



中國山東高速金融集團有限公司

CHINA SHANDONG HI-SPEED FINANCIAL GROUP LIMITED

(Incorporated in Bermuda with limited liability)

Stock Code: 00412



2021

Environmental, Social and
Governance Report

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About the Report

China Shandong Hi-Speed Financial Group Limited ("CSFG" or the "Company", together with its subsidiaries, the "Group" or "We") (stock code: 0412.HK) is pleased to announce the 2021 Environmental, Social and Governance ("ESG") Report (the "Report"). The Report covers the Group's ESG policies, measures and performances.

The Report is published in Chinese and English. In case of any discrepancies between the two versions, the English version shall prevail. For corporate governance practices of the Group, please refer to the section headed "Corporate Governance Report" of the Annual Report 2021 of the Group.

The Report has been reviewed and approved by the board of directors (the "Board") of the Group before publication.

Reporting Scope

The Report covers the Group's ESG policies, measures and performances covering the period from 1 January to 31 December 2021 (the "Reporting Period" or "2021"). The reporting scope is determined by the management of the Group, taking consideration of the Group's resource allocation and status of operations of different segments, which includes subsidiaries actually operated by the Group, including the Group's business operations in Hong Kong, China, Mainland China and Singapore, in line with the scope of the Annual Report of the Group.

Reporting Standard

The Report is prepared in accordance with Appendix 27 Environmental, Social and Governance Reporting Guide (the "Guide") of the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited ("SEHK"). To fully demonstrate to each stakeholder the efforts and achievement of the Group in terms of ESG during the Reporting Period, the Report complies with the mandatory disclosure requirements and "comply or explain" provisions in the Guide during the Reporting Period. The Group attaches importance to materiality, quantitative and consistency during the preparation of the Report, and has applied the reporting principles based on the Guide above, details of which are as follows:

Materiality: The Group analysed material ESG issues relevant to the Group through materiality assessment, and regarded the confirmed material issues as the focuses of preparation of the Report during the Reporting Period. Materiality of different material issues has been reviewed and confirmed by the Board and senior management. For further details, please refer to the sections headed "Engaging with Stakeholders" and "Materiality Assessment".

Quantitative: The Report illustrates the standards of and methodologies for calculation of the relevant data, and related assumptions thereof. The key performance indicators ("KPIs") are supplemented by explanatory notes to establish benchmarks, where feasible.

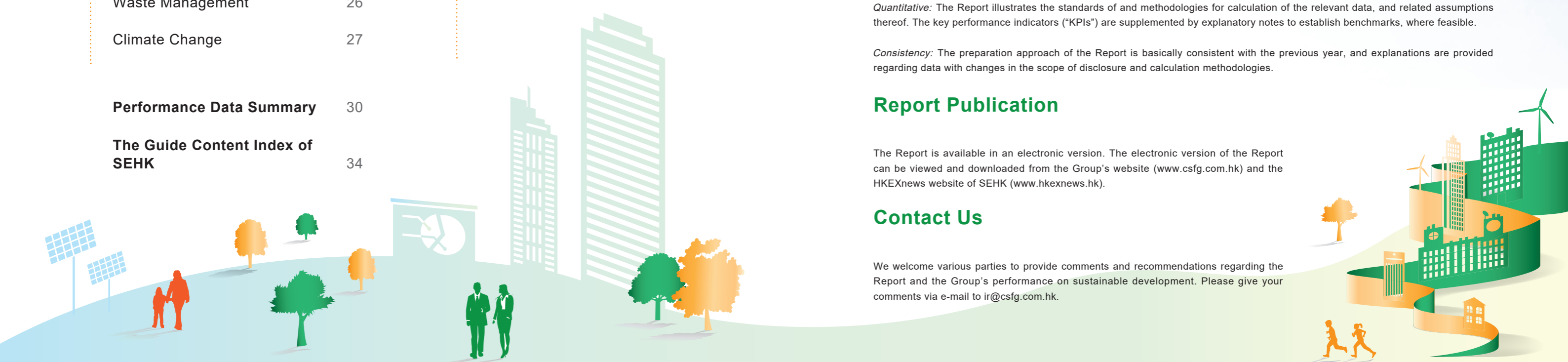
Consistency: The preparation approach of the Report is basically consistent with the previous year, and explanations are provided regarding data with changes in the scope of disclosure and calculation methodologies.

Report Publication

The Report is available in an electronic version. The electronic version of the Report can be viewed and downloaded from the Group's website (www.csfg.com.hk) and the HKEXnews website of SEHK (www.hkexnews.hk).

