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MAKE REALITY
VIRTUAL



DIGITAL
DOMAIN

DIGITAL DOMAIN HOLDINGS LIMITED

數字王國集團有限公司

(Incorporated in Bermuda with limited liability)

(Stock Code : 547)

ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT 2021

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ABOUT THE REPORT

Digital Domain Holdings Limited and its subsidiaries (together, the “Group” or “we”) are pleased to present our Environmental, Social and Governance (“ESG”) Report (“ESG Report”) on an annual basis and regarding the same period covered in its annual reports. This ESG Report is prepared for the year ended 31 December 2021 (“Reporting Period”), presenting the Group’s concern to environmental and social impacts, policies and initiatives of the Group to demonstrate our long-term commitment to ensure that our activities, at all levels, are economically, socially and environmentally sustainable development to stakeholders.

1.1. SCOPE AND REPORTING BOUNDARY

The scope of the ESG Report covers the environmental and social performances of the Group’s principal business which includes visual effects production and post-production, virtual reality, virtual humans and co-production of featured films and episodes series across different geographic locations in Asia such as Hong Kong, Mainland of China and India.

While we seek to establish a consistent boundary for reporting ESG aspects across the Group’s structure, the reporting boundary of the ESG Report is hence established based on the criteria that all operations and entities reported are substantially owned by the Group and are under our management. As a result, we do not report entities which are outside of the Group’s structure, where we do not own the assets and do not directly engage or employ the workforce, and where we do not operate the asset under a contractual obligation.

Part of the content may look back upon the performance of the Group in past years with a view to presenting the report in a more informative and comparable manner. The reporting boundary includes the operation entities in the regions mentioned above.

1.2. REPORTING GUIDELINES

The “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) which is set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEX”) serves as the reporting guidelines of this report.

1.3. REPORTING PRINCIPLES

The reporting principles of this ESG Report are governed by “materiality”, “quantitative” and “consistency”.

Materiality: The ESG report covers the material ESG factors that are sufficiently important and material to different stakeholders. In order to determine what issues are relevant and material to our business with respect to sustainability, the Group is aware that the key is to understand what issues that our stakeholders concerned most. The Group’s directors and senior management are mainly responsible for identification of key ESG factors on the basis of the feedback from the stakeholders.

Quantitative: To provide a comprehensive comparison of the performance in emissions and energy consumption, summary tables of performance are shown in relevant sections. Information on the standards, methodologies, assumptions and/or calculation tools, and source of conversion factors used for the reporting of emissions and energy consumption are mainly referred to the ESG Reporting Guide.

Consistency: Methodologies and key performance indicators (“KPI”) are used and calculated in a consistent approach. If there are any changes in consistency that may affect a meaningful comparison detail would be disclosed.

ABOUT THE REPORT

1.4. REPORTING FRAMEWORK

With reference to the ESG Reporting Guide and the Group's business operation, the presentation of our ESG Report divides the relevant aspects and KPI, which are considered to be relevant and material to the Group, into four subject areas: Protecting the Environment, People, Operating Responsibly and Contributing to Our Community.

A complete index in compliance with the ESG Reporting Guide is also available at the end of this report for reference. Except for provisions that the Group considers are inapplicable to its operations, for which explanations have been given on the rightmost column in the said index, this report is compliant with all the "comply or explain" provisions set out in the ESG Reporting Guide.

1.5. DATA COLLECTION

Data in this report are extracted from the Group's internal management system and statistics, and part of the data collected in previous years. Unless otherwise stated, Hong Kong dollars (HKD) is used in this report as its functional currency.

1.6. REPORT AVAILABILITY

This report is accessible in electronic version from the Company's website at www.digitaldomain.com or the website of HKEX at www.hkexnews.hk.

1.7. CONTACT

We welcome all sorts of comments and suggestions from our stakeholders with respect to this ESG Report or our sustainability performance. Comments or views can be sent to ir@ddhl.com.

ESG POLICY, STRATEGY AND MANAGEMENT

2.1. SIX PILLARS OF OUR ESG POLICY

The Group strives to fulfil its responsibility and role in modern ESG management, setting up the foundation for sustainable management by establishing its own specialized ESG management strategy in order to adopt an ever-changing business environment. We will fulfil the utmost efforts on not only to grow with all stakeholders but also to satisfy its social responsibility to create sustainable value. The board of directors of the Company ("**Board**") makes the following statements regarding the six pillars of our ESG policy.

Governance Framework

Recently, the ESG management system has been under greater focus in line with the increased demand for ESG performance of the capital markets and reinforced regulations related to ESG. An ESG management system requires a combined effort of an effective governance structure that comprises the decision-making level and execution level members, so as to strengthen the ESG management in the long run. The Board has the overall responsibility to define the Group's ESG strategy and approach, manage and assess the Group's ESG performance. The Board and management hold accountable for the responsibility of the Group's ESG performance.

Environment - Responding to Climate Change

Issues related to the environment have continuously been raised worldwide. To mitigate the adverse impact of climate change, we will strive to reduce our carbon footprint and always refresh our long-term goals as technologies advance and cost structure change to further reduce our impact on the planet, while tracking our progress against the global steps and aligning with the global target of net zero commission.

Employees Wellbeing

The Group considers our employees as assets that will lead the future and the growth of the Group. We are determined to uphold an open, fair, just and reasonable human resource policy to recruit a variety of talents. The Group is also committed to a holistic approach to health and wellness, through a healthy, comfortable and safe working environment that supports health and wellness for our employees.

Innovation

We are dedicating our innovative capacity to accomplish the long-term sustainability, aim at offering practical applications to help manage energy use in a greener and smarter way. We will continue to enhance our practical processes to enable our business to deliver improved results, leveraging innovation to facilitate our people in making better decisions.

Social Contribution Vision

The Group encourages giving back and strengthening the community through volunteerism and philanthropy. Our employees are encouraged to contribute their time and talent to a variety of community organizations.

Embracing Diversity

The Group believes that real innovation and growth are possible when we work from a foundation of respecting and embracing diversity. As the Group pursues creativity and innovation, we aim to build a company that grants an equal opportunity for people with diverse backgrounds and ways of thinking to show their best capabilities, and encourages each individual to reach their potential.

ESG POLICY, STRATEGY AND MANAGEMENT

2.2. ESG STRATEGY AND MANAGEMENT

In order to ensure that our ESG strategy is carried out effectively and consistently throughout the Group, we have managed our ESG approach with reference to the five aspects summarized below.



Governance Structure

- Ensure our corporate governance structure meets the applicable laws and regulations, industry best practice and global trends
- Review and monitor the internal control system and risk management processes to ensure the overall effectiveness with continuous improvement
- Uphold the highest ethical standards of business integrity and foster a culture of compliance throughout the Group



Product Responsibilities and Supply Chain Management

- Product and Service Innovation – Design products and services for the well-being of people and for the benefits of society
- Quality – Design products and services to ensure that they are of good quality and compliant with the approval and highest safety standards
- Sustainable Supply Chain – Manage our supply chain in a socially and environmentally responsible manner



Environment

- Climate Change Strategy – Review our approach on climate change and develop sustainability initiatives to identify and address the associated physical and transitional risks and opportunities
- Green Operation Practice – Minimize the environmental impacts from our operations

ESG POLICY, STRATEGY AND MANAGEMENT



- Enhance our good staff relations through various communication channels and staff activities
- Foster a continuous learning environment and encourage employees to develop and advance their careers in the Group
- Respect the labour and human rights of all our employees with clearly defined human resources management policies, and promote an inclusive culture throughout the company
- Provide a supportive, pleasant and healthy workplace for our employees and foster a caring community in our working environment



Our Community

- Use our resources to support the communities in which we operate focusing on: collaborating with local charities and nourishing an innovative environment
- Develop a healthy and green community

Looking ahead, the Board will continue to optimize the ESG management of the Company, actively respond to concerns of our stakeholders and facilitate the improvement of ESG management, working to fulfil our improvement, progress, performance and contribution to our community.

