

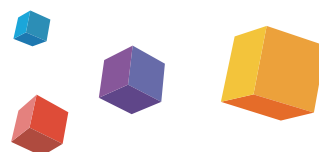


JIMU GROUP LIMITED

積木集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 8187)



**Environmental, Social and
Governance Report**

2021



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

1. ABOUT THIS REPORT

Jimu Group Limited and its subsidiaries (the “Group” or “we”) are pleased to present our Environmental, Social and Governance (“ESG”) Report (the “ESG Report”). This report discloses the Group’s impacts on the environment and society, and the Group’s policies and initiatives commit the Group’s activities, at all levels, to be economically, socially, and environmentally sustainable to its stakeholders. Additional information in relation to the Group’s corporate governance and financial performance can be referred to our annual report for the year ended 31 December 2021.

1.1 Scope and Reporting Boundary

The scope of the ESG Report covers the ESG practices, performances, and outcomes of the Group’s principal operating activities of the Group spanning the period from 1 January 2021 to 31 December 2021 (the “Reporting Period”). The Group is principally engaged in the trading of footwear and apparel businesses and the provision of loan facilitation and credit assessment services. The Group’s operations are located in Hong Kong and the People’s Republic of China (“PRC”).

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 in which the Group has a controlling interest and which are under our management, in terms of a contractual obligation. As a result, we do not report any information for entities that are not part of the Group’s structure, where we do not own assets, do not directly engage or employ the workforce, and do not operate the asset under a contractual obligation. In addition, we do not report information for entities that were sold, ceased to operate or acquired during the Reporting Period, including but not limited to closed branches of our loan facilitation and credit assessment segment.

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 operating entities in Hong Kong and the PRC.

1.2 Reporting Guidelines

The “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) which is set out in Appendix 20 to the Rules Governing the Listing of Securities on GEM by the Stock Exchange of Hong Kong Limited (the “HKEX”) serves as the reporting guidelines of this report.

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1.3 Reporting Principles

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

- With respect to “materiality”, as the Group is determined to be a responsible enterprise and is committed to perfecting its business and improving the local community, 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. We define our stakeholders as people who affect our business or who are affected by our business. In our daily business, we actively exchange information with our stakeholders through our transparent platform while we are devoted to the continuous improvement of our communication system. In addition, we are committed to maintaining a long-term partnership with our stakeholders and are actively engaged in addressing their concerns with timely follow-up actions. We thus ensure that ESG issues discussed in this report are sufficiently important and material to our stakeholders including customers, communities, employees, institutions, governments, non-governmental organizations, shareholders, subcontractors, suppliers, and industry associations.
- With respect to “quantitative”, Key Performance Indicators (“KPI” or “KPIs”) required by the ESG Reporting Guide are measurable. The management of these KPIs through target setting and goal achievement methodology measure the effectiveness of our ESG policies and management systems continuously.
- With respect to “Balance”, the information provided in this ESG Report is based on the Group’s policies, documents, and recorded practices. It provides an unbiased overview of the Group’s ESG performance and areas of improvement.
- With respect to “Consistency”, this ESG Report adopts methodologies that are consistent with previous years, which allows for meaningful comparisons of ESG data over time.

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 KPIs, which are considered to be relevant and material to the Group, into four subject areas: Protecting the Environment, People, Operating Sustainable 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 in the relevant column in the said index, this report is compliant with all the “comply or explain” provisions set out in the ESG Reporting Guide.



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1.5 Data Collection

Data in this ESG Report are extracted from the Group's internal management system and statistics, during the year or in previous years. Unless otherwise stated, all monetary amounts disclosed are denominated in Hong Kong Dollars ("HKD").

1.6 Report Availability

This ESG Report is available on the websites of the HKEX (<https://www.hkexnews.hk>) and the Company on <http://www.jimugroup8187.com/>.

1.7 Contact

We value your comments and suggestions. Please send us your views with respect to this ESG Report or our sustainability performance to info@jimugroup.com.hk.

2. FIGHTING COVID-19 PANDEMIC

In early 2020, the outbreak of the novel coronavirus epidemic (COVID-19) has brought exceptional challenges to the world. The pandemic has resulted in an unprecedented public health measure globally, with business shutdowns and stay-at-home policies disrupting the global economy at a scale never seen in our lifetime. The effects of the COVID-19 crisis on the various industries are far-reaching and complex: the crisis has limited the operations of many businesses and has had implications for employees, supply chains, cash flows, and investor's returns.

The health and well-being of all our customers and employees, as well as their families and friends, is our paramount priority in these challenging times. We successfully navigated through disturbances together with our employees, suppliers, customers, and local communities by putting people first, and contributing to communities and humanity. Capitalizing on our knowledge, experience, and strengths, we will continue to ensure the safety and well-being of our employees, suppliers and support our consumers, stakeholders, and communities in the battle to overcome the COVID-19 pandemic. On the other hand, we are dedicating human and financial resources to help those in need and help us, as a society, emerge stronger on the other side.

In order to combat the spread of COVID-19 together with the community, the Group has been strictly following the latest health advice and regulations issued by the government and has undertaken prompt actions and adopted various preventive and hygiene measures for employees and customers since early January 2020.