Contact Us

We welcome various parties to provide comments and recommendations regarding the Report and the Group's performance on sustainable development. Please give your comments via e-mail to ir@csfg.com.hk.



About Us

CSFG is a Hong Kong-listed company and serves as a major overseas investment, financing and financial holding platform of Shandong Hi-Speed Group Limited (“SDHS”). CSFG, which is licensed by the Securities and Futures Commission of Hong Kong to carry on Type 1, 4, 5, 6 and 9 regulated activities and holds a money lenders license in Hong Kong, is principally engaged in various kinds of financial services businesses, including standard business investment, non-standard business investment, industrial investment and the provision of licensed financial services.

In 2021, the Group continued to adhere to our core development concept of “Prudent Compliance, Steady Development”, as the core value for our development and has set the goal of strategic transformation into an excellent industrial investment group. Under the strategic transformation policy of “specialisation, concentration, marketisation and institutionalisation”, the Group continued to optimise the allocation of existing assets, continued to increase the proportion of industrial investment, and formed a new asset allocation pattern in which the fixed income business contributes stable profits in the current period, industrial investment increases the net assets of the Company and generates sustained and stable cash flows and excess profit distribution. Under the guidance of this strategy, the Group’s business development was based on the Group’s risk and return appetite, genetic culture and investment capabilities, targeting industries such as new energy, new technology, new consumption and big health, selecting high-quality assets with high growth potential, and using diversified equity and debt investment instruments to obtain growth value.

Meanwhile, the Group adhered to the concept of long-term value investment, continued to be optimistic about the positive development of China’s economy, actively integrated into the new development pattern, seizing the strategic opportunity of “dual carbon” and closely aligning with the new energy development strategies of Shandong Province and the resource endowment of the main industry chain of SDHS, and was actively promoting the equity merger and acquisition projects in the clean energy field that were strongly supported by the state, so as to step out a solid step in the first year of transformation.

Awards and Recognition

In terms of the overall business and social responsibility, the Company won a number of authoritative awards and honours in the industry, demonstrating the market’s recognition of the Company’s investment value and philosophy, as well as a high degree of recognition in corporate governance, compliance control, brand value and other areas. During the Reporting Period, we mainly obtained the following honours:

Awards for the overall business

Annual Selection of Golden Hong Kong Stock Awards of the Sixth Session



Granted “The Best Financial Company” award for three consecutive years

InnoESG Awarding Ceremony and ESG Forum 2021 organised by SocietyNext Foundation



Granted the “Innovative ESG Award”

The Chinese Manufacturers’ Association of Hong Kong and Promoting Happiness Index Foundation



Granted the “Happy Workplace 2022” logo

Award for Corporate Social Responsibility

Caring Company 2020/2021



Granted the “Caring Company” logo



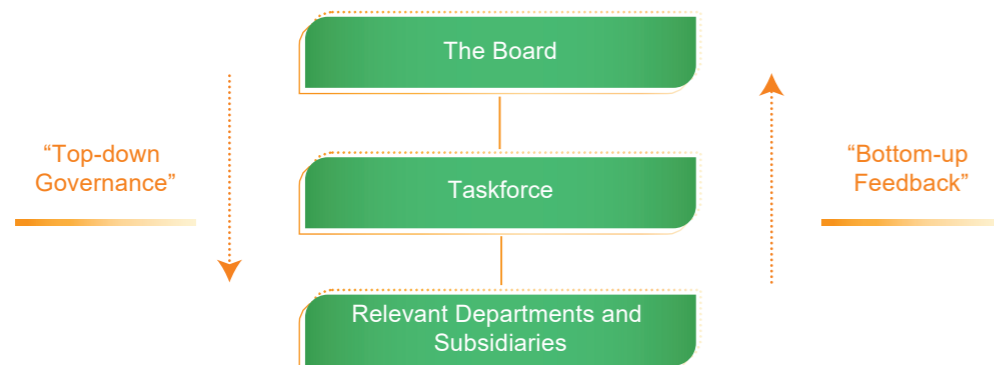
Sustainable Development Approach

Sustainability Governance

As a Hong Kong-listed financial holding platform, we are devoted to fulfilling our social responsibilities as a listed company and actively improving our corporate governance. We are committed to operating our business with accountability and integrity and continuously improving the Company's long-term investment value and embarking on a healthy, sustainable and high-quality development path.