2.3. ESG WORKING GROUP

To address the issues of ESG management, a working group which consists an external ESG advisor and certain department heads reviews and monitors the Group's ESG policies and performance regularly, identify risks and opportunities of ESG aspects, ensure the Group's compliance with the relevant legal and regulatory requirements, monitor and respond to emerging ESG issues and make recommendations to the Board to improve the Group's ESG performance. During the Reporting Period, the working group reviewed the Group's ESG policy including, carbon footprint reduction, professional development for employees and engagement with the community.

2.4. STAKEHOLDER ENGAGEMENT

Stakeholder engagement is nowadays widely regarded as a key component of the corporate social responsibility (CSR) to achieve the long-term sustainability and profitability. It generally provides opportunities to the Group to further align business practices with societal needs and expectations, bring about positive changes for sustainable development, such that the Group can considerably improve its decision-making, a better assessment of potential impacts and our accountability while we operate.

As such, the Group is committed to incorporating stakeholder engagement as an integral part of the Group's approach to sustainable development. In order to achieve so, the Group carried out a stakeholder engagement exercise during the Reporting Period by which the Group involves its stakeholders in its decisions which might affect them, people who may be affected by its decisions or who may influence the implementation of its decisions. Consequently, their views and voices could be heard and timely responses could be provided.

ESG POLICY, STRATEGY AND MANAGEMENT

The Group has developed an approach which identifies the broad topics that the stakeholder groups are concerned with, and used a materiality matrix to assess the material topics identified by our stakeholders during the engagement process. A topic is classified as material when it substantially affects our long-term commercial or operational viability, with material impacts on economic, environmental or social topics. A summary of the stakeholder groups, topics concerned, and communication channels are listed in the following table.

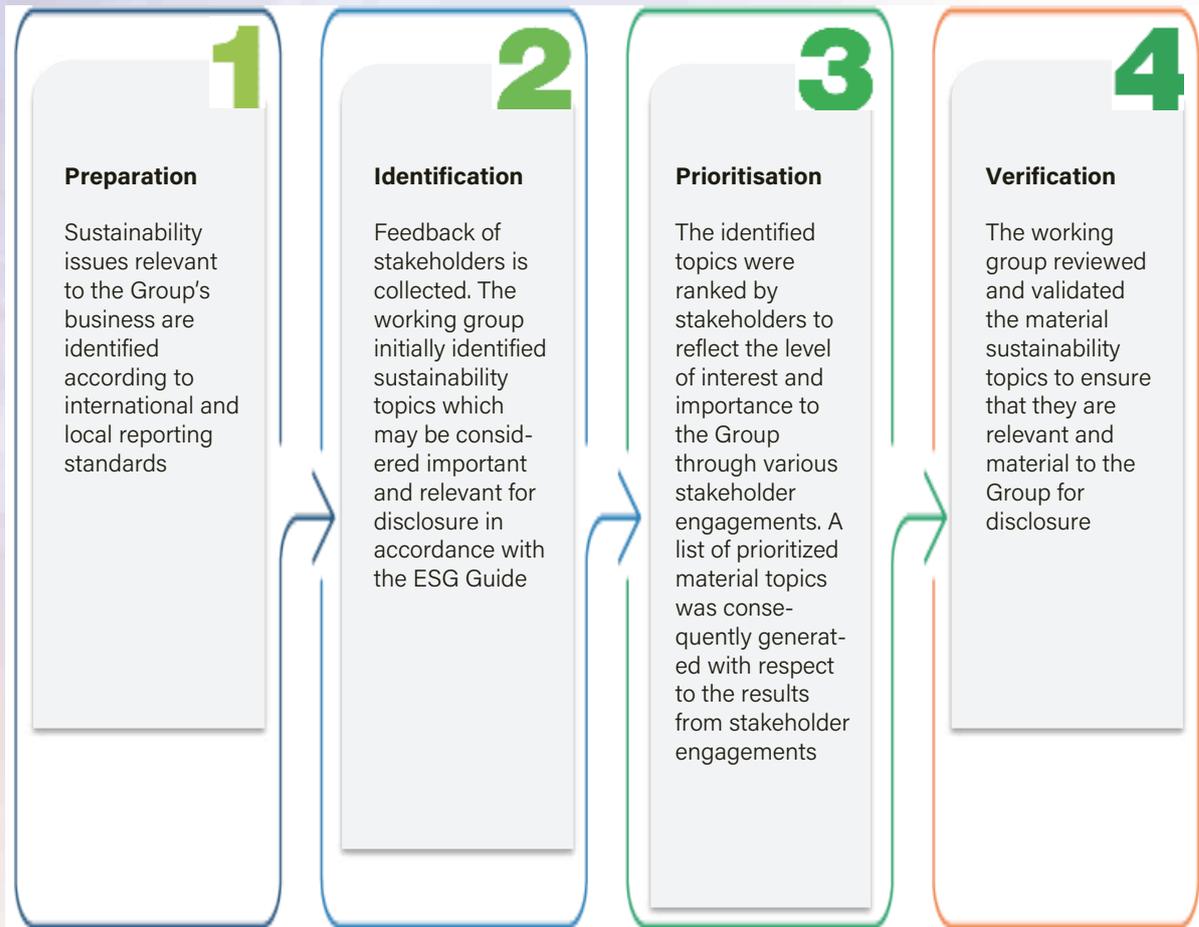
Table 2-1: Stakeholders and Communication Channels

Stakeholders	Topics Concerned	Communication Channels
 <p>Customers</p>	<ul style="list-style-type: none"> Client information and privacy Development of new services Improvement of service quality and user satisfaction level 	<ul style="list-style-type: none"> Each service community and customer hotlines and emails Channel of the Group and official chat group
 <p>Employees</p>	<ul style="list-style-type: none"> Employees' health safety, working conditions and welfare Fair evaluation of performance and opportunities for self-development 	<ul style="list-style-type: none"> Regular management meetings Training sessions Occupational health and safety trainings
 <p>Shareholders</p>	<ul style="list-style-type: none"> Corporate governance and risk management Establishment of sound governance through the disclosure of transparent financial/ non-financial achievements Operation in compliance with applicable laws and regulations 	<ul style="list-style-type: none"> Annual and interim reports Regular general meetings and correspondence ESG report
 <p>Suppliers</p>	<ul style="list-style-type: none"> Quality of products or services Sustainability in business model Operation in compliance with applicable laws and regulations 	<ul style="list-style-type: none"> Regular review meeting Purchase system and purchase presentations
 <p>Community</p>	<ul style="list-style-type: none"> Local environment protection Local community activities involvement Operation in compliance with applicable laws and regulations 	<ul style="list-style-type: none"> Participation in local community activities