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2.1 Employee Health and Safety

The foremost priority for the Group is to provide our employees with a safe and healthy working environment during the COVID-19 pandemic, maintaining a firm grasp of all applicable obligations (whether mandated or voluntary). The Group has taken the following precautionary measures at all of our office and branch. We establish a designated working team to enhance implementation of hygienic measures in all work locations and provide guidance to strengthen employees care for frontline employees:

- We provide an adequate number of surgical masks to employees while advising all staff members to maintain good personal hygiene and to avoid touching eyes, mouth, and nose before cleaning hands;
- We provide 70-80% alcohol-based hand rub to employees for hand sanitization;
- Employees are recommended to rub hands with liquid soap for at least 20 seconds when washing;
- Any person entering our work locations must wear a face mask and would be subject to a temperature screening procedure;
- Any person who has symptoms of fever, or other respiratory symptoms would be advised to seek medical advice and would be refrained from entering our work location;
- We follow the manufacturer's instructions for disinfecting electronic products. If no manufacturer guidance is available, we consider the use of alcohol-based wipes containing at least 70% alcohol;
- Employees are encouraged to stay inside our work locations during lunch-break;
- Employees are required to perform a 14-day self-quarantine after traveling outside of Hong Kong and the PRC;
- Friendly message of upkeeping personal and environmental hygiene, health, and safety to all employees; and
- Maintain a register of employees who are on duty and their mandatory travel and health declaration, for possible public health action in case the employee is confirmed to be infected with COVID-19.



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2.2 Adapted Management

- We establish a designated working team, driven by various department heads, to strengthen the Group's overall pandemic preparedness through a well-coordinated and managed preparation and implementation of fighting pandemic measures;
- To increase social distancing and reduce the number of staff members inside the workplace, our workforce is divided into multiple smaller teams such that they are able to report to the workplace on a rotating schedule;
- We arrange for employees to work in batches, rest and meals;
- We review, update and modify crisis management plans, as needed, and ensure that employees follow these plans during the pandemic;
- We ensure that we comply with operational and monitoring requirements imposed by law, permit conditions, and consent orders;
- We communicate regularly and frequently with key compliance personnel;
- We ensure that key employees have access to and/or knowledge about critical records and recordkeeping requirements;
- We ensure that emergency and security protocols remain in place for shuttered facilities or those operating with reduced staff to ensure the health and safety of employees remaining on-site and the nearby community;
- Where possible, we seek to leverage work-from-home measures via cloud-network integration and ensure our employees have sufficient digital tools to remain productive and engaged; and
- We leverage pandemic updates provided by the government such as daily active cases or percentage of positive cases, along with public health guidelines, to inform its level of permitted employee or customer contact.

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2.3 Customer Health and Safety

During the current COVID-19 crisis, we take responsibility for our products and services, and strictly follow health advice, regulatory requirements, industry guidelines, and internal procedures to improve customer health and safety.

- We provide 70-80% alcohol-based hand rub to customers for hand sanitization;
- Customers are recommended to rub hands with liquid soap for at least 20 seconds when washing their hands at our work locations;
- We encourage our customers to work in batches, rest and meals;
- We encourage customers to order takeaway as an option of the social distancing measures;
- Friendly message of upkeeping personal and environmental hygiene, health, and safety.

2.4 Migrating to a Remote Workforce

Through active management and resource planning, the Group encouraged its administration and supporting personnel to work from home to form the remote workforce, whenever feasible and appropriate, in order to reduce employees' exposure to travelling and crowded public transport. At the same time, we seek to upgrade digital infrastructure for our employees to work remotely and efficiently.

We continue to monitor and evaluate the situation, keeping all employees and customers informed. We will remain resilient, ensuring to maintain our operations as smoothly and efficiently as possible during these exceptionally challenging times.

3. OUR ESG MANAGEMENT AND STRATEGY

3.1 "Go Green" Operation

While the impact of global sustainability issues like climate change, pollution, and ecological and ethical footprints have been common around us for quite some time, the Group is aware that consumers are gradually becoming more attentive to those issues and start factoring in these issues in their purchasing decisions. 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 their products come from and whether ESG impacts have been assessed and neutralised during their procurement, manufacturing, logistics, human resources and other business processes. The change in consumer mentality is progressively transforming the purchasing decisions.



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As such, it has never been more important for the Group to implement good ESG practices into our business model. The board of directors (the “Board”) leads the Group’s comprehensive governance measures, including the governance over ESG-related issues. The Group is committed to cultivating the consciousness of resource conservation, the low-carbon concept and environmental protection into the work and life of every employee. We continue to seek business partners who share our philosophy, commitment to environment conservation and compliance with the applicable environmental laws and regulations. We also actively communicate with our stakeholders through our transparent platform to determine what issues are relevant and material to our business with respect to sustainability, and we fully understand that it is a prerequisite for being a responsible enterprise to fulfil the issues that our stakeholders concern most. 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.

Although change is always difficult and requires careful management, we believe that these initiatives will become part of our competitiveness and are capable to reflect our commitment to offering our clients the best quality of services with the least adverse impact on our planet, building a greener and healthier environment together with all the members of the community.

3.2 Our Recent Key Achievement

The Group contemplates that ESG is an integral part of our principal business and also our ability to succeed in an intensely competitive market. As such, the Group has been continuously spending significant efforts to address various aspects of ESG, including greenhouse gas reduction, environmental compliance, health and safe work environment for employees, development and training opportunities for employees, customer satisfaction, and community investments.



79% of Reduction of Greenhouse Gas Emission



97% of Reduction of purchased electricity



- 0 Environmental Non-Compliance
- 0 Fatalities

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4. PROTECTING THE ENVIRONMENT

4.1 Corporate Environmental Policy

In recent years, the government of the PRC has been actively promoting the initiative of “Ecological Civilization” to provide a coherent conceptual framework for adjustments to development that meets 21st-century challenges, including creating green supply chains, greening of the Belt and Road Initiative and accelerating efforts to achieve goals in relation to climate change, pollution reduction, circular economy, low-carbon economy, green development, and other global environment concerns.