The Group believes that a good governance structure is essential for it to drive sustainable development. The Board, the highest decision-making body of the Group, are not only responsible for the management of the entire business of the Group and leading the development of the Company, but also fully responsible for ESG-related matters such as sustainable development strategy and ESG reporting of the Group. The Board's members have extensive knowledge and experience in a wide range of professional areas including accounting, finance, business management and law. Making use of their professional skills and expertise, the Board's members regularly review the ESG works and strategies of the Group to evaluate and determine the Group's ESG-related risks, and to ensure the effective implementation of the Group's risk management and internal control systems. In response to China's goal of "achieving carbon neutrality" and to fulfil stakeholders' expectations on the Group in the materiality assessment, we have set environmental targets during the Reporting Period, which cover areas such as emission reduction, waste management and resource conservation. The progress of implementation and performance of such targets are duly reviewed by the Board from time to time.

To conduct systematic management over the ESG issues under the delegation of the Board, the Group has set up an ESG taskforce (the "Taskforce"). The Taskforce comprises of core members from different departments who assists the Board in supervising ESG matters. The Taskforce is responsible for collecting and analysing ESG data, monitoring and evaluating the Group's ESG performances, following up and reviewing the progress toward the Group's ESG-related targets, ensuring compliance with ESG-related laws and regulations, assisting in conducting materiality assessment, and preparing ESG reports. The Taskforce will arrange conferences whenever appropriate to evaluate the effectiveness of existing policies and procedures, and formulate appropriate solutions to enhance the overall performance of the implementation of the ESG policies. The Taskforce is required to make periodic reporting to the Board on the progress of various ESG-related works, the Group's ESG performances and the progress toward implementation of the relevant targets, and give relevant recommendations to the Board in due course to seek further room for improvement in the Group's sustainable development.



Engaging with Stakeholders

We recognise the importance of maintaining close communication with stakeholders. We maintain close contact with major stakeholders such as investors and shareholders, customers, government and regulatory authorities, employees, and community groups through various communication channels to understand the expectations and demands of stakeholders on our ESG issues, so as to constantly improve our ESG management.

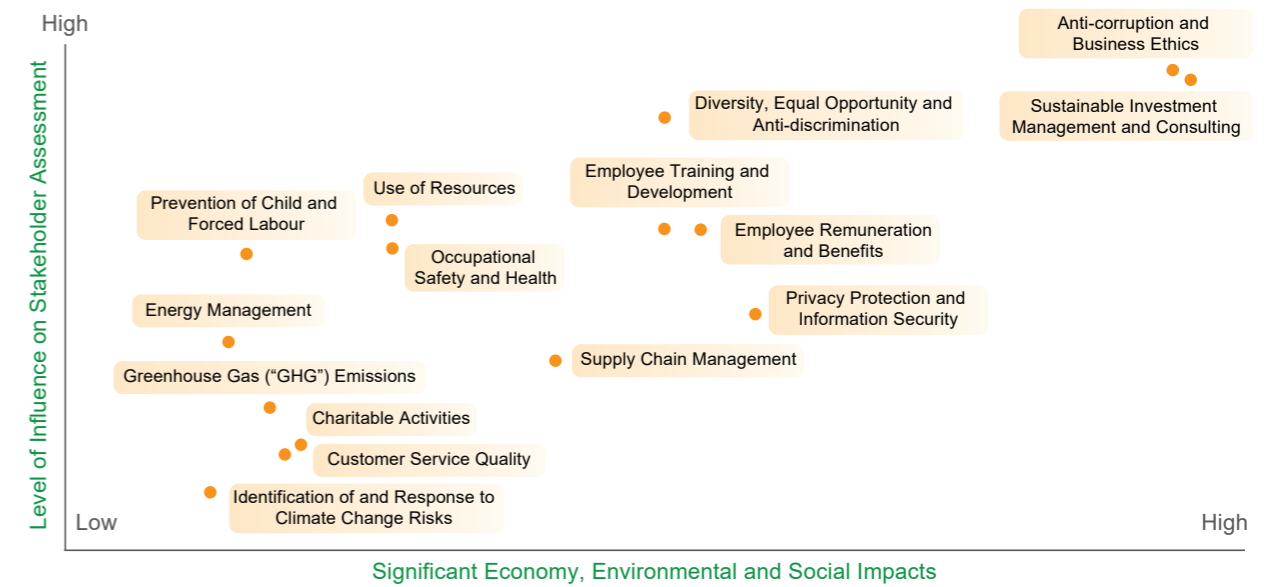
Stakeholders	Engagement Channels
 Investors and Shareholders	<ul style="list-style-type: none"> Investor conferences and roadshows Annual general meeting Corporate announcements Financial reports and press releases ESG reports Regular visits and communications
 Customers	<ul style="list-style-type: none"> Daily communications Company website Feedback from frontline employees After-sales services and complaints Customer activities
 Government and Regulatory Authorities	<ul style="list-style-type: none"> Corporate announcements Financial reports and press releases Institutional visits Regular visits and communications
 Employees	<ul style="list-style-type: none"> Feedback from training workshops Collection of employees' opinions Internal management systems Employee activities
 Community Groups	<ul style="list-style-type: none"> Support charity organisations in relevant fields