ESG POLICY, STRATEGY AND MANAGEMENT

2.5. MATERIALITY ASSESSMENT

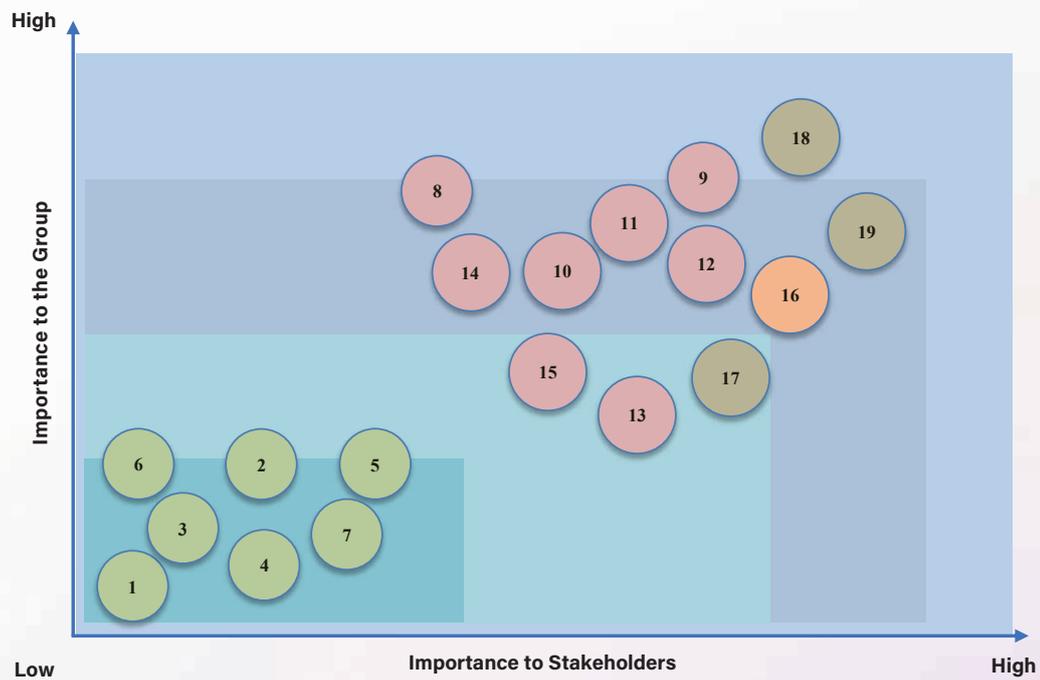
To better understand stakeholders' opinions and expectations on the Group's ESG performance, we carried out a materiality assessment with stakeholders which enables the Group to identify and prioritize ESG issues effectively. An issue is considered 'material' when it may substantially affect our long term commercial and operational viability and the inclusion of sustainability agenda into its business development strategy. Our materiality assessment involves the following procedures.



Based on the stakeholder engagement exercise, business knowledge and management review, we identified the material topics and the stakeholder groups most significantly impacted by the topics summarized in the form of materiality matrix below, in the context of own business and day-to-day operation.

ESG POLICY, STRATEGY AND MANAGEMENT

The materiality matrix generally demonstrates that all issues raised were important to both primary and secondary stakeholders, albeit to differing degrees of importance to stakeholders and to the Group.



Notes:

1. Greenhouse gas ("GHG") emission
2. Green production management
3. Waste management
4. Energy reduction
5. Climate change mitigation
6. Raw material consumption
7. Environmental compliance
8. Market presence
9. Innovation and intellectual property rights
10. Occupational safety and health
11. Training and development
12. Employee communication
13. Protecting labor rights
14. Anti-corruption behavior
15. Anti-discrimination
16. Community relations
17. Data security and customer privacy management
18. Client satisfaction
19. Product quality management

ESG POLICY, STRATEGY AND MANAGEMENT

2.6. OUR PERFORMANCE HIGHLIGHTS

Environment

- Total Energy Consumption: 2,520,454 kWh
- Total GHG Emission: 2,011.68 t

418

Employee Training Hours

ZERO

Supplier Complaint

Community Donations

HK\$3,220

Healthy and Safety

0 Lost Days due to Injury at Work

0 Work-Related Fatality

ZERO

Client Complaint

ESG POLICY, STRATEGY AND MANAGEMENT

2.7. GO GREEN CULTURE

While the impact of global sustainability issues like climate change, plastic pollution, ecological and ethical footprints is increasingly prominent, the Group is aware that consumers are gradually becoming more sensitive to those issues which start to influence the purchasing decisions of average consumers. Where once customer would rarely question how a product was made or what it was made of, corporates are now expected to clearly state where products come from and how the ESG policies inform their choice of processes, materials and deployment of human resources. The change of consumer mentality is progressively transforming the purchasing decisions.

The Group is therefore dedicated to lead the establishment of a sound culture to be a “Go Green Culture Company,” with a sense of responsibility as a corporate citizen. We continue to seek business partners who share our philosophy, commitment to environment conservation and compliance with the applicable environmental laws and regulations. We regularly assess the environmental risks of our business, and adopt preventive measures as necessary to reduce the risks, ensure the compliance of relevant laws and regulations and keep our green development. We continue to communicate with our stakeholders with transparency and honesty, making the world greener and healthier together.

We firmly believe that our commitment to environmental protection will become a part of our competitiveness, leading the Group to a greater success in the future and fulfil our responsibilities as a member of the community we all live in. We will continuously work to emerge as a company that the public can respect and trust based on our sound ESG management.

PROTECTING THE ENVIRONMENT

3.1. CORPORATE ENVIRONMENTAL POLICY

Given the increases in creative work capacity, particularly in the 5G era, the Group's greenhouse gas emissions are expected to increase continuously. Sustainable environment protection has become a strategic priority for us. As such, the Group is committed upholding the high environmental standards to fulfil relevant requirements throughout our operation, and will continue to devote human and financial resources for environmental conservation, reduction of carbon footprint and environmental compliance as required under applicable laws and regulations.

The Group formulated relevant rules and regulations for a sound and effective management of energy consumption, GHG emission, as well as discharge of waste and sewage and other pollutants, highlighted as below.

- To comply with applicable environmental protection laws and regulations;
- To integrate environmental considerations in the operations;
- To define appropriate objectives and targets for our management approach;
- To continuously improve the ESG management system to set and maintain standards;
- To prevent pollution and to protect the environment by conserving natural resources and minimizing waste;
- To promote environmental awareness and low carbon lifestyle among the workforce.

During the Reporting Period, the Group complied with environmental protection laws and regulations in relation to air and GHG emissions, discharge into water and land, and generation of hazardous and non-hazardous waste. The Group did not violate any environmental protection laws or regulations of the region where we operate, nor was it subject to significant fines, non-monetary penalties and litigation relating to environmental protection.

3.2. CLIMATE CHANGE MITIGATION

The Group's principal business does not generate a significant amount of exhaust gas and GHG directly throughout our operation. Nevertheless, we recognize that the accelerated climate change is causing huge damage to mankind as a global problem, leading to extreme weather events, such as tropical cyclone, severe rainstorm and thunderstorm. If we fail to actively respond to climate change, there is a possibility that the company may face risks of impaired business operation, possible financial loss and changes in the market and regulations. As such, we are determined to reduce our carbon footprint and always refresh our long-term goals as technologies advance and cost structure change to further reduce our impact on the planet, while tracking our progress against the global steps.

Potential climate-related risks faced by the Group include physical risks such as extreme weather events and rise in sea level, and as policy and regulatory risks, market risks and reputational risks. The below table shows our response in managing various risks brought by the climate change that the Group may be facing.

PROTECTING THE ENVIRONMENT

Table 3-1: Climate-Related Risks

	Specifics	Adverse Impacts/ Benefits	Our Response and Actions
RISKS			
Physical Risks	Increased frequency and severity of extreme weather events, such as typhoons, wildfire, rain and flooding, which may affect us from providing services, and damage our facilities and/or products	<p>Increased operating and maintenance costs</p> <p>Loss of revenue</p> <p>Increased chance of extreme weather-related injuries which affect employees' health and safety</p>	<p>Monitoring and strengthening environmental risk prevention</p> <p>Implementing natural disasters emergency plan</p> <p>Conducting preventive measures and flexible working arrangement</p>
Policy and Regulatory Risks	Governments around the world enact more stringent laws and regulations in relation to climate change and environmental protection at home and abroad	Increased compliance cost	<p>Regularly monitoring the regulatory trends</p> <p>Monitoring and strengthening environmental risk prevention</p> <p>Ensure we operate throughout the project life cycle in accordance with international best practice</p>

3.3. OPTIMIZING ENERGY SAVING AND RESOURCES CONSUMPTION

The main contributors to the Group's carbon footprint are (1) indirect GHG emission generated from electricity consumption, (2) direct GHG emission generated from office administration inevitably involve consumption of fossil fuel directly or indirectly, (3) indirect GHG emission generated from business travel by flight and (4) paper consumption in business operation, which releases Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and Carbon Dioxide (CO₂) into the air. The Group is highly aware that such GHG emission is one of the major sources of global warming. Therefore, we strive to reduce our carbon and ecological footprint and adopt practices that are sustainable to the environment and minimize our impact on the environment. The sustainable measures adopted by the Group includes:

Reduce Emission

- Use energy-saving equipment. We promote the use of energy-saving measures such as LED light source for lighting in production and office areas, high-efficiency energy-saving equipment and more variable frequency equipment;
- Placing "Environmental Protection" reminders on office equipment and workplaces to further enhance employees' environmental awareness.