With growing concerns about climate change and environmental degradation, sustainable environment protection has become our strategic priority. The Group is devoted to upholding the high environmental standards to fulfil relevant requirements throughout our operation, and continue to deploy human and financial resources for environmental conservation, reduction of carbon footprint and environmental compliance as required under applicable laws and regulations. We believe that investment in sustainable and green development will, in the long term, benefit the operation of the Group and enable the Group to achieve strategic needs.

We endeavour to protect this planet and to build a sustainable future for our next generations, formulating relevant rules and regulations for a sound and effective management of energy consumption, greenhouse gas (“GHG”) emission, as well as discharge of domestic waste and sewage and other pollutants, highlighted as below:

- Actively promote a culture of environmental sustainability among customers, workforce, and suppliers, encouraging their participation in green initiatives;
- Comply with applicable environmental protection laws and regulations;
- Define appropriate goals, objectives, and targets on a regular basis for our ESG management approach;
- Continuously improve the ESG management system and maintain rigorous standards; and
- Communicate our environmental performance to stakeholders and seek their involvement wherever applicable.

During the Reporting Period, the Group complied with relevant laws and regulations relating 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 in the region of its operation, nor was it subject to significant fines, non-monetary penalties, and litigation relating to environmental violations.



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4.2 Climate Change Mitigation

Given our Group's business, by nature, we do not generate a significant amount of exhaust gas and GHG directly throughout our operation. However, our daily operation and office administration inevitably involve consumption of fossil fuel directly or indirectly, which releases Nitrogen Oxides (NO_x), Sulphur Oxides (SO_x), 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. The Group incorporated sustainable measures in its daily operations to properly manage our GHG emissions and address various environmental issues, including:

- Procure products that are made from materials with longer durability and a lower carbon footprint whenever possible;
- Maintaining the indoor temperature at our locations at an optimal level for comfort;
- 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 (such as those with Grade 1 energy labels, fridge with door) and systems whenever practical;
- Encouraging employees to make the best use of modern telecommunication systems to avoid unnecessary travel arrangements;
- Placing "Green Message" reminders on office equipment and workplace to further enhance employees' environmental awareness;
- Organizing training sessions including case studies to improve awareness of energy efficiency and GHG saving and to engage staff to adopt the energy-saving practices; and
- Continuous replacement of aged air handling unit by more energy-efficient ones with variable frequent drive control.

Due to tightening carbon legislation, changing weather patterns, and rising fuel costs, enterprises from all business segments are facing the most emerging risk – climate change. Evaluating and determining climate-related risks is a prerequisite to formulating an effective business strategy toward climate change. The Group referenced the recommendations of the Task Force on Climate-Related Financial Disclosures and conducted a preliminary climate-related risk analysis.

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In doing so, potential climate-related risks were further categorized into physical and transition risks. By adopting a risk assessment matrix, we assessed these risks from two perspectives – severity and frequency. A list of short and mid-term risks was subsequently identified. As shown below, the analysis scope for physical risks was at the Group located in the PRC and Hong Kong, while the analysis scope for transition risks was at the Group’s level.

Material Physical Risks

- Extreme Precipitation
- Typhoons
- Flood
- Heat Waves
- Thunderstorms

Material Transition Risks

- Enhanced emissions-reporting obligations
- Mandates and regulations of existing products and services
- Substitution of existing products and services with lower emissions options

According to the above results, acute physical risks such as extreme precipitation, typhoons, and thunderstorms may occasionally disturb the Group’s business operations, e.g., fewer on-site workdays, due to its geographical location. The Group may also face enhanced emissions-reporting obligations, as it is a listed company on the Stock Exchange, where the requirements for climate change-related disclosures is increasingly stringent. Meanwhile, transition risks such as procuring products which were made from materials with a longer durability and a lower carbon footprint may also increase the Group’s cost of goods sold in the future.

Based on the identified risks, the Group shall develop strategies to mitigate relevant impacts. Potential solutions such as formulation of special working arrangements under extreme weather conditions.

During the Report Period, in order to offset material physical risks mentioned above which might lead to loss of business days, the Group provided remote working solutions for our employees. We have made capital expenditures, mainly related to servers, cloud subscriptions, and computer equipment for employees, in order to mitigate such physical risk. In order to offset the compliance risks which may result from the enhanced emissions-reporting obligations as well as the mandates and regulations of existing products and services, the Group actively sought insights into those rules and regulations from consultancies. For the potential financial risk due to the substitution of existing products and services with lower emission options, the Group implemented green procurement, e.g., traded products manufactured with recycled materials and tried to avoid purchasing disposable products.



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The Group sets out environmental targets for each factor and implements relevant KPIs to indicate its performance levels. The following table displays the targets and results achieved during the Reporting Period.

Environmental Factors	KPI Targets
Product Compliance	100% compliance with laws and regulations
External Environmental Complaints	0 case
Environmental Accidents	0 case
Waste Handling	0 recycling and handling errors
Emissions and Discharge	0 cases of excessive discharge of domestic wastewater
Internal Environmental Audit	100% rectification compliance rate

In addition, we also referenced the ESG Reporting Guide and formulated environmental targets in four aspects with a relatively long-term timeframe.

Aspects	Jimu Group
Emissions	The Group continues to pursue a relatively low level of GHG emissions intensity (by full-time employees), which is suitable for its scale of operation.
Wastes	<ul style="list-style-type: none">The Group intends to maintain hazardous and non-hazardous waste emissions intensity (by full-time employees) to the same level as in 2021 if it is still appropriate to its future scale of the business;The Group aims at waste management from the source.
Energy	The Group plans to maintain purchased electricity consumption intensity (by full-time employees) as the same as in 2021, which is at a relatively low level relative to its current and future scale of operations.
Water	The Group will maximize the efficiency of water consumption and conserve water during its current and future operations.

