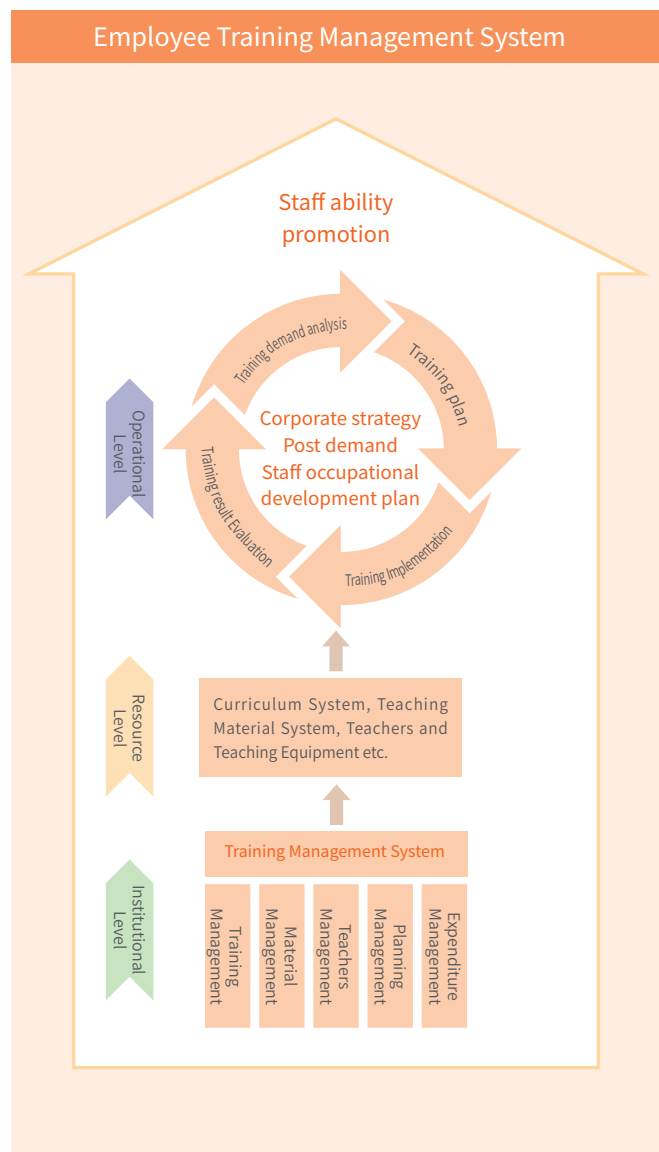
The Company pays attention to increasing the employee's political knowledge. It further promoted the Party building studies centering on the spirit of "never forget the original ambition and keep in mind the mission". Clinging to the theme of "responsibility awareness, civilized behavior, positive social morality, and harmonious relation", several public activities are carried out to promote the cultural and ethical progress of the public, the fine traditional culture, and the corporate culture, vision and core values of the Company. Model units, communities, families, and sites that demonstrate the cultural and ethical progress were selected or set up to stimulate the ideological and moral improvement of all employees and residents.

Improve the talent cultivation system

Adhering to the principle of "fulfill our duties and put into practice what we've learned", the Company adopts a three-level training system that covers systems, resources and implementation.

The Company makes annual training plans and allocates vocational education fund for staff training. As for the cultivation of management personnel, the Company seeks for extensive cooperation with experienced and qualified external training agencies and higher education institutions, such as inviting outstanding external lecturers to hold the "Yanzhou Coal Lecture" seminar, or sending middle and senior management personnel to attend pieces of training at universities like Tsinghua University, Zhejiang University, Sun Yat-Sen University, Qingdao University, and other high-quality training bases. It has effectively improved the comprehensive quality and competence of cadres. As for the cultivation of specialized and technical personnel, the departments of the Company actively

cooperate to cultivate specialized personnel of related disciplines, mainly focusing on ventilation, hydrogeology, and rockburst. Also, the Company worked to build full-time and part-time training faculty based on existing talents and training agencies, organize cadre lectures and promote online education network platform. In total, 66,490 person-times of training much favorable conditions were done in 2019.