PROTECTING THE ENVIRONMENT

Increase Energy Efficiencies

- The indoor temperature of the workplaces is maintained at an optimal level for comfort. To ensure effective operation of the air conditioning system, maintenance plans are implemented, such as regular cleaning of dust filters and fan coils;
- Providing on-off and zoning control of lighting and ventilation system in the workplace according to the operation schedule;
- Encouraging employees to switch off machines and devices, such as computers and monitors when not in use;
- Procuring energy efficient electrical appliances with energy efficiency label to reduce indirect GHG emission whenever practical;
- Further enhancing employees' environmental awareness; and
- Organizing training session to improve energy efficiency and GHG saving awareness.

Reduce Paper Consumption

The business operation of the Group consumes certain amount of paper. We adopted a series of initiatives to reduce paper consumption:

- Achievement of paperless office by digitalizing the business operations whenever possible to reduce paper consumption;
- Encourage use of electronic means of communication;
- Use duplex printing and reuse single-side printed papers; and
- Adopt e-communication system to enable the Group's shareholders and non-registered shareholders to have an easy and quick access to the corporate information published which reducing paper consumption.

Reduce Air Travel

The Group encourages its employees to adopt electronic means of communication such as video or telephone conferencing to avoid unnecessary travel arrangement. Video conference equipment is available in conference rooms to conduct virtual meetings. In view of the impact of COVID-19 pandemic, business travels by flight remained at a relatively low-level during the Reporting Period.

The Group believes that the adoption of the above mitigation measures will help change the behaviour of the use of energy in the workplaces and finally achieve the goal of reducing the GHG emission and protecting our environment.

PROTECTING THE ENVIRONMENT

3.4. EXHAUST GAS AND GHG EMISSIONS

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of “Emissions” during the Reporting Period is tabulated below.

Table 3-2: Emissions

	Unit	FY2021	FY2021 Intensity	FY2020	FY2020 Intensity
GHG Emissions		2,011.68	4.81	1,767.06	4.50
Direct GHG Emissions (Scope 1)	CO ₂ e (t)	-	-	0.85	0.0022
Indirect GHG Emissions (Scope 2)	CO ₂ e (t)	1,991.16	4.76	1,739.06	4.43
All other indirect GHG Emissions (Scope 3)	CO ₂ e (t)	20.52	0.049	27.15	0.07
Nitrogen Oxides	g	-	-	194.97	0.50
Sulphur Oxides	g	-	-	4.60	0.01
Particulate Matter	g	-	-	14.36	0.04

Notes:

GHG emission data is presented in terms of carbon dioxide equivalent and are based on, including but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “Greenhouse Gas Inventory Guidance Direct Emissions from Mobile Combustion Sources” issued by the United States Environmental Protection Agency, the latest emission factors published by the power plant and “How to prepare an ESG Report? – Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX.

During the Reporting Period, there were no non-compliance cases reported in relation to GHG emission within the Group.

3.5. WASTE MANAGEMENT

Waste Management Policy

Waste reduction is the focus of our emission control efforts. The Group’s principal waste management policy endeavours to achieve a green and paperless operation and a minimal generation of waste throughout our operation wherever possible and practical. The Group, through the following measures and objectives, strives to achieve the target of reducing the amount of waste generated and aims at waste management from the source.

- We encourage all employees to reduce paper usage through duplex printing, paper recycle and frequent use of electronic information systems for material sharing or internal administrative documents;
- We encourage an increased use of reusable product, such as envelopes, box files, and better separation of waste streams for recycling;
- We maintain 100% recycling of used toner cartridges by collecting and returning all used cartridge to recycling agents;
- We encourage minimal consumption of paper towels in workplaces;
- We emphasize the importance of recycling waste at the workplace, and eliminate disposable cups to induce the use of personal cups;

PROTECTING THE ENVIRONMENT

- We strengthen our employee's awareness in environmental management, waste reduction and waste recycle, encouraging them to be equipped with appropriate skills and knowledge with respect to the practice of sustainable development; and
- We closely keep up with the latest government's initiatives and policies in relation to waste management, waste reduction and recycle campaigns in order to allocate resources and formulate strategy in a timely manner.

Hazardous Waste

Given our business nature, the Group does not directly produce hazardous waste throughout the operation. The Group endeavors to recycle electronic waste throughout our operation wherever practical, ultimately reducing both the monetary and environmental costs involved in disposal of these electrical parts that would otherwise be scrapped and treated as hazardous waste.

Non-hazardous Waste

The non-hazardous wastes generated by the Group are mainly domestic waste including stationery, packaging materials, paper from our operations and food wastes, among which, recyclable wastes will be recycled for reuse.

Wastewater Discharge

The Group's operations do not consume a significant amount of water. Our main use of water is for sanitary purposes. Similarly, most of the wastewater discharged from our facilities is sanitary wastewater. The Group ensures all domestic sewage is properly discharged into the urban sewage pipe network for subsequent sewage treatment.

Table 3-3: Waste Discharge

	Unit	FY2021	FY2020
Non-hazardous Waste (General Waste)	t	93.95	85.48

During the Reporting Period, there were no non-compliance cases reported in relation to discharge into water and land, and generation of waste within the Group.

PROTECTING THE ENVIRONMENT

3.6. USE OF RESOURCES

In light of finite earth's resources, the Group considers the conservation of natural resources through low-carbon practices as an indispensable component of our sustainable business. We keep on improving resource use efficiency, reducing and avoiding pollutant generation, while lowering our operating cost.

Water Consumption

The Group takes a cautious approach to water stewardship, seeking to maximize efficiency and reduce water consumption. We strive to engage all employees to develop a habit of conserving water consciously. Pantry is posted with environmental messages to remind employee the importance and urgency of water conservation. The utility facilities are maintained regularly for service to ensure that water seepage or leaking pipelines are replaced or repaired on a timely basis. The Group also seeks to reduce water usage wherever possible.

Packaging Material

Given our business nature, the Group does not have manufacturing facilities and does not consume significant amount of packaging materials by our operation. However, we encourage our suppliers to use less packaging material.

Environmental Performance

In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of "Energy and Resources Use" during the Reporting Period are tabulated below.

Table 3-4: Energy and Resources Use

	Unit	FY2021	FY2021 Intensity	FY2020	FY2020 Intensity
Electricity	kWh	2,520,454	6,029.79	2,201,340	5,601.37
Purchased Gas	kg	-	-	-	-
Unleaded Petrol	L	-	-	313.20	0.80
Diesel	L	-	-	-	-
Paper	kg	1,003	2.40	1,027	2.61
Water	m ³	5,690	13.61	5,581	14.20
Total Energy Consumption	kWh	2,520,454	6,029.79	2,204,375	5,609.10

During the Reporting Period, there were no non-compliance cases reported in relation to use of resources within the Group.