Materiality Assessment

To prioritise material ESG-related matters, the Board and the Taskforce maintained communication with stakeholders of the Group, taking into account of the opinions from different stakeholders, and invited them to participate in materiality assessment, so as to ensure the Group's material ESG issues are in line with the up-to-date laws and regulations and market trends and cater to the expectations of various stakeholders. By reference to the Guide of SEHK and issues related to the financial industry, we have reviewed and determined the material ESG issues involved by the Group to ensure the compliance of material issues of the Group during the Reporting Period.

To accurately respond to the expectations of our stakeholders, we identified and disclosed in the Report the following 15 issues that are material to the Group after reviewing various ESG issues.

Materiality Assessment Matrix



01

Practical and Efficient Management Mechanism

As a Hong Kong listed company, CSFG, based on an efficient and practical corporate governance system, continues to optimise and improve the investment decision-making process, build an internal control system with comprehensive risk management as the core, and operate business with accountability and integrity, while maintaining the healthy, sustainable and high-quality development of the Company, thus constantly creating value for society.







Steady Investment

As a listed financial holding company, we always insist on our core concept of “Prudent Compliance, Steady Development”, by executing prudent investment strategies, we push forward high quality development of the Company, while being committed to incorporating social and environmental responsibilities into our investment strategies to promote sustainable development, bringing positive impact on society. In response to stakeholders' expectations on the Group's management of environmental and social risks, the Board will review and identify environmental and social risks that have a significant impact on the Group's operations and business strategies in the future, gradually enhance prevention and early alert of systematic risks, and formulate and improve related countermeasures in combination of the Group's inherent comprehensive risk management system.

As a financial service company, risk management is the cornerstone for achieving high-quality development. During the Reporting Period, in order to promote strategic transformation, the Group implemented the investment business division system, by establishing three business divisions, namely fixed income, standardised equity and industrial investment, and establishing a professional investment committee for each of the three business divisions to improve the quality and efficiency of investment decision-making. Meanwhile, we continued to improve risk management structure, and established an internal audit department, forming an internal control system with comprehensive risk management as the core that matched the investment decision-making process, and adhered to prudent and stable risk appetite during the Reporting Period.

In addition, for major risks such as market risk, credit risk, liquidity risk, subsidiary risk and legal compliance risk, we have clarified management responsibilities and basic policies in accordance with applicable laws and regulations as well as actual business situation. On the basis of the comprehensive risk management system framework, the Group has further formulated corresponding systems to clarify and improve the specific identification, monitoring and management mechanisms for various risks. At the level of the Group and its subsidiaries, unified risk management has been carried out, such that an effective operation, communication and management model has been formed, and a full business coverage has been achieved. The Group's risk management has entered a development stage with a clear framework, comprehensive coverage and professional management. When implementing project risk monitoring and early warning, we must follow the following four principles, and implement targeted risk monitoring measures according to the risk level, in order to achieve stable investment and protect social and public interests.

Timeliness	Prudence
 <p>Strictly follow the prescribed frequency and time to complete daily risk monitoring and ensure timely detection and mitigation of risks</p>	 <p>Strengthen risk monitoring and develop corresponding risk prevention and control measures for all types of potential risks within a reasonable range</p>
Confidentiality	Continuity
 <p>Strictly prohibit the disclosure of any information related to risk prevention and control without proper authorisation</p>	 <p>Establish follow-up and supervision mechanism for identified risks to ensure thorough implementation of risk mitigation measures</p>

We have formulated the “Administration Measures for Bond Financing”, which stipulates that a series of requirements for asset and liability management is required to be observed when conducting financing business to ensure the Company's business operation in full compliance with the laws and regulations in Hong Kong, China and at the same time to control risks as much as possible within a reasonable range. We have also provided clear explanation on the guarantee approval procedures, budget preparation and approval procedures, and monetary fund approval procedures in the “Administration Measures for Guarantees”, the “Measures for the Payment of Monetary Funds”, the “Administration Measures for Monthly Fund Budget” and other systems to further strengthen the Company's operational risk management.