Promote staff development

The Company implements the people-oriented management concept in all aspects and continuously works to optimize the staff development mechanism and the development environment for them, as an effort to create as many favorable conditions as possible for the growth and development of employees. It works to improve the young cadre selection system through the combination of introducing external talents with internal talent cultivation as well as building three promotion channels based on management, technology and skills. For the internal openings of management and technical posts, we select candidates through ways of open competition and democratic public selection, etc. Shift heads with impressive performance can be directly promoted to management posts if their work performance is pretty good. Our employees enjoy a promising prospect in career development.

The Company attaches great importance to talent cultivation and reserve. Centering on the Company's development strategy and industrial layout, the Company has built ten specialized talent pools for related areas like coal mines, chemical industry, Party group,

and finance etc. and improved the measures for the management, use and assessment of talent pools. The Company has innovatively carried out post-exchange training between the government and the grassroots enterprises, further broadened personnel training mode, enriched the staff's post-experience, improved the comprehensive quality of staff and cultivated several industry-leading, versatile talents.

The Company has been actively carried out regular activities such as post skill competition, occupational skill appraisal, and occupational title review. In 2019, the Company held the 8th staff post skill contest and set 148 new contest items, covering all main production posts. 21,726 grassroots workers participated in the contest.

As of December 31, 2019, the Company has 460 senior technicians, 1,660 technicians, 7,866 senior workers, 6,684 intermediate workers, and 991 junior workers; among the management and technical staff, 1,203 hold a senior title, 3,226 intermediate titles, and 2,774 junior titles. The staffing structure of the Company is reasonable.

Staff Skill Competition



Staff Skill Competition



Care for employees

Cultural and sports activities

The Company holds a variety of cultural and sports activities every year. In 2019, it successfully held several activities and competitions, such as the long run around mines on the New Year's Day, the three-day carnival during the Spring Festival, the Happy Lantern Festival,

the brisk walking competition, the 4th staff badminton competition, and the 4th staff table tennis competition etc. These activities have greatly enhanced staff cohesion while enriching the spare time life of employees.

Staff Performance





Help employees in need

The Company increased efforts in helping employees in need through the "three-heart program". During the New Year's Day and the Spring Festival, the Company organizations visited 3479 families of employees in need and offered them a consolation fund of 3.892 million yuan in total; a relief fund of 402,000 yuan was released to 134 families with no financial support and 1.053 million yuan was offered to 36 employees suffering from serious diseases; the "Golden Autumn Student Aid" program raised 1.07 million yuan and offered all the money to 137 children of employees in poor financial conditions.





Work together: make life better



Giving back to society. Eliminating poverty, improving people's livelihood and realizing common prosperity has been the goal of Yanzhou Coal. To fulfill its social responsibility, Yanzhou Coal has leveraged its capital to work on targeted poverty alleviation, and cooperate with the local community where the Company is operated. Through volunteer work, the Company has offered humanitarian assistance to thousands of people, particularly amid the coronavirus pandemic.

Poverty alleviation efforts

In response to the "targeted poverty alleviation" strategy of China, the Company has been working to help the poor by implementing an integrated poverty alleviation plan that aims to promote local development through the cooperation between companies and

local governments, with main focus centering on politics, materials, industry, education, and culture. The Company has brought pair-up assistance, over 26 million yuan in total, to 17 villages in Shandong province and five villages out of the province.

Targeted Poverty Alleviation Work Performance in 2019		Unit: RMB 10 thousand
Indicators	Amount and Purpose	
I. General		
Include: 1. Fund	2,601	
II. Investment in various forms of poverty alleviation aids		
1. By industry development		
Include: 1.1 Type of industry aid projects	Agriculture and forestry	E-commerce
1.2 Number of industry aid projects	4	
1.3 Amount of investment in industry aid projects	480	
2. By education		
Include: 2.1 Amount of education fund to improving education conditions in poverty areas	1,000	
3. By social participation in poverty alleviation		
Include: 3.1 Amount of fund for fixed-point poverty alleviation program	195	
3.2 Amount of poverty alleviation fund	320	
4. Other projects		
Include: 4.1 Number of projects	5	
4.2 Amount of investment in projects	606	
4.3 Other matters	Our poverty alleviation efforts also include providing poor areas with coal, helping financially-challenged families of workers and staff, providing financial support to members of the deceased's family, and visiting elder Party members in need.	

Poverty Alleviation Efforts



Party work

The Company staff were sent to take up the position of "first secretary" of three targeted villages to promote the Party building work. 26 Party activity centers were established and equipped with electronic equipment donated to these villages. Also, they also worked to guide the work for cultivating party activists and cadres and building model Party building stations to unite people around the Party.