PEOPLE

4.1. EMPLOYEE WELLNESS AMID THE COVID-19 PANDEMIC

The outbreak of the COVID-19 pandemic in early 2020 has brought exceptional challenges to the world, resulting in unprecedented public health measures across all geographies and massive business disruption at a scale never seen in our lifetime. During the Reporting Period, we adopted stringent anti-epidemic measures and enhanced our workplace hygiene standards in active response to the calls of governments at various levels, in order to combat the spread of COVID-19 together with the community. We have formulated a contingency plan with the participation of the senior management to ensure that precautionary measures are in place as follows:

Table 4-1: Precautionary Measures During the Pandemic Prevention

 <p><i>Comprehensive Pandemic Prevention</i></p>	<ul style="list-style-type: none"> • To ensure all parts of operations are well-equipped for pandemic prevention • To allocate sufficient supplies and implemented social distancing restrictions in workplaces whenever feasible • To establish and implement guidelines and procedures for controlling visitors, on-boarding of new employees, arranging quarantine for employees who return to the workplace after business trip, as well as handling suspected cases swiftly and safely • To carry out temperature check in the workplaces
 <p><i>Flexible Working Hours</i></p>	<ul style="list-style-type: none"> • To maintain productivity during the pandemic by arranging remote working for employees who were unable to return to the workplace • To reduce physical contact among employees, we allowed staggered working hours and lunch breaks. • To offer online training to reduce the number of gatherings and thus the risk of spread
 <p><i>Employee Support</i></p>	<ul style="list-style-type: none"> • To keep employees to be informed of the latest anti-pandemic measures • To coordinate and maintain close engagement with employees to address their needs whenever feasible • To provide speed test kits to employees • To ensure employees' rights to welfare and benefits remained protected during the pandemic • To pay employees' salaries according to legal requirement to all including employees unable to return for duty
 <p><i>Steady Operation</i></p>	<ul style="list-style-type: none"> • To mitigate concerns on product quality and timely delivery, early warnings were sent to suppliers requiring them to establish relevant contingency working groups • To encourage suppliers to actively engage with us regarding any potential quality and delivery issues • To offer online training to reduce the number of gatherings and thus the risk of infection, while ensuring the training was conducted as scheduled.

The resolve, dedication, commitment and hard work of all employees to fight this unprecedented threat have led us successfully to navigate through disturbances together with our employees, suppliers, clients, and local communities. We ensure to maintain our operations as smoothly and efficiently as possible during these exceptionally challenging times while putting our peoples' wellness first.

PEOPLE

4.2. OCCUPATIONAL HEALTH AND SAFETY

We are committed to providing and maintaining a safe, healthy, and hygienic workplaces for all employees, and all other persons likely to be affected by our operations and activities. The goals of our Occupational Safety and Health (“**OSH**”) policy are highlighted as below:

- Pursuit of a healthy, pleasant and sound working environment to maintain and to improve the safety and health of employees;
- Commitment of appropriate resources and leadership to the OSH management system;
- The OSH management system aims at identification, prevention and management of risks and hazards throughout the workplaces as well as follow-up actions for accidents or personal injuries;
- Zero tolerance of accidents and injuries;
- Promotion of a safety culture among employees;
- Review of the performance of various OSH measures, so that their effectiveness and reliability can be maintained;
- Compliance with applicable laws and regulations in relation to occupational safety and health.

To achieve the goals of our OSH policy, the following appropriate measures are adopted:

- Formulation of emergency response plans, risk assessment and accident investigation mechanism so as to ensure legal compliance with OSH;
- Organization of fire drills and emergency evacuation simulations to raise the employees’ awareness of fire prevention and to equip employees with appropriate knowledge and skills in the event of emergency;
- Organization of induction programs to new employees such that they can be familiar with our corporate policies in relation to health and safety matters as quickly as they can;
- Promotion of safety culture among employees;
- Provision of OSH training sessions to employees to ensure awareness of job hazards and conformity to safety practices with respect to OSH;
- Provision of job-related training to existing staff to strengthen their professional knowledge and skills in daily operations and safety;
- Provision of first aid kits and fire extinguishers in workplace;
- Prohibition of smoking and abuse of alcohol and drugs in workplaces;
- Provision of clean and tidy rest area;
- Provision of adjustable chairs and monitors for eye protection; and
- Set up posters of proper working postures and lifting method accessible on the intranet and at appropriate locations in workplaces.

PEOPLE

During the Reporting Period, the Group complied with the applicable laws and regulations in relation to safety and health of employees in the regions where we operated. During the past three years including the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury. No material non-compliance with laws and regulations relevant to health and safety of employees were identified during the Reporting Period. Summary of work-related fatalities and injuries during the Reporting Period are shown in the table below.

Table 4-2: Health and Safety Statistics

	Total Number in FY2021
No. of Work-Related Fatalities	0
Rate of Work-Related Fatalities	0
No. of Injuries at Work	0
Lost Days due to Injury at Work	0

4.3. EMPLOYMENT

In order to attract and retain our employees, which are our most valuable assets, the Group offers competitive wages, medical insurance, maternity leave and other compensation to our employees. The Group decides the remunerations payable to its staff based on their duties, work experience and the prevailing market practices. Apart from basic remuneration, share options may be granted to eligible employees by reference to the performance of the Group and individual employees.

Hong Kong

In Hong Kong, the Group complied with the Labour Law of Hong Kong and relevant employment laws and regulations during the Reporting Period, including the Mandatory Provident Fund Schemes Ordinance by participating in the Mandatory Provident Fund retirement benefit scheme for our eligible employees, Minimum Wage Ordinance, Employment Ordinance and Employees' Compensation Ordinance by offering competitive wages, medical insurance, maternity leave and other compensation to our employees.

Mainland of China

In Mainland of China, we, during the Reporting Period, participated in welfare schemes concerning pension insurance, unemployment insurance, maternity insurance, occupational injury insurance and medical insurance in accordance with the local regulations including the Regulations on the Administration of Housing Provident Funds, Social Insurance Law and Labour Law of Mainland of China.

India

In India, we, during the Reporting Period, participated in welfare schemes concerning provident fund and pension, life insurance, accident insurance and medical insurance in accordance with the local regulations including Employee Provident Fund and Miscellaneous Provision Act 1952 and Factories Act 1948.

PEOPLE

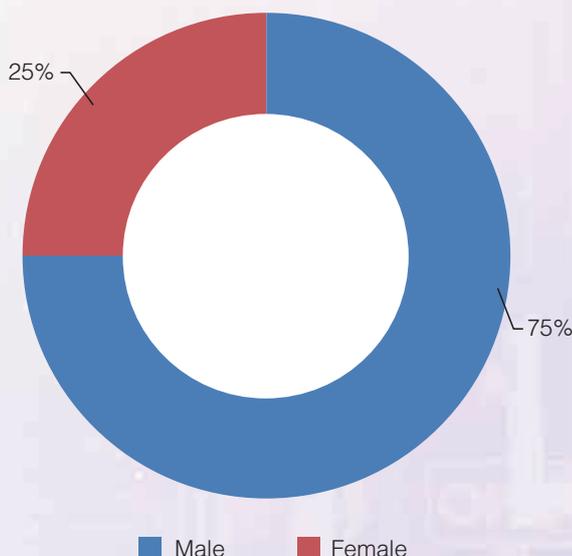
During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in respect of human resources. We strictly prohibit discrimination, harassment and bullying at all workplaces. In accordance with the ESG Reporting Guide set out by the HKEX, details of the Group's workforce during the Reporting Period are tabulated as well as presented in charts below.