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4.3 Exhaust Gas and GHG Emissions

Our Group's business inevitably involves the consumption of fossil fuel, which directly or indirectly, releases Nitrogen Oxides (NO_x), Sulphur Oxides (SO_x), and Carbon Dioxide (CO₂) into the air. During the Reporting Period, the Group's GHG emissions mainly included Scope 1, Scope 2, and Scope 3 shown in the following table. In accordance with the ESG Reporting Guide set out by HKEX, our environmental performance of "Emissions" during the Reporting Period is tabulated below.

Table 1 – Emissions:

	Unit	FY2020	FY2020 Intensity (Per Employee)	FY2021	FY2021 Intensity (Per Employee)
GHG Emission (Scope 1 – Vehicle)	CO ₂ e(t)	34.6	0.21	4.6	0.39
GHG Emission (Scope 2 – Purchased Electricity)	CO ₂ e(t)	n/a	n/a	0.5	0.04
GHG Emission (Scope 3 – Business Air Travel)	CO ₂ e(t)	n/a	n/a	2.1	0.17
Nitrogen Oxides	g	n/a	n/a	164.5	13.7
Sulphur Oxides	g	n/a	n/a	25.7	2.14
Particulate Matter	g	n/a	n/a	149.6	12.5

GHG Emissions: The quantification method of GHG is based on the "Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals from Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong" published by the Hong Kong Electrical and Mechanical Services Department and the Environmental Protection Department. The emission factor for GHG Scope 2 is derived in accordance with the "CLP 2020 Sustainability Report". The emissions result for GHG Scope 3 are read from the "ICAO Carbon Emissions Calculator".

Air Emissions: The emission factors used to calculate exhaust air emissions are derived in accordance with the Hong Kong Environmental Protection Department's Vehicle Emission Calculation Model (EMFAC-HK Vehicle Emission Calculation) and the United States Environmental Protection Agency's Vehicle Emission Modelling Software-MOBILE6.1.



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4.4 Waste Management

Waste Management Policy

Waste reduction is the focus of our emission control efforts. Our principal waste management policy endeavours to achieve a green and paperless operation and a minimal generation of waste during our operation wherever possible and practical. Through the '4-R Principles – Reduce, Reuse, Replace and Recycle, the Group strives to achieve the target of reducing waste generation and aims at waste management from the source. Our waste management practice is compliant with laws and regulations relating to environmental protection in the region where we operate.

While educating our employees and business partners on the significance of sustainable development, we constantly encourage all employees to reduce paper usage through duplex printing, paper recycling, and frequent use of electronic information systems for material sharing or internal administrative documents. We encourage increased use of reusable product, such as envelopes, and better separation of waste streams for recycling, maintaining 100% recycling of used toner cartridges by collecting and returning all used cartridge to recycling agents. We encourage minimal consumption of paper towels in the workplaces.

Hazardous Waste

Given our business nature, the Group does not directly produce hazardous waste in its business activities. However, with respect to our business of mobility solution development, the Group encourages the development of new technologies and progressive designs to integrate with environmental sustainability in all aspects through minimizing the application of hazardous materials in designs and through compliance with the latest regulatory requirements.

Non-Hazardous Waste

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

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4.5 Use of Resources

In light of finite earth resources, the Group considers the conservation of natural resources through low-carbon practices as an indispensable component of our sustainable business. Through actively promoting various environmental-friendly measures, we encourage efficient use of resources, including energy, paper, water, and other raw materials. As such, the Group has initiated policies to raise the awareness of electricity conservation and has adopted energy saving measures throughout our daily operation as elaborated in the section of Emissions.

Energy Consumption

Energy used by the Group is mainly purchased electricity and petrol. Electricity is used to support the administrative work and manufacturing process, while petrol is utilized for powering vehicles.

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, clients, suppliers, and business partners to develop a habit of conserving water consciously. Water-saving devices are installed at water taps in the office wherever possible.

Material Consumption

Given our business nature, the Group does not have manufacturing facilities and does not consume a significant amount of packaging materials. We mainly consume paper to support administrative work. We always encourage our suppliers to use less packaging material and require our offices to control the total amount of paper used.

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 is tabulated below:

Table 2 – Energy and Resources Use:

	Unit	FY2020	FY2020 Intensity (Per Employee)	FY2021 Intensity (Per Employee)	FY2021 Intensity (Per Employee)
Electricity	kWh	29,988	181.75	974	81.21
Petrol	L	n/a	n/a	1,747	145.61
Paper	Kg	230	1.39	5	0.42
Water	m ³	494	2.99	n/a*	n/a*

* As the water supply is mainly centrally managed by its respective property management company and there is no separate meter for individual office units, it is not feasible for us to provide relevant water usage data



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5. PEOPLE

5.1 Recruitment and Promotion

Considering that every employee has unique talents, competencies, and the potential to become a driving force for our corporate development and long-term growth, the Group supports the development of competencies of our employees while proactively managing our talent pipeline and career development for them. The Group is determined to uphold an open, fair, just, and reasonable recruitment and human resource policies, with respect to equal opportunities, diversity and anti-discrimination. We are committed to nurturing skills and capabilities in order to unlock the best in our employees, and therefore drive creativity and innovation that will contribute to our long-term sustainable growth.

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 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.