Due to the business nature of the Group, the Group does not have any product subject to recalls for safety and health reasons. During the Reporting Period, the Group does not have any non-compliance with the relevant laws and regulations that have a significant impact on the Group concerning health and safety, advertising, labelling and privacy matters, including but not limited to the “Law of the People's Republic of China on Protection of Consumer Rights and Interests”, the “Advertising Law of the People's Republic of China”, the “Interim Measures for Internet Advertising Management”, the “Product Quality Law of the People's Republic of China” in Mainland China, the “Trade Descriptions Ordinance” in Hong Kong, China, and the “Consumer Protection (Trade Descriptions and Safety Requirements) Act” in Singapore.

In addition, the Group is dedicated to offering efficient and customer-oriented services. The Group continuously gathers customers' feedbacks regarding service quality, thereby constantly improving and enhancing service level. To handle customers' complaints in a timely manner, we conduct analysis on customers' complaints and take measures of redress as soon as possible; at the same time, we also carry out thorough investigation on the reasons behind the incident, conduct review as to take preventive measures for relevant issues or improve related service mechanism. During the Reporting Period, no major complaint in relation to the provision of our services has been received by the Group.

Anti-corruption

The Group upholds the principles of honesty, ethics and integrity in its operation and strictly abides by relevant laws and regulations including the “Anti-corruption Law of the People's Republic of China”, the “Anti-Money Laundering Law of the People's Republic of China” in Mainland China, “Anti-Money Laundering and Counter-Terrorist Financing Ordinance” and the “Prevention of Bribery Ordinance” in Hong Kong, China, and the “Anti-corruption Act” in Singapore, to prevent employees from participating in any form of bribery or corruption in carrying out the Group's business.

Meanwhile, the Group, whenever appropriate, reminds its employees to comply with the anti-corruption and anti-fraud guidelines laid down by the Independent Commission Against Corruption of Hong Kong. During the Reporting Period, the Group organised 5 training sessions regarding anti-corruption for its directors and employees respectively, which would be beneficial for our directors and employees in familiarising themselves with their corresponding roles and responsibilities in anti-corruption and business ethics and fostering anti-corruption awareness and good professional conducts, hence building a good culture of integrity in practice.

Improvement for system constraints	Facilitation of whistle-blowing channels
<ul style="list-style-type: none"> Formulate guidelines and rules such as the “Staff Handbook” and the “Guidelines for Accepting and Giving Gifts and Benefits” following relevant laws and regulations. Precautions required to be taken at work have been stated for employees in the internal guidelines, where employees are strictly forbidden from asking for or accepting any personal benefits and accepting luxurious or frequent hospitality, and are required to declare any conflict between their interests and corresponding position in the Group Formulate the “Anti-Money Laundering System” which clearly stipulates the responsible departments of internal anti-money laundering management and control work and their respective responsibilities, and sets out the handling procedures in case of suspicious transactions or customers to ensure lawful operation of the Group 	<ul style="list-style-type: none"> Formulate the “Internal Complaint Policy” and encourage employees to report any misconducts, frauds and malpractices within the Group’s operation in the form of email or mail Any case involving violation against the “Prevention of Bribery Ordinance” and other relevant laws and regulations will be referred to the Independent Commission Against Corruption of Hong Kong or other relevant regulatory or enforcement bodies for investigation All information from the case will be handled confidentially to protect the whistle-blower or complainer

The Group regularly reviews its policies relating to anti-corruption and whistle-blowing to ensure their effectiveness. During the Reporting Period, the Group was not aware of any material issues relating to non-compliance with laws and regulations concerning prevention of bribery, extortion, fraud and money laundering, nor any concluded legal cases regarding corrupt practices brought against the Group or its employees.

Protection of Customer Privacy and Intellectual Property Rights

Upholding the highest standard of professional ethics and business integrity during operation, we are committed to abiding by the “Personal Data Protection Law” in Mainland China, the “Personal Data (Privacy) Ordinance” in Hong Kong and the “Personal Data Protection Act” in Singapore and other relevant laws and regulations to protect the personal privacy of customers and the security of other confidential information. To protect customers’ information from improper disclosure, misuse, loss, destruction or damage, all employees are subjected to strict compliance with the “Administrative Measures for Physical Assets” and the “Administrative Measures for File Management” and other relevant information security policies and guidelines formulated by the Group. Meanwhile, we have formulated internal guidelines such as the “Administrative Measures for Disclosure of Interests” and the “Administrative Measures for File Management” to guide the Group’s employees at all levels regarding the handling of confidential information, filing system and responding to customer inquiries. We regularly review practices relating to privacy protection to ensure their effectiveness.