Material aid

Several donation activities were carried out to assist local governments in building bridges, roads, water facilities, clinics, sewers, and street lamps, as a mean to improve people's living environment and lay a good foundation for the further development of the local economy.



Industry aid

The Company helped the local governments in developing agriculture and industry, such as agricultural cooperatives, clothing processing project, and flower and vegetable seedling project.



Education aid

The Company spent a great effort in assisting education development by offering education fund and improving school facilities, as a means to improve the local education conditions for children and young people.



Cultural aid

To enrich the cultural life of villagers, the Company helped to build four culture and sports squares at the targeted villages, played 45 films for locals and also held art performances regularly.

Promote social harmony

The Company pays close attention to people's livelihood and gives back to society as much as possible. It has been actively engaging in public welfare and charity, voluntary activities, and disaster rescue and relief.

Voluntary activities

The Company further promoted the "three-heart program" in 2019, and 51 voluntary service stations have been established by various subsidiaries and units. More than 3,200 volunteers have joined the program, and over 200 public welfare activities were carried out throughout the year. The volunteers made the best use of their expertise to provide services that meet people's needs, receiving high recognition from the public. The service program of Baodian Coal Mine won the gold medal of the 1st Youth Volunteer Service Public-welfare Entrepreneurship Competition in Shandong, the 12th China Youth Volunteer Excellent Project Award, and the Award for Top 100 Service Project in Shandong Province.

Volunteers in work



Disaster rescue and relief

The Company has been actively engaging in emergency and disaster relief and won much praise from the local governments and the people. In August 2019, when the furious typhoon Lekima hit Shouguang, Shandong and caused a heavy flood, the Company dispatched a rescue team of 48 people, including model cadres and backbone technicians, and provided necessary equipment and materials to assist the disaster-stricken area. They fulfilled the mission after eight days and nights of hard work. The Company



Rescue work at Shouguang

therefore received three banners of appreciation from the People's Government of the city affected by the disaster, three letters of appreciation respectively from the Shandong Provincial Emergency Management department, the Weifang Municipal Committee of CPC, and Shouguang Municipal Committee, and the commendation in circulated notice of the Ministry of Emergency Management of PRC. In November 2019, the Company sent 25 professional rescuers to a coal mine in Shandong where a fire accident happened. The rescuers successfully saved people struck underground and were highly praised by the leaders of Shandong province.

During the period of the novel coronavirus (COVID-19) outbreak, the Company made a thorough plan for epidemic prevention and control and the restoration of work and production. As for epidemic prevention and control, the Company has established a scientific and orderly epidemic prevention and control system, checked all employees one by one, and distributed necessary materials to ensure the safety of the living and working environment. As for the restoration of work and production, the Company adopted a smart mining technology and a scientific production plan, which ensured the coal production continued despite the short of hands. As for emergency relief, the Company tried to collaborate with all walks of the society and supplied coal products for a major medical supplies manufacturer in Shandong, which solved the problem of energy supply shortage and ensured the normal production of epidemic prevention materials.

Care for the disadvantaged people

The Company continued to provide humanistic care to the disadvantaged people in communities. Volunteers were mustered to help the "empty-nesters" (the elderly who lives alone) by providing them with holiday gifts (such as dumplings), repair and housekeeping service, mental care, emergency aid, and online shopping service etc. As for kids, they organized games and sports activities to make sure the children live a colorful and happy life.

Psychological care activity for minors



Kind actions

The Company organized a donation among employees as a support for people in areas seriously affected by the virus. A total of RMB418,000 was donated. And many more kind actions have been seen in addition to the donation, which well demonstrated the employees' sense of social responsibility and their love for the country. It's an honor for both themselves and the Company.

Donate of fighting COVID-19 pandemic



Join hands to fight against the epidemic

- A couple named Zhang Xiangwen and Meng Lin from the headquarters of the Company donated 1,200 kg medical alcohol and 200 kg 84# disinfectives to the railway transport office and the Fushan sub-district office.
- An employee named Lu Lei from Ordos Neng Hua Co., Ltd. donated 5,000 yuan to Hubei Charity Association through a social welfare platform.
- By the slogan of "You protect the people, we protect you", Mr. Geoff Raby, an independent director of Yancoal Australia, raise RMB 1 million from Australia for nurses working at Wuhan.