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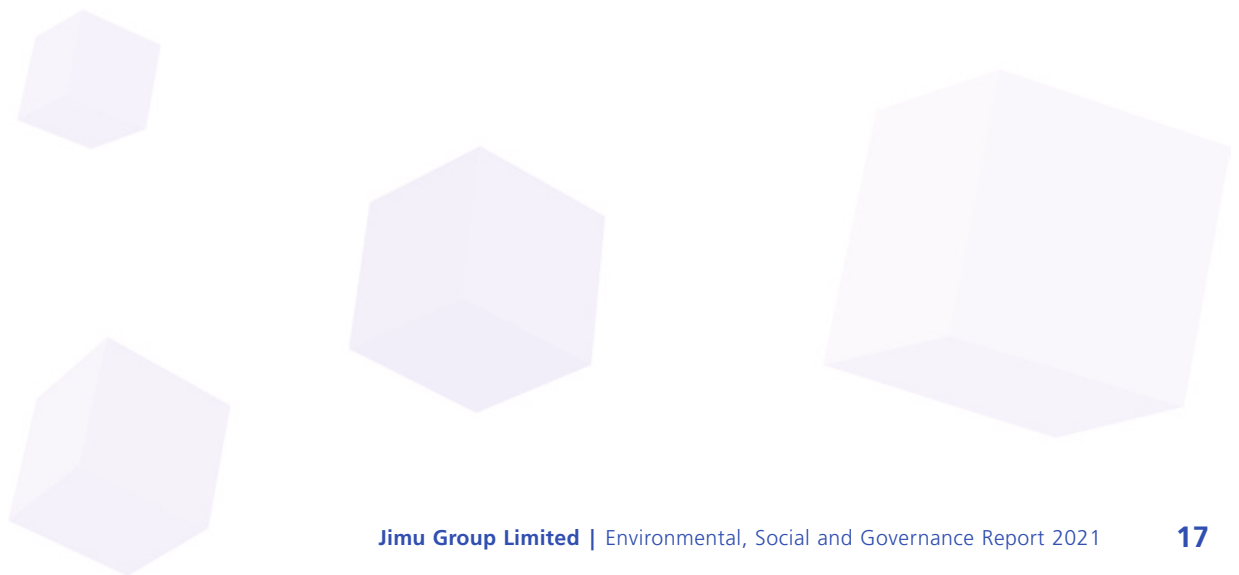
5.2 Employment

The Group offers competitive wages, medical insurance, disability and invalidity coverage, maternity leave, and other compensation to attract and retain our employees whom we see as our most valuable assets. Staff remunerations are determined based on their duties, work experience, and 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.

In Hong Kong, the Group complied with the Labour Law of Hong Kong and relevant employment laws and regulations throughout the Reporting Period, including the Mandatory Provident Fund Schemes Ordinance by participating in the Mandatory Provident Fund retirement benefits scheme (the “MPF Scheme”) for our eligible employees, Minimum Wage Ordinance, Employment Ordinance (the “EO”) and Employees’ Compensation Ordinance (the “ECO”) by offering competitive wages, medical insurance, disability and invalidity coverage, maternity leave and other compensation to our employees.

In the PRC, the Group, 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 “Labour Law of the PRC”, the “Labour Contract Law of the PRC”, “Law of the People’s Republic of China on Employment Promotion”, “Regulations on the Administration of Housing Provident Funds” and the “Social Insurance Law”.

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 the charts below:





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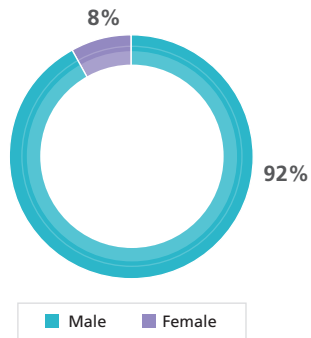
Table 3 – Our Workforce:

	FY2021
Total Number of Employees	12
Number of Full-Time Employees by Gender	
Male	11
Female	1
Number of Full-Time Employees by Employment Type	
Full-time	12
Part-time	0
Number of Full-Time Employees by Age	
Under 30 years old	2
30 – 50 years old	9
Over 50 years old	1
Number of Full-Time Employees by Geographical Region	
The PRC	2
Hong Kong	10
Turnover Rate by Gender*	
Male	90%
Female	99%
Turnover Rate by Age*	
Under 30 years old	96%
30 – 50 years old	93%
Over 50 years old	50%
Turnover Rate by Geographical Region*	
The PRC	99%
Hong Kong	52%

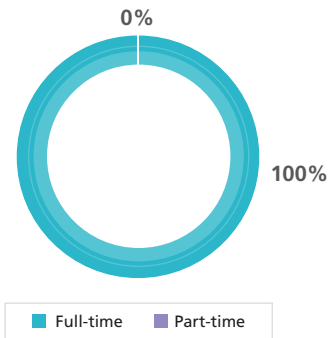
* The Group underwent re-structuring during the Reporting Period, resulting in a relatively high turnover rate of our workforce.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

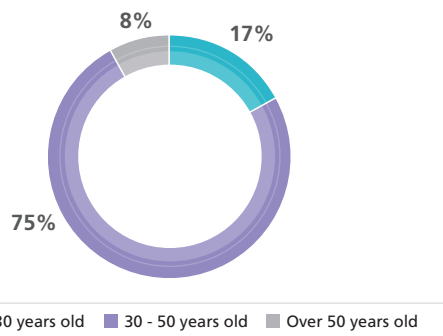
**Total Workforce by Gender
as of 31 December 2021**



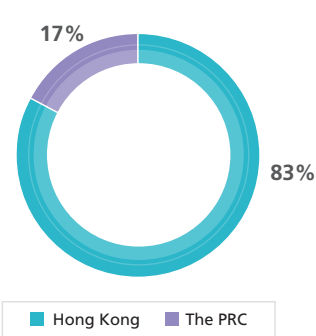
**Total Workforce by Employment Type
as of 31 December 2021**



**Total Workforce by Age
as of 31 December 2021**



**Total Workforce by Geographical Region
as of 31 December 2021**





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5.3 Occupational Health and Safety

The Group is highly aware that employees' health and safety are of paramount importance to our operation. The goals of our Occupational Health and Safety ("OHS") policy are highlighted below:

- Pursuit of a healthy, comfortable, and safe working environment for our employees;
- Commitment of appropriate resources and leadership to the OHS management system;
- The OHS management system aims at the identification, prevention and management of risks and hazards throughout the workplaces as well as follow-up actions for accidents or personal injuries;
- The OHS management system defines appropriate objectives and targets on a regular basis;
- Zero tolerance of accidents and injuries;
- Promotion of safety culture among employees;
- Communication of our health and safety performance with stakeholders and seek their involvement wherever applicable;
- Regular review of the performance of various OHS measures so that their effectiveness and reliability can be maintained; and
- Compliance with applicable laws and regulations in relation to OHS.