We respect intellectual property rights and protect confidential commercial information. Contracts are developed in accordance with the “Tort Liability Law of the People’s Republic of China” in Mainland China, the “Copyright Ordinance” in Hong Kong and the “Copyright Act” in Singapore and other relevant laws and regulations, which specify the obligations on both sides in respecting intellectual property rights and protecting confidentiality. Confidentiality agreements are also signed by both parties to protect confidential commercial and technical information. Also, we strictly abide by relevant laws and regulations such as the “Regulation on Computers Software Protection” and the “Measures for the Registration of Computer Software Copyright”, where the Group’s financial services software is certified by the National Copyright Administration of China with computer software copyright registration certificates.

During the Reporting Period, the Group was not aware of any non-compliance relating to product and service liability, advertising, labelling and privacy matters.

Supply Chain Management

We are committed to maintaining the quality of our financial products and services by means of comprehensive supply chain management, as well as promoting the sustainable development of the Group; we provide clients with diversified financial services through numerous third-party financial service suppliers.

We select quality suppliers to establish partnerships according to the selection standard, selection procedures and relevant management measures stated in the “Guidelines for the Selection of Suppliers and Intermediaries (Trial)” (“Guidelines for the Selection of Suppliers and Intermediaries”). After making a procurement request, each department or subsidiary is required to recommend at least three suppliers or intermediaries with good reputation and service and is responsible for enquiring and comparing the quality and price. The department is obligated to conduct strict evaluation according to the selection criteria set out in the “Guidelines for the Selection of Suppliers and Intermediaries”:

- Must hold a legal business license
- Must have comprehensive strength that matched with project scale to ensure that the capacity is adequate to provide relevant product or service
- Have goodwill and reputation
- Have good service ability and awareness
- Equal price, superior quality; equal quality, lower price
- Reach the qualified standard during product trial

We are dedicated to ensuring the quality of services and products provided by suppliers and intermediaries. As such, we continuously evaluate and monitor the performances of suppliers and intermediaries. Annual assessment on suppliers and intermediaries is conducted by each department or subsidiary based on its procurement need and user experience, while the assessment results will act as the basis for considering future cooperation. In the meantime, we maintain a close liaison with suppliers and intermediaries through emails and phone calls, allowing us to strengthen the alliances and promptly update and follow up work progress, so as to avoid the problem of affecting product and service quality due to ineffective communication and so on.

We are committed to providing a fair, just and open platform for suppliers and intermediaries, where all procurement activities must be carried out following the “Guidelines for the Selection of Suppliers and Intermediaries”. All employees involved in the procurement process must maintain strict confidentiality, integrity and self-discipline. If any irregularity is found, the employee will be subject to corresponding discipline action, and legal action will be taken when necessary.

The Group also attaches importance to the management of potential environmental and social risks occurred in the supply chain and would assess the environmental and social performances of suppliers in the process of procurement to ensure suppliers understand the social, ethic and environmental issues in relation to their business, and requires suppliers to have management systems in place to handle the relevant issues and risks. Meanwhile, before establishing any long-term business partnership with a potential supplier, the Group would assess the environmental and social risks in relation to the supplier’s operation and business. The Group concerns about the integrity of suppliers and business partners, and selects suppliers and business partners with good business track record and without any significant violation or breach against business ethics. In addition, the Group also gives priority to suppliers who use environmental friendly products and services during the selection process to minimise potential environmental and social risks in the supply chain.

By virtue of the nature of our business, and the insignificant amount of purchases by the Group during the Reporting Period, the Group has no major suppliers for disclosure. During the Reporting Period, all of the Group’s suppliers are subject to the supply chain-related practices above, and the Group is not aware of any suppliers with any significant negative impact on business ethics, environment, human rights and labour practice.