Table 4-3: Our Workforce

	FY2021
Total Number of Full-Time Employees	418*
Turnover Rate by Gender	
Male	60.8%
Female	49.8%
Turnover Rate by Age	
Aged under 30 years old	69.9%
Aged between 30 and 50 years old	49.8%
Aged over 50 years old	10.5%

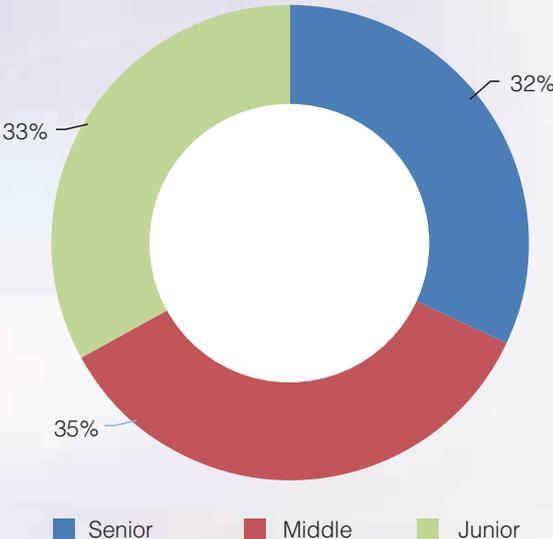
* The figure only covers employees hired by the headquarters in Hong Kong and by the subsidiaries in Beijing, Shanghai, Shenzhen and Hyderabad.

Total workforce by gender as of 31 December 2021

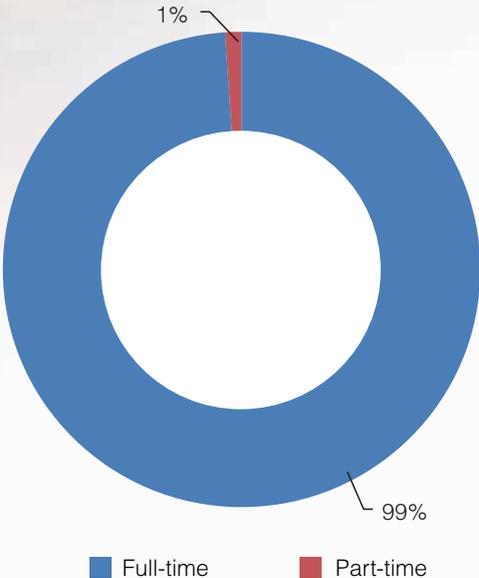


PEOPLE

Total workforce by employment level as of 31 December 2021

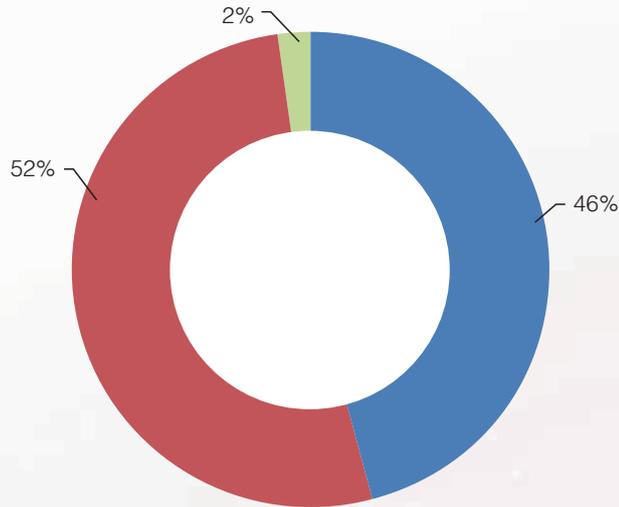


Total workforce by employment type as of 31 December 2021



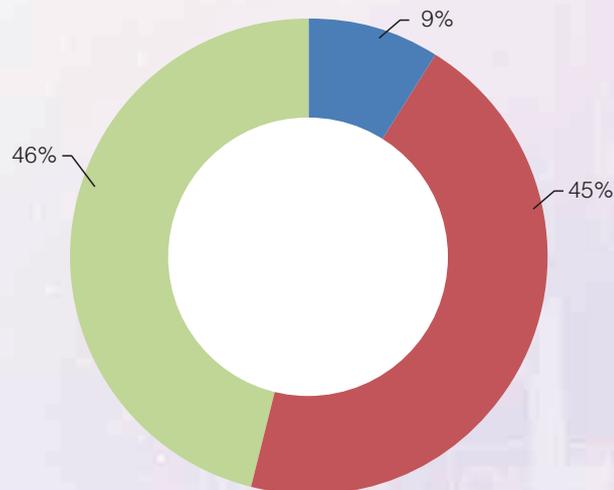
PEOPLE

Total workforce by age group as of 31 December 2021



■ Aged below 30 years old ■ Aged between 30 and 50 years old ■ Aged above 50 years old

Total workforce by region as of 31 December 2021



■ Hong Kong ■ Mainland of China ■ India

PEOPLE

4.4. RECRUITMENT AND PROMOTION

The Group envisages that every employee has unique talents, competencies and the potential to become a driving force for our corporate development and long-term growth. As such, it is of paramount importance for us to proactively manage our talent pipeline and career development for employees. The Group is determined to set itself in a good position to maintain a robust business performance and growth together with our employees, with an objective to uphold an open, fair, just and reasonable human resource policy.

The Group has formulated the recruitment policy with respect to equal opportunities, diversity and anti-discrimination. We encourage differences and individuality in employees, with the philosophy that diversity can bring new ideas, dynamics and challenges to our operations. We discourage all forms of discrimination on gender, age, family status, sexual orientation, disability, race and religion. Our employment policy encourages hiring of talented people with physical or mental disabilities. We are committed to supporting our employees to maintain a family-friendly work environment because we respect their roles and responsibilities in their families. We strive to make sure employees and business partners comply with laws and regulations, follow ethical business practices and respect equal opportunity in employment. We bring in new recruits and equip them with necessary skill sets to develop a long-term rewarding career with us.

During the Reporting Period, we strictly observed the applicable laws and regulations and follow our employment policies relating to recruitment and promotion, compensation and dismissal, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare, by providing competitive remuneration package, including internal promotion opportunities and performance-based bonus, so as to recruit and retain experienced employees.

4.5. DEVELOPMENT AND TRAINING

The Group envisions that empowering its people through development and training is the cornerstone of our success in the long-run. The Group listens and responds to our people, striving to create an environment of continuous learning, to facilitate development of careers and to provide knowledge and skills for better fulfilment of roles and responsibilities. Our training programmes are designed not only to enhance the sustainable development of the Group and to provide skillset required for the operation, but also for the benefit of society as a whole wherever possible.

PEOPLE

During the Reporting Period, the Group organized a total of 418 hours of development and training. Each employee at all levels received, on average, one hour of development and training, including induction training, technical skills training, thematic courses such as anti-corruption and occupational safety and health, and pre-post training as summarized in the table below.

Table 4-4: Employee Development and Training

	Unit	FY2021
Average hours of training received per employee	hours	1
Average hours of training per employee by ranking		
Senior Staff	hours	2.8
Middle Staff	hours	0.1
Junior Staff	hours	0.3
Average hours of training per employee by gender		
Male	hours	1.1
Female	hours	0.8
Percentage of employees trained by employment level		
Senior Staff	%	9.8%
Middle Staff	%	2.0%
Junior Staff	%	5.1%
Percentage of employees trained by gender		
Male	%	4.5%
Female	%	8.7%

We encourage directors and senior management to take part in professional training sessions and seminars with topics generally including corporate governance, business development and strategy in order for them to develop and refresh their knowledge and skills. We additionally provided the management with a series of news and reading materials to strengthen and refresh their knowledge, leadership and management skills, covering various topics stipulated in different ordinances, rules and guidelines. Latest applicable laws, rules and regulations are circulated with employees and directors from time to time.

Considering that each of the position is of unique professional and technical needs, the Group ensures that every new joiner receives proper orientation training and mentoring in order to help them adapt to the new working environment affirmatively and quickly. Continuous training is committed by the Group in different ways including internal training programs, comprehensive training for specific skill development, and courses for continuous professional development for relevant employees so as to ensure that they possess the appropriate qualities and skill-sets. Implementation of safety training and comprehensive risk assessments are also one of the most important tasks in the Group. Details of the development and training programs are summarized as below.