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

- Formulation of emergency response plans, risk assessment, and accident investigation mechanism so as to ensure legal compliance with OHS;
- 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 an emergency;
- Promotion of safety culture among employees;
- Organization of induction programs and safety training 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;
- Provision of OHS training sessions to employees according to their roles and responsibilities to ensure awareness of job hazards and conformity to safety practices with respect to OHS;
- Provision of vocational training and toolbox meeting to newly joined staff for relevant occupational safety, health registration, and emergency planning;

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- Provision of job-related training to existing employees to strengthen their professional knowledge and skills in daily operations and safety matters;
- Training courses and measures are reviewed and regularly reported to the management by the safety officer;
- Encourage contractors or sub-contractors to assist in the implementation of policies, procedures, and practices related to OHS at work wherever practical;
- Prohibition of smoking and abuse of alcohol and drugs in workplaces;
- Provision of first aid kits and fire extinguishers in workplaces;
- Provision of the clean and tidy rest area;
- Provision of adjustable chairs and monitors for eye protection;
- Installation of air purifiers in relatively crowded areas such as conference and meeting rooms; and
- Set up posters of proper working postures and lifting methods accessible on the intranet and at appropriate locations in workplaces.

During the Reporting Period, the Group complied with the laws and regulations in relation to occupational health and safety in multiple regions, such as the Occupational Safety and Health Ordinance of the Laws of Hong Kong, Labour Law, Regulations on Period of Medical Treatment of Diseases or Non-work-related Injuries of Employees and Regulation on Work-Related Injury Insurance of the PRC. During the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees. Summary of work-related fatalities and injuries during the Reporting Period are shown in the table below.

Table 4 – Health and Safety:

	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



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5.4 Development and Training

The Group envisions our people as the most important asset and cornerstone for our operation and business development in the long run. We listen and respond to our people, striving to create an environment of continuous learning, facilitate the 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.

During the Reporting Period, the Group organized training or provided training materials to employees. Each employee, on average, received 0.22 hours of training (excluding the reading time of training materials) as summarized in Table 5 below.

Table 5 – Employee Training:

	Unit	FY2021
Average hours of training received per employee	hours	0.22
Average hours of training per employee by ranking		
Senior Staff	hours	0.14
Intermediate Staff	hours	1.30
Junior Staff	hours	0
Average hours of training per employee by gender		
Male	hours	0.24
Female	hours	0
Percentage of employees trained by employment level		
Senior Staff	%	50.0
Intermediate Staff	%	50.0
Junior Staff	%	0
Percentage of employees trained by gender		
Male	%	100.0
Female	%	0

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5.5 Harmonious 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:

- Regular all-staff meetings to update on business performance and the development of key projects.
- Employee engagement such as annual employee survey which provides a confidential route for employee feedback. Follow up actions ensure that employees' voices are heard and responded to at both corporate and team levels.
- Regular and festival gatherings are organised during the Reporting Period to enhance the harmonious spirit of different levels of staff members throughout 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.

5.6 Labour Standards

Being fully aware that exploitation of a child and forced labour violates human rights and international labour conventions, the Group strictly prohibits the employment of any child labour and forced labour in any form. New employees are required to provide true and accurate personal data when they are on board. Recruiters should strictly review the entry documents including medical examination certificates, academic certificates and identity cards. The Group constantly rejects to engage suppliers and contractors, that hire child labour or forced labour in their operations.

During the Reporting Period, the Group strictly complied with the laws and regulations in relation to the prevention of child and forced labour, including the Employment Ordinance of Hong Kong and Labour Law, Prohibition of Child Labour, Underage Workers Special Protection Provisions, Prohibition of Forced Labour and Prisoners Labour Policy and Procedures of the PRC as well as relevant legislation in the countries that we operate. No material non-compliance with the laws and regulations related to the prevention of child labour or forced labour have been found by the Group.





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6. OPERATING SUSTAINABLE

In order to achieve our goal to be a responsible corporate, we realize that we must operate in a sustainable fashion with a comprehensive ESG management approach and dissemination of pursuing sustainability into our core business. It is additionally essential for us to encourage all business partners to incorporate those sustainability practices and policies into their operations thoroughly in order to work together in our pursuit of sustainable development.

6.1 Supply Chain Management

The Group understands that supply chain management is always one of the key aspects of the Group's operation. Our supply chain management team not only considers economic and commercial benefits during the tendering processes but also evaluates the suppliers' and contractors' track record with respect to legal and regulatory compliance which includes environmental, social and governance aspects.

We developed a vendor and supplier selection mechanism based on potential vendors' compliance with all applicable laws and regulations in relation to safety, environment, forced labor, child labor, and other social aspects. Suppliers which can deliver products and services with environmentally friendly and socially responsible features will be given a higher technical score during our assessment process. Inspection and assessments may be conducted by the Group if deemed necessary. We continue to ask all of our suppliers to ensure product safety and premium quality. Cooperation contract with suppliers will be terminated if they are found to fail to reach the applicable compliance standard. In addition, every supplier is required to comply with our code of practice, which prohibits offering of gifts, certificates, loans, hospitality, service or favor in an improper manner. Further, the Group encourages all business partners to develop energy-saving and consumption-reducing policies in order to work together in our pursuit of sustainable development. We believe that, through the above review process, we can minimize the potential environmental and social risks associated with the supply chain management.