Fund raising at Australia

Key Performance

Economic performance indicators				
Wealth Indicators	Unit	2019	2018	2017
Total assets	RMB 100 million	2,107.61	2,060.04	1,973.13
Total borrowings	RMB 100 million	653.75	686.78	703.61
Sales income	RMB 100 million	678.05	674.47	526.72
Equity attributable to shareholders of the Company	RMB 100 million	541.20	520.77	474.11
Net profit attributable to shareholders of the Company	RMB 100 million	93.89	85.83	73.63
Raw coal output	1,000 ton	106,390	105,895	85,620
Saleable coal output	1,000 ton	94,469	95,101	79,924
Methanol output	1,000 ton	1,762	1,656	1,614
Power generation output	10,000 kWh	265,307	277,533	267,434
Heat output	10,000 (steam) ton	104	137	138
Railway freight volume	1,000 ton	19,256	19,879	14,385
Return on net asset	%	17.35	16.48	15.53
Earnings per share	yuan	1.91	1.75	1.50
Innovation Indicators	Unit	2019	2018	2017
Number of management innovation achievements	—	47	49	41
Number of quality management achievements	—	98	97	71
Research fund	RMB 100 million	2.65	1.58	0.93
Number of scientific and technological achievements	—	60	83	68
Number of achievements under certification	—	23	28	19
Number of achievements up to world's leading level	—	19	19	15
Number of provincial and ministerial technical innovation awards	—	39	22	19
Number of patents applied	—	187	221	153
Number of patents approved	—	126	139	121
Product and Service Indicators	Unit	2019	2018	2017
Number of suppliers	Note: See "Win-win Cooperation" section for the number of suppliers (by region)			
Comprehensive customer satisfaction score	point	97	96	98
Corporate credit rating	—	AAA	AAA	AAA
Contract performance rate	%	100	100	100
Major partner complaints	times	0	0	0
Major violations of law and discipline	times	0	0	0

Social Performance Indicators					
Health and safety indicators		Unit	2019	2018	2017
The death rate of workers per one million ton coal production		%	0	0	0
Incidence of occupational diseases		person	0	0	*
Screening rate of occupational diseases		%	100	100	*
Trainings on work safety and occupational health (person-times)		person-times	40,882	34,525	*
Human Resource Indicators		Unit	2019	2018	2017
Total Staff number		person	61,243	64,473	68,030
Total number of female staff		person	16,316	17,320	18,229
Labor contract signing rate		%	100	100	100
Labor employment filing rate		%	100	100	100
Training person-times		person-times	66,490	61,835	*
Staffing structure		Note: See the "Staff Employment" section for the staffing structure, which is defined by region, post, education background and age.			
Social Investment Indicators		Unit	2019	2018	2017
Targeted poverty alleviation fund		RMB 10,000	2,601	2,611.95	*
Tax paid		RMB 100 million	85.13	85.14	90.29
Dividend per share		RMB pre share	0.58	0.54	0.48
Total cash dividends		RMB 100 million	28.49	26.53	23.58
Social contribution per share	Refer to China Accounting Standards	RMB pre share	6.54	6.63	5.75
	Refer to International Financial Reporting Standards	RMB pre share	6.68	6.77	5.87