PEOPLE

Table 4-5: Development and Training Programs

Orientation Programs	Orientation programs are organized for new joiners by introducing the history and corporate culture of the Group, as well as functions of respective departments, aiming at helping them adapt to the new work environment affirmatively and quickly.
Continuous Professional Training	Continuous training is committed in different ways including internal training programs, comprehensive training for specific skill development, and courses for continuous professional development for relevant employees so as to ensure that they possess the appropriate qualities and skill-sets.
Thematic Training	<p>Directors and senior management are encouraged to take part in professional thematic training and seminars including corporate governance, business development and strategy.</p> <p>Employees from respective departments are encouraged to take part in thematic courses to strengthen and refresh their knowledge, management skills, including various topics stipulated in different ordinances, rules and guidelines such as the Securities and Futures Ordinance, Personal Data (Privacy) Ordinance, Main Board Listing Rules and Guideline, compliance, anti-money laundering (“AML”), anti-corruption and Know-Your-Client.</p>

4.6. LABOUR STANDARDS

The Group strictly prohibits the employment of any child labour and forced labour in any form, being fully aware that exploitation of child and forced labour violates human rights and international labour conventions. All candidates applying to a position in the Group are required to present their identity documents for inspection and ascertaining their identities, ages and validity of employment status. Recruiters strictly review the entry documents including identity cards, academic certificates and medical examination certificates (whenever feasible).

During the Reporting Period, the Group strictly complied with the relevant laws and regulations, including the Labour Law and Employment Ordinance of Hong Kong. In the event that any irregularities in ages, identities and/or validities of employment status is subsequently found, employment with all such concerned candidates will be immediately terminated, and the Group will report such incident to the relevant authorities as soon as practicable. No non-compliance case was noted in relation to labour standard laws and regulations reported during the Reporting Period.

PEOPLE

4.7. HARMONIOUS CORPORATE CULTURE

The Group is strongly convinced that a harmonious corporate culture among the employees and management are always the key drivers to the Group's healthy and prosperous growth. To achieve this, we utilize a variety of channels, including:

- Employee engagement to ensure that employees' voices are heard and responded to at both corporate and team levels; and
- Festival foods, such as moon cakes, were delivered to employees during certain traditional festivals. Regular and festival gatherings were organized during the Reporting Period to enhance the harmonious spirit of different levels of staff members in recognition of their contributions and dedicated work to the Group.

The Group believes that such a corporate culture and harmonic working environment will naturally achieve a synergistic result to facilitate employee retention and to improve productivity.

OPERATING RESPONSIBLY

The demand for environmental, ethical compliance and sustainable development are increasingly pressing both globally and locally. In order to achieve our goal to be a responsible corporate in the Asia-Pacific region, we realize that we must operate in a sustainable fashion with a comprehensive ESG management approach. It is additionally essential for us to encourage all business partners to incorporate those sustainability practices and policies into their operation thoroughly in order to work together in our pursuit of sustainable development.

5.1. ENCOURAGING INNOVATION

The Group anticipates that innovation and technology strategies shall play a crucial role in our long-term business development. As such, we are determined to set ourselves in a good position to continuously and proactively introduce products, services and processes derived from high-tech oriented research and development, into our operation and business model wherever commercially feasible and appropriate.

5.2. SUPPLY CHAIN MANAGEMENT

The Group understands that the supply chain management is always one of the key aspects of the Group's operation.

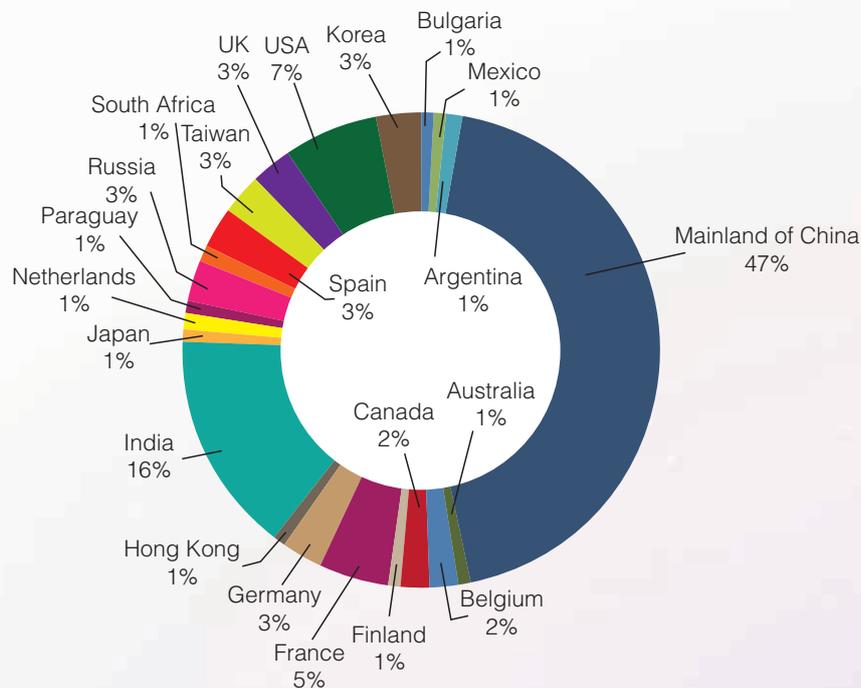
We developed a supplier selection framework based on all applicable laws and regulations in relation to the safety, environment, forced labour, child labour and other social aspects. To evaluate the performance of the selected suppliers as well as to minimize the environmental and social risks along the supply chain, assessment covering the professional qualification, services/products quality, financial status, integrity, and social responsibility will be conducted if deemed necessary.

Every supplier is required to comply with our code of practice, which prohibits offering of gifts, loans, hospitality, services or favor in an improper manner. In addition, the Group encourages our business partners to adopt the best environmental and social practices and to disseminate the pursuit of sustainability into the core business.

We believe that, through the above review process, we can minimize the potential environmental and social risks associated with the supply chain management. During the Reporting Period, the Group strived to engage suppliers which were located close to the region where we operated. The geographical regions of our suppliers are summarized as below.

OPERATING RESPONSIBLY

Suppliers by Geographic Breakdown as of 31 Decmeber 2021



Note: The aggregate of the percentage figures in the above chart may not add up to 100% due to rounding of the percentage figures to the whole number.

During the Reporting Period, no material complaint was received from the suppliers and there were no material disputed debts or unsettled debts and the debts are settled as soon as practicable.

5.3. PRODUCT RESPONSIBILITY

Commitment to Research and Development

To be a successful and leading player in the industry, we are committed to the highest standards of service or product we deliver through regular investment in research and development and continuous communication with our clients to understand and fulfil their needs and expectations. Our commitment in research and development ensures that our products and services are derived from the cutting-edge technology.

Quality of Services

The Group undertakes the defined quality assurance protocol to ensure products and services constantly meet customer requirements and legal and safety standards for its intended use and for circumstances of reasonably foreseeable misuse. We carry out assessment for each product type produced by the Group, if any, with respect to the aspects of environmental impact, health impact, safety and hazards. We perform continuous and regular assessments of the product and service quality and review of opportunities for improvements and changes.

During the Reporting Period, the Group did not identify any material non-compliance of the laws and regulations related to the quality of products and services we provide.

OPERATING RESPONSIBLY

Mainland of China

Our operation in Mainland of China, during the Reporting Period, complied with relevant laws and regulations in relation to advertising, labelling and consumer protection, such as “Law of the People’s Republic of China on the Protection of Consumer Rights and Interests”, the “Advertising Law of the People’s Republic of China”, and “Product Quality Law of the People’s Republic of China”, by ensuring that there are no false and misleading messages in our advertisements and promotion activities.