The Group is dedicated to maintaining a good relationship with its suppliers. During the Reporting Period, the Group has engaged 3 suppliers which are geographically located in the PRC and Canada. No complaint was received from the suppliers and there were no disputed debts or unsettled debts and all the debts are settled on or before due dates or a latest date as mutually agreed.

Table 6 – Number of Suppliers by Geographical Region:

	FY2021
The PRC	1
Canada	2

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6.2 Quality Management System

The Group believes that the quality control measures are the principal factors to attract and retain our international branded customers. Under our quality control measures, the finished footwear and apparel produced by our footwear and apparel suppliers are subject to sample checking by our quality control staff to ensure that the finished footwear and apparel can meet our customers' requirements. We do not have a product return policy. Nevertheless, in order to maintain goodwill and business relationships with our customers, we strive to investigate each complaint and satisfy our customers' requests to the best of our capacity.

6.3 Product Responsibility

To be a successful business, we are committed to the highest standards of products and services we deliver, maintaining continuous communication with our customers to ensure that we understand and fulfil their needs and expectations. While maintaining strict product quality, we keep track of emerging trends and continue to develop and optimize products that offer the best solutions to our customers.

The Group undertakes the defined quality assurance protocol to ensure products and services constantly meet customer requirements and legal and safety standards for their intended use and for circumstances of reasonably foreseeable misuse. We carry out regular assessments for each product type with respect to the aspects of environmental impact, health impact, safety, and hazards associated with the raw materials. We ensure that every product is correctly labelled with sufficient information and directions for use required by legislation and industry codes of practice. We perform continuous and regular assessments of the product quality and review of opportunities for improvements and changes.

During the Reporting Period, our operation in the PRC complied with relevant laws and regulations in relation to advertising, labelling, and consumer protection, such as the "Consumer Protection Law of the People's Republic of China", the "Advertising Law of the People's Republic of China", and "PRC Product Quality Law", by ensuring that there are no false and misleading messages in our advertisements and promotion activities. In Hong Kong, the Group, during the Reporting Period, complied with relevant laws and regulations, for instances, the Trade Description Ordinance (Chapter 362 of the Laws of Hong Kong). 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.





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6.4 Sanction Risk Management

The Board had effectively monitored and evaluated our business exposure to sanctions risk, including (i) the establishment of a risk management committee; (ii) assigned members of our merchandising department and order processing department to review the information relating to our customers or the counterparties of the contract (including its full name, country of incorporation or registration and country of shipment destination) before entering into any business transaction with any of them.

Our designated staff will assess the information of our customers or the counterparties against various lists of restricted parties and countries maintained by the US, EU, or United Nations, including, any government, individual, or entity that is the subject of any OFAC-administered sanctions and determine whether our customers or the counterparties (i) are registered or operate in the sanctioned countries; (ii) is/are owned or controlled by a sanctioned person; or (iii) has/have shipment destination which is located in the sanctioned countries.

During the Reporting Period, none of our products were sold to any sanctioned countries. The Group has not entered into any sanctionable transactions that would or may expose the Group, our shareholders, and investors to any risk of being sanctioned.

6.5 Encouraging Innovation

The Group is committed to setting 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, given that innovation and technology strategies shall play a crucial role in the long-term business development.

6.6 Customer Feedback and Handling

Realizing that our customer needs and expectations should be well addressed, the Group pays attention to the level of satisfaction of customers and their feedback. Regular communication channels and feedback systems, such as telephone hotlines, emails, social media, and websites, are in place to gather information on satisfaction and suggestions for improvement from our diverse portfolio of customers. In particular, our sales personnel and merchandisers maintain regular communications with customers via phone calls or overseas visit periodically.

The Group consolidated and comprehensively analysed the customers' 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 customers in a timely manner.

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There were no cases of product recall nor complaints received against our services due to safety and health issues during the Reporting Period.

Table 7 – Product Recalls and Complaints:

	FY2021
Percentage of complaints received about the products related to safety and health issues	0

6.7 Anti-Corruption

Insisting on the honesty, integrity, and fairness in all aspects of our business, and upholding a high standard of business ethics and prohibition of any forms of bribery and corrupt practices, the Group has developed a series of policies of anti-fraud and anti-bribery as part of the exercise of our corporate governance.

During the Reporting Period, the Group observed related laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud, and money launderings, such as the Prevention of Bribery Ordinance and Criminal Law and the Regulations for Suppression of Corruption of the PRC.

The Group always strives to promote an ethical business culture to employees and provides them with online training materials on anti-corruption topics. During the Reporting Period, the management did a 1.3-hour training that featured anti-corruption, self-discipline, integrity, etc.

According to the Group's policy, employees may report any concern in relation to accounting controls and audit matters to the Audit Committee which will review each complaint and decide how the investigation should be conducted. No cases of anti-corruption were concluded whereas the Audit Committee identified no complaints from employees during the Reporting Period.

6.8 Protecting Privacy

The Group undertakes to strictly comply with relevant laws and regulations in relation to privacy that have an impact on the Group, to ensure that all data are securely kept in our internal system with access control. The Group sets out data privacy requirements in our corporate policies, under which customer 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.

During the Reporting Period, the Group was not aware of any confidential data or information breach.