02

People-oriented Corporate Culture

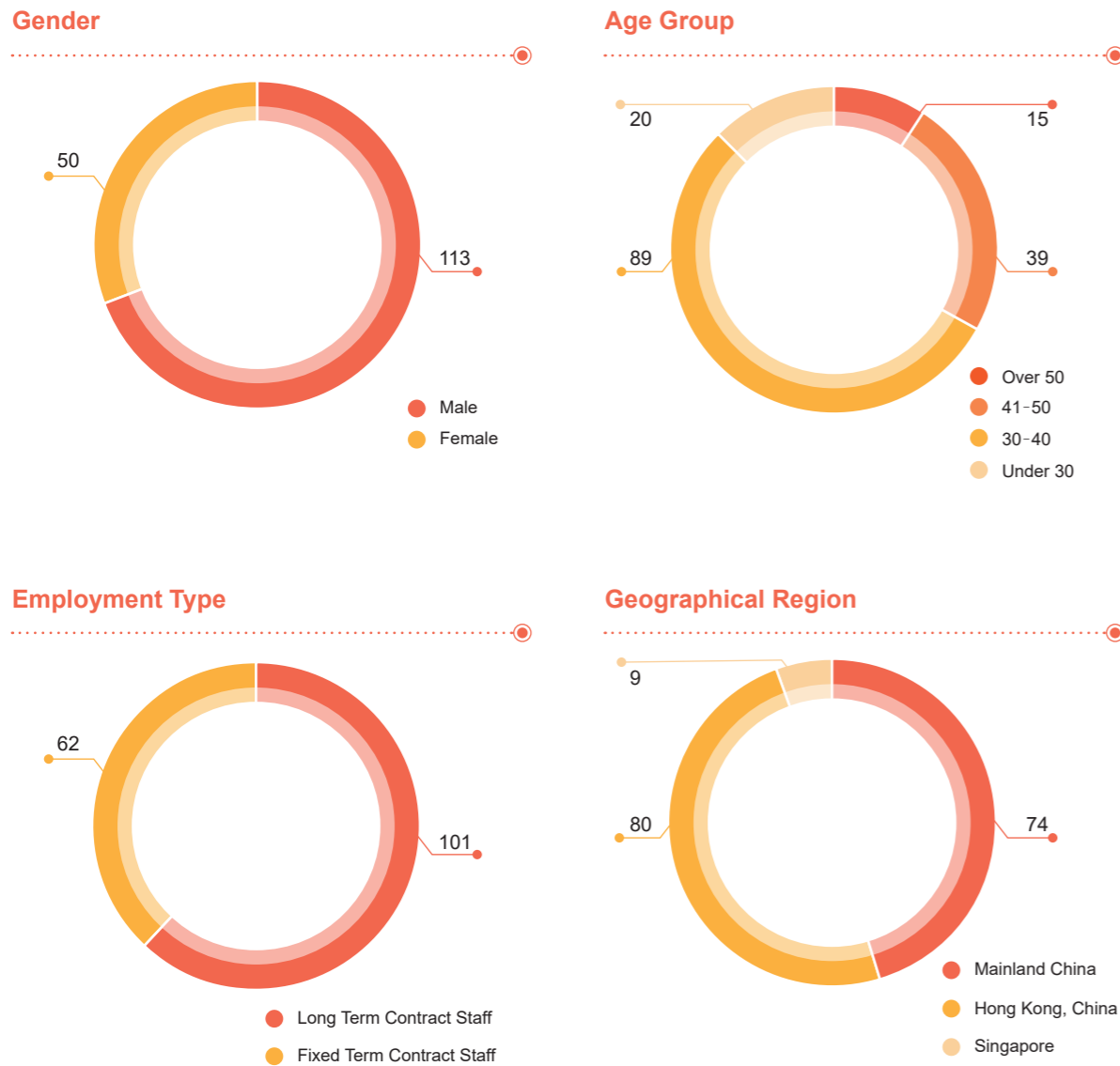
Employees are regarded as our partners and the most valuable asset of the Group. We always adopt a people-oriented talent management approach, continuously invest resources to attract and retain talents, provide employees with competitive remuneration and benefits and equal opportunities, as well as a variety of training and development opportunities, and jointly build an inclusive and diverse work culture.



Employee Distribution

We strictly abide by the provisions of the “Staff Handbook”, earnestly safeguard the basic rights of employees, and ensure that they will not encounter any form of discrimination, harassment and malicious slander due to factors including gender, race, disability and marital status. In addition, we are also committed to providing a fair working environment and maintaining a diverse corporate culture by hiring employees belonged to different age groups.

As of 31 December 2021, the Group had a total of 163 employees. The number of employees by gender, age group, employment type and geographical region are illustrated as follows:



Talent Attraction and Retention

The Group attaches great importance to team building and talent introduction, and has always adhered to the principles of “openness, fairness, competition and merit-based selection” in the recruitment process, and views all job applicants equally. We strictly prohibit any forms of discrimination and do not give any unequal treatments to job applicants because of their race, colour, age, family background, gender, religion, nationality or social origin. Throughout the recruitment process, the Group is committed to complying with the “Labour Law of the People’s Republic of China” and the “Labour Contract Law of the People’s Republic of China” in Mainland China, the “Employment Ordinance” in Hong Kong and the “Employment Act” in Singapore and other laws and regulations relating to recruitment, working hours, salaries and allowance, performance appraisal, promotion, dismissal, benefits and welfares, diversity, anti-discrimination.