Hong Kong

In Hong Kong, the Group, during the Reporting Period, complied with relevant laws and regulations, for instances, the Trade Description Ordinance.

Other Regions

In other regions, the Group, during the Reporting Period, complied with relevant laws and regulations wherever appropriate and applicable. We also carried out continuous assessment of the service quality and product quality and review of opportunities for improvements and changes.

Table 5-1: Product Recalls and Complaints

	FY2021
Percentage of complaints received about the products related to health and safety issues	n/a
Percentage of sold/shipped products recalled due to safety and health reasons	n/a

5.4. PRIVACY PROTECTION

The Group emphasizes the importance of protecting our clients’ personal data against unauthorized access, use or loss and we adhere to the Personal Data (Privacy) Ordinance when collecting, processing and using clients’ personal data. To safeguard clients’ privacy, the Group takes practicable steps to ensure the clients’ data are securely stored and the use of data is limited to or related to the original collection purpose. The Group respects privacy rights of its stakeholders with utmost importance.

The Group sets out data privacy requirements in our corporate policies, under which client and supplier data would be used exclusively for matters relating to the Group’s operation only. We strive to ensure all collected data kept is free of unauthorized or accidental access, processing, erasure or other use.

There were no non-compliance cases noted in relation to our data privacy and no material complaints received regarding our services that would have significant impact during the Reporting Period.

5.5. ANTI-CORRUPTION

The Group makes every effort to uphold a high standard of business ethics and prohibition of any forms of bribery and corrupt practices. The Group has developed a series of policies and compiled code-of-conduct with respect to anti-fraud and anti-bribery, which apply to all staff-members. In general, we require our employees to declare any conflict of interest, to avoid any possible such conflict with sub-contractors or suppliers, organizing seminars in relation to anti-corruption and avoidance of conflict of interest for our employees. Meanwhile, employees are encouraged to report any concern in relation to accounting controls and audit matters to the audit committee of the Group which will review each complaint and decide how the investigation should be conducted. Training of anti-corruption was organized for employees during the Reporting Period.

OPERATING RESPONSIBLY

During the Reporting Period, the Group observed with related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering, such as the Prevention of Bribery Ordinance of Hong Kong and Criminal Law and the Regulations for Suppression of Corruption of Mainland of China. No cases of anti-corruption were concluded whereas the audit committee of the Group identified no complaint from employees during the Reporting Period.

5.6. WHISTLE-BLOWING

In order to encourage our employees to report illegality, irregularity, malpractice, unethical acts or behaviors, inappropriate conducts or actions, which may damage the Group's interests, we established whistle-blowing policy and implement procedures for our employees to report improprieties via a confidential reporting channel to the extent that is made possible to all employees. The policy aims to encourage our employees to report behaviour that is not in line with the principles of ethics and the Group's policy such as events that are non-compliant with the Group's policy, laws, rules, regulations, general practice of financial reporting and internal control.

The Group is committed to addressing the "whistle-blowers" concerns in a fair and reasonable manner and to handling the reports with due care and conducting a comprehensive and independent investigation for each reasonably established report. All "whistle-blowers" who report in good faith are reasonably protected from retaliation or adverse consequence of their employment regardless of whether the allegation is substantiated.

The whistle-blowing policy and its procedures, which apply to all levels of the members of the Group, have been documented in the employee handbook and have been circulated among employees for their reference.

5.7. PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property right ("IP rights") by valuing and protecting its intellectual properties through patent fees and periodic trademark renewals. In order to prevent infringement and enhance copyright protection, a copyright compliance policy is in place covering the area of installation of computer software, making copies of copyright works or publication and use of internet information.

5.8. CUSTOMER SATISFACTION

Realizing that our client needs and expectations should be well addressed, the Group highly values the level of satisfaction of clients and their feedback. Regular communication channels and feedback systems, such as telephone hotline, emails and websites, are in place to collect information on satisfaction and suggestions for improvement from our diverse portfolio of clients.

The Group consolidated and comprehensively analysed the clients' feedback in order to identify the issues. Follow-up actions, including internal evaluation and modification of training programs for employees, will be taken to address the issues identified and to continuously improve our service delivered. Feedback will additionally be provided to the clients in a timely manner.

CONTRIBUTING TO OUR COMMUNITY

Being benefited from overall social development, the Group adheres to the mission of giving back to our environment and community. We are committed to making a better society through our active involvement in the community, putting the best effort in helping the local communities and people in needs through charity programs.

Our engagement with local and regional communities covers key considerations as below:

- Investment in community affairs and functions;
- Traditional and cultural heritages of communities where we operate; and
- Recognition of the values of indigenous people and ethnic minorities.

During the Reporting Period, we made a donation totaling HK\$3,220 to the charity program organized by Orbis Hong Kong (“**Orbis**”) in 2021, as part of our effort of community-care. Orbis is a non-profit organization committed to the prevention of blindness and the treatment of blinding eye diseases in developing countries through hands-on training, public health education, advocacy and local partnerships. Since 1982, Orbis capacity-building programs have enhanced the skills of 325,000 eye care personnel and provided medical and optical treatment to more than 23.3 million people in 92 countries.

Going forward, the Group will continue to foster the culture of active participation in community services, encouraging our staff members to be actively engaged in voluntary services and join hands together to disseminate the spirit of services in the community where we all depend on.

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Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Protecting the Environment	
KPI A1.1	Types of emissions and respective emissions data	Protecting the Environment	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity	Protecting the Environment	
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	n/a	The Group has not identified any hazardous waste was produced in our core business
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	Protecting the Environment	
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them	Protecting the Environment	
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Protecting the Environment	

HKEX ESG GUIDE

CONTENT INDEX

Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect A2: Use of Resources			
General Disclosure	Policies on efficient use of resources, including energy, water and other raw materials	Protecting the Environment	
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Protecting the Environment	
KPI A2.2	Water consumption in total and intensity	Protecting the Environment	
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Protecting the Environment	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them	n/a	Defined to be irrelevant to the Group's operation
KPI A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced	n/a	Use of packaging material is not applicable to the Group's core operation
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Protecting the Environment	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Protecting the Environment	
Aspect A4: Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	Protecting the Environment	
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them	Protecting the Environment	

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Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	People	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	People	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	People	
Aspect B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	People	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	People	
KPI B2.2	Lost days due to work injury	People	
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	People	
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	People	
KPI B3.1	The percentage of employees trained by gender and employee category	People	
KPI B3.2	The average training hours completed per employee by gender and employee category	People	

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Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B4: Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	People	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	People	
KPI B4.2	Description of steps taken to eliminate such practices when discovered	n/a	No such incidents were reported during the Reporting Period
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain	Operating Responsibly	
KPI B5.1	Number of suppliers by geographical region	Operating Responsibly	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Operating Responsibly	
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Operating Responsibly	
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Operating Responsibly	

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Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B6: Product Responsibility			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Operating Responsibly	
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	n/a	Not applicable to the Group's core operation
KPI B6.2	Number of products and service-related complaints received and how they are dealt with	Operating Responsibly	No products and service-related complaints received during the Reporting Period
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Operating Responsibly	
KPI B6.4	Description of quality assurance process and recall procedures	n/a	Not applicable to the Group's core operation
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Operating Responsibly	

HKEX ESG GUIDE

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Aspects, General Disclosures and KPIs	Description	Relevant sections in the ESG Report	Remarks
Aspect B7: Anti-corruption			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering	Operating Responsibly	
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Operating Responsibly	No concluded legal cases regarding corrupt practices during the Reporting Period
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	Operating Responsibly	
KPI B7.3	Description of anti-corruption training provided to directors and staff	Operating Responsibly	
Aspect B8: Community Investment			
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests	Contributing to the Community	
KPI B8.1	Focus areas of contribution	Contributing to the Community	
KPI B8.2	Resources contributed to the focus areas	Contributing to the Community	