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6.9 Whistle-Blowing

In order to encourage our employees to report illegality, irregularity, malpractice, unethical acts or behaviours, inappropriate conduct, 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.

6.10 Protecting Intellectual Property Rights

The Group is committed to compliance with relevant laws and regulations in relation to intellectual property rights ("IP Rights") by valuing and protecting its intellectual properties through patent fees and periodic trademark renewals.

In order to ensure that the customer's IP rights of products are properly protected during the outsourcing processes to suppliers, a confidentiality agreement regarding IP Rights must be signed before engagement. Internally, we enter into standard employment contracts with our employees which contain provisions on intellectual property rights and confidentiality. Relevant employees of the Group have signed a written confirmation to (i) confirm that all intellectual property rights created or made during their employment with the Group shall belong to us; and (ii) agree not to use or disclose the confidential information relating to the product designs without authorisation of the Group.

During the Reporting Period, the Group was not aware of any intellectual property rights infringement.

7. CONTRIBUTING TO OUR COMMUNITY

The Group is actively committed to making a better society through our active involvement in the community and partnership with local non-profit organizations, whenever possible and appropriate, putting the best effort into helping the local communities and people in need through community services and engagement, social support and sponsorship programs.

Going forward, the Group will continue to attach great importance to community services, and will encourage 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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HKEX ESG GUIDE CONTENT INDEX

Mandatory Disclosure Requirements

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Governance Structure		
	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none">i) a disclosure of the board's oversight of ESG issues;ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritize and manage material ESG-related issues (including risks to the issuer's businesses); andiii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	<p>OUR ESG MANAGEMENT AND STRATEGY</p> <p>PROTECTING THE ENVIRONMENT – Corporate Environmental Policy</p>



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
Reporting Principles		
	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer's stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	<p>ABOUT THIS REPORT</p> <ul style="list-style-type: none"> – Reporting Guidelines – Reporting Principles – Reporting Framework – Data Collection
Reporting Boundary		
	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	<p>ABOUT THIS REPORT</p> <ul style="list-style-type: none"> – Scope and Reporting Boundary

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“Comply or explain” Provisions

Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
A. Environmental		
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 – Corporate Environmental Policy
KPI A1.1	The types of emissions and respective emissions data.	PROTECTING THE ENVIRONMENT – Exhaust Gas and GHG Emissions – Waste Management
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	PROTECTING THE ENVIRONMENT – Exhaust Gas and GHG Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	PROTECTING THE ENVIRONMENT – Waste Management Remark: The Group has not identified any hazardous waste was produced in our core business
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	PROTECTING THE ENVIRONMENT – Waste Management



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	OUR ESG MANAGEMENT AND STRATEGY – Our Recent Key Achievement PROTECTING THE ENVIRONMENT – Climate Change Mitigation
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 – Climate Change Mitigation – Waste Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	PROTECTING THE ENVIRONMENT – Corporate Environmental Policy
KPI 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).	PROTECTING THE ENVIRONMENT – Use of Resources
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	PROTECTING THE ENVIRONMENT – Use of Resources
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	OUR ESG MANAGEMENT AND STRATEGY – Our Recent Key Achievement PROTECTING THE ENVIRONMENT – Climate Change Mitigation – Use of Resources
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.	PROTECTING THE ENVIRONMENT – Climate Change Mitigation – Use of Resources (Water Consumption)
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	PROTECTING THE ENVIRONMENT – Use of Resources Remark: Use of packaging material is not applicable to the Group's core operation

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimizing the issuer's significant impacts on the environment and natural resources.	PROTECTING THE ENVIRONMENT – Corporate Environmental Policy
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 – Corporate Environmental Policy
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 – Climate Change Mitigation
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 – Climate Change Mitigation
B. Social		
Employment and Labour Practices		
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 – Recruitment and Promotion – Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	PEOPLE – Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	PEOPLE – Employment



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
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.	FIGHTING COVID-19 PANDEMIC PEOPLE – Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	PEOPLE – Occupational Health and Safety Remark: The number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period is 0
KPI B2.2	Lost days due to work injury.	PEOPLE – Occupational Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	FIGHTING COVID-19 PANDEMIC PEOPLE – Occupational Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	PEOPLE – Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	PEOPLE – Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	PEOPLE – Development and Training

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or 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 labor.	PEOPLE – Labour Standard
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	PEOPLE – Labour Standard
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Remark: No such incidents were reported during the Reporting Period
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	OPERATING SUSTAINABLE – Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	OPERATING SUSTAINABLE – Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	OPERATING SUSTAINABLE – Supply Chain Management
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 SUSTAINABLE – Supply Chain Management
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 SUSTAINABLE – Supply Chain Management



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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Remarks
Aspect B6: Product Responsibility		
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.</p>	OPERATING SUSTAINABLE <ul style="list-style-type: none"> – Quality Management System – Product Responsibility – Customer Feedback and Handling – Protecting Privacy
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Remark: 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 SUSTAINABLE <ul style="list-style-type: none"> – Customer Feedback and Handling Remark: 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 SUSTAINABLE <ul style="list-style-type: none"> – Encouraging Innovation – Protecting Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	OPERATING SUSTAINABLE <ul style="list-style-type: none"> – Quality Management System – Product Responsibility – Customer Feedback and Handling
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	OPERATING SUSTAINABLE <ul style="list-style-type: none"> – Protecting Privacy

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or 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 SUSTAINABLE – Anti-Corruption
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 SUSTAINABLE – Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	OPERATING SUSTAINABLE – Whistle-Blowing
KPI B7.3	Description of anti-corruption training provided to directors and staff.	OPERATING SUSTAINABLE – Anti-Corruption
Community		
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 take into consideration the communities' interests.	CONTRIBUTING TO OUR COMMUNITY
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).	Remark: n/a
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Remark: n/a