Key Performance

Environmental Performance Indicators				
Climate Change Indicators	Unit	2019	2018	2017
Total greenhouse gas emissions ⁽²⁾ (scope 1 & 2) ⁽³⁾	10,000 ton	600.80	560.48	533.44
Density of comprehensive greenhouse gas emission from raw coal production	tCO ₂ /ton	0.02	0.02	*
Density of comprehensive greenhouse gas emission from methanol production	tCO ₂ /ton	1.39	1.42	*
Density of comprehensive greenhouse gas emission from power (heat) generation	tCO ₂ /MWh	0.43	0.46	*
Emission Indicators	Unit	2019	2018	2017
Sulfur dioxide emissions (SO ₂)	ton	560.54	815.14	1,032.37
Nitrogen oxide emissions (NO _x)	ton	8,810.43	1,623.23	1,833.70
Volatile organic compounds (VOCs)	ton	249.29	252.39	53.42
Smoke and dust emissions	ton	116.44	156.11	266.5
Exhaust gas efficient Comprehensive utilization rate	%	100	100	100
COD emissions	ton	191.37	246.31	314.99
Ammonia nitrogen emissions	ton	6.15	10.33	29.75
Hazardous waste generation	10,000 ton	1.29	0.73	1.13
Density of hazardous waste from raw coal production	kg/ ton	0.03	*	*
Density of hazardous waste from methanol production	kg/ ton	5.63	*	*
Density of hazardous waste from power (heat) generation	kg/ MWh	0.01	*	*
Disposal rate of hazardous wastes in compliance	%	100	100	100
Non-hazardous waste generation	10,000 ton	618.91	712.80	644.39
Density of non-hazardous wastes from raw coal production	ton/ ton	0.05	*	*
Density of non-hazardous wastes from methanol production	ton/ ton	0.25	*	*
Density of non-hazardous wastes from power (heat) generation	ton/ MWh	0.21	*	*
Production wastewater discharge	10,000 m ³	2,077.40	2,284.03	1,970.86
Comprehensive utilization of production wastewater	10,000 m ³	2,775.46	4,783.70	3,147.05
Resources Utilization Indicators	Unit	2019	2018	2017
Comprehensive energy consumption	1 million KWh	35,829.87	32,737.15	29,532.91
	10,000 ton standard coal	440.12	402.13	362.77
Fresh water consumption	1 million m ³	65.02	57.17	*
Density of fresh water for raw coal production	ton/ ton	0.46	*	*
Density of fresh water for methanol production	ton/ ton	7.27	*	*
Density of fresh water for power (heat) generation	ton/ MWh	1.18	*	*
Comprehensive utilization rate of coal refuse	%	100	100	100

Resources Utilization Indicators	Unit	2019	2018	2017
Comprehensive utilization rate of coal ash	%	100	100	100
Comprehensive utilization rate of boiler ash	%	100	100	100
Comprehensive utilization rate of gasifier ash	%	100	100	100
Coal consumption	10,000 ton	163.23	133.84	148.41
Coal slurry consumption	10,000 ton	145.40	125.71	114.67
Gasoline consumption	ton	204.36	251.73	281.59
Diesel consumption	ton	211,671.56	79,711.54	6,433.96
Power consumption	1 million KWh	2,436.61	2,414.82	1,974.56
Natural gas consumption	10,000 m ³	99.02	659.99	125.97
Outsourced steam consumption	10,000 ton	100.38	105.37	97.58
Total energy consumption of coal business	10,000 ton standard coal	70.87	45.17	32.74
	1 million KWh	5769.81	3,676.92	2,665.76
Density of comprehensive energy consumption from raw coal production	MWh/ton	0.05	0.05	0.03
Total energy consumption of coal chemicals business	10,000 ton standard coal	300.54	265.89	239.33
	1 million KWh	24467.11	21,646.22	19,483.54
Density of comprehensive energy consumption from coal-to-methanol production	MWh/ton	13.89	13.07	12.07
Total energy consumption of power and heat	10,000 ton standard coal	67.46	88.73	89.42
	1 million KWh	5492.18	7,223.46	7,279.84
Density of comprehensive energy consumption from power generation (supply) (including heat supply)	MWh/KWh	0.002	0.002	0.002

- (1) The major gas emissions of Yanzhou Coal include greenhouse gases, sulfur dioxide (SO₂), nitrogen oxides (NO_x), volatile organic compounds (VOCs), and smoke and dust, which mainly come from the use of electricity and fuels that are converted from fossil fuels, the main operation characteristics of the Company.
- (2) The greenhouse gases inventory of Yanzhou Coal includes carbon dioxide, methane, and nitrous oxide. In the inventory, the greenhouse gases are listed by carbon dioxide equivalence, and the calculation of the greenhouse gases is based on the Baseline Emission Factors for Regional Power Grids in China – Emission Reduction Projects in 2017 issued by the Ministry of Ecological Environment of the People's Republic of China and the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventory by the Intergovernmental Panel on Climate Change (IPCC).
- (3) The calculation range of greenhouse gas emissions of the Company: 1, the production of the Company; 2, the internal consumption of the Company, such as indirect energies like outsourced electricity, heat, and steam; 3, the greenhouse gases to be counted at an appropriate time in the future, including the quantity of coal bed gases produced during raw coal mining. As for coal slurry, only the consumption is disclosed in this report, due to the lack of sufficient theoretical basis for calculating the greenhouse gases from the combustion of coal slurry.
- (4) The emission of smoke and dust disclosed in this report is mainly from boiler combustion.
- (5) Energy consumption is calculated based on the direct and indirect energy consumption as well as the conversion factor listed in the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventory by the Intergovernmental Panel on Climate Change (IPCC).
- (6) By applying the importance principle in information disclosure, information about product packages, which are used in a very few amount, is not disclosed in this report.
- (7) Information about the potassium mine, which is in the stage of exploration, will be disclosed in due course.
- (8) By applying the importance principle in information disclosure, the energy consumption, water consumption, and quantity of hazardous and non-hazardous wastes from machinery manufacturing, transportation, trade, and finance, which only account a small part of total consumption, are not disclosed in this report.
- (9) The contents marked as "*" means that they are not disclosed in the social responsibility report of the corresponding year.
- (10) In 2019, we further strengthened the collection of overseas data. At present, we have covered all mines in operation in Australia.

Honors in 2019

	Honorable titles	Issued by
1	No. 58 in Fortune China 500	FORTUNEChina.com
2	No. 35 among Top 50 global mining companies	Mining.com (Canada)
3	Included into the list of MSCI China Index	MSCI
4	Class A for Information Disclosure in 2018-2019	Shanghai Stock Exchange
5	Won the 15th "Golden Roundtable Award" for Listed Companies in China	Directors & Boards journal
6	Won the 10th "Tianma Award for Board of Directors of Mainboard-listed Companies with Best Investor Relationship in China"	Securities Times
7	Won the Top 100 Chinese Enterprises Award	China Business Top 100
8	Won the High-Quality Development Pioneer Award	Securities Times
9	Ranked 17th on the list of China's fastest-growing listed companies in 2019	Warton Economic Institute
10	Awarded the title of "Outstanding Company for Promoting Total Quality Management for 40 Years"	China Association for Quality
11	Awarded the title of "National Benchmarking Enterprise Satisfactory to Users" (Class AAA in terms of market quality credit)	China Association for Quality
12	Awarded the title of "AAA credit rating enterprise"	China Coal Industry Association
13	Awarded the title of "Advanced Enterprise of Coal Industry for Quality Management Group Activities in 2019"	China Coal Industry Association
14	Awarded the title of Outstanding Social Responsibility Report in 2018	China Coal Industry Association



Outlook 2020

Forge ahead in mid-stream and make still further progress. The year 2020 marks the end of the "13th Five-year Plan" to build a moderately prosperous society in all respects. Yanzhou Coal will never forget our original aspirations and will always keep in mind our missions. Centering on the country's strategy of deepening the supply-side reform and promoting the replacement of old growth drivers with new ones, the Company has built a new pattern of development — the coordinated and efficient development of coal industry, high-end coal chemical industry, and associated industries, with Shandong, Shaanxi-Inner Mongolia, and Australia as the three major production bases, aiming to become a leading energy listed Company in the world.

Hard work matters most either in the past or in the future. Adhering to the core principle of "be responsibility-aware, fair and just, and faithful", the Company will continue to take responsibility as the basis for development. Centering on the trend of innovation, coordination, greenness, openness, and sharing, the Company will repay the society, shareholders, and employees with great results. Facing the new era, we will play the role as the undertaker of national strategy, the doer of reform and opening up, and the leader of innovation and transformation as best as we could and join hands with all stakeholders to create a better future.



ESG¹ KPIs Index

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A1.1	The types of emissions and respective emissions data.	P66
A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P66
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P66
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P66
A1.5	Description of measures to mitigate emissions and results achieved.	P44
A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	P44
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.	P45
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).	P67
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P67
A2.3	Description of energy use efficiency initiatives and results achieved.	P45
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	P45
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	P67
A3 The Environment and Natural Resources		
	General Disclosure: Policies on minimising the issuer's significant impact on the environment and natural resources.	P46-47
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P46-47
B. Social		
B1 Employment		
	General Disclosure: relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer	P50-53
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B2.2	Lost days due to work injury.	uncounted
B2.3	Description of occupational health and safety measures adopted , how they are implemented and monitored.	P36-41
B3 Development and Training		
	General Disclosure: Policies on improving employees' 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.	P54-55
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	uncounted
B3.2	The average training hours completed per employee by gender and employee category.	uncounted

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B5 Supply Chain Management		
	General Disclosure: Policies on managing environmental and social risks of the supply chain.	P32
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B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	P32
B6 Product Responsibility		
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1. ESG refers to Environmental, Social and Governance.

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