Meanwhile, we strictly prohibit the employment of child labour or forced labour, and stringently abide by relevant laws and regulations such as the “Law of the People’s Republic of China on the Protection of Minors” and the “Provisions on the Prohibition of Using Child Labour”. The identity documents of job applicants will be inspected during the recruitment process to ensure job applicants have reached the legal working age and are qualified for employment. In addition, the Group clearly stipulates its employees’ working hours in the “Staff Handbook”, and employees’ overtime work is solely on voluntary basis to avoid violations of labour standard and to safeguard employees’ interests. The Group also prohibits punitive measures, management approach and behaviours due to any reasons against employees including insults, corporal punishment, violence, mental oppression, sexual harassment (including inappropriate languages, gestures and body contact). When any violation is detected, the Group would timely conduct investigation and submit the investigation results to management to penalise or dismiss the employee concerned. The Group would further improve its labour mechanism against such violation when necessary.

We have been actively attracting outstanding talents for building a powerful team to maintain overall business growth of the Group. To facilitate external and internal recruitment works, our human resources department formulates the recruitment strategies and plans for the coming year by the end of each year following the “Recruitment and Employment Management Policy (Trial)” and business development needs. Given the requirement of the job position, we employ suitable talents by evaluating the job applicants’ professional knowledge in finance, treasury and law, as well as their psychological well-being and logical reasoning skills.

We advocate a diverse and respectful working environment, and spare no effort in promoting anti-discrimination and creating equal opportunities. In addition to ensuring the recruitment process is free from discrimination, we also rigidly forbid discrimination related to employees’ working arrangements and promotion opportunities. We only take the merit, experience and abilities of employees as the criteria for promotion. Employees of any race, colour, age, family background, gender, religion, nationality or social origin are treated and respected equally.

To retain and incentivise employees, the Group has established internal remuneration policy and, based on market standard and industry benchmark, provided its employees with treatment and compensation that are attractive, fair and reasonable and in line with market conditions, on the other hand, proactively improved employee welfare policies to enhance their sense of belonging and work enthusiasm, and jointly promote the sustainable development of the Group. Meanwhile, the Group continues to actively optimise its existing performance appraisal and incentive schemes, fully motivate the enthusiasm of employees and their recognition of the Group, and fully boost the professional standard and business capabilities of employees. We stipulate working hours of our employees by relevant laws and regulations, and provide reimbursement for travel expenses and compensation leaves in relation to overtime work for employees who worked overtime. Also, we offer employees with welfares such as social insurance and housing provident fund as well as Mandatory Provident Fund. Apart from statutory holidays and regular paid leaves, employees can also enjoy additional holiday benefits such as sick leaves, marriage leaves, maternity leaves, paternity leaves and compassionate leaves. In addition, individuals having made outstanding contributions to the Group’s operations will be granted rewards and compensation under the share option scheme.

Our "Staff Handbook" has specified matters related to dismissal, including the conditions and procedures of dismissal, to ensure employees understand their corresponding responsibilities and rights. A warning will be issued in verbal or written form if the employee is found to be violating relevant internal guidelines. If the employee has not made improvement after receiving the warning, or the employee's action has violated the relevant laws and regulations, we will dismiss the employee concerned according to the "Staff Handbook" and clauses in the employment contract.

We will organise diversified activities on irregular basis, including but not limited to monthly staff birthday parties, festive staff gatherings, etc., for enhancing cordial relationships among employees, mastering interpersonal skills, maintaining a work-life balance of employees, whilst enhancing team rapport and cohesion.



Employee Development and Training

Employees are our most valuable asset. Therefore, we continuously invest resources to provide employees with diversified professional training courses to meet the development needs of the Group and employees.

We have established a sound training system and formulated internal guidelines such as the "Training Management Policy (Trial)" which specifies each department's division of work of training management, the execution plan of training and appraisal after completing training. To enhance the Group's competitive edge in the financial industry, and comprehensively raise the professional quality and level of competence of the Group's employees, the Group, in combination of its own operational strategy and actual working conditions, arranged each department of the Group's headquarters and each of the subsidiaries to organise various kinds of trainings in rotation, hence the number of training sessions and training hours for employees were increased, resulting in a substantial increase in the Group's training hours during the Reporting Period compared to 2020. Meanwhile, a survey is conducted by the human resources department at year-end to understand the needs of training to customise an annual training plan and strategy following the Group's development plan and requirements of each department, and employees are encouraged to continuously pursue self-enhancement through a series of incentives and award schemes.

Apart from inherent internal trainings, the Group also focuses on the exchange and interactions between employees from Mainland China, Hong Kong, China and Singapore, and constantly organises cross-border exchange and training activities for employees from respective regions, as a way to deepen staff friendship and enhance team cohesion, whilst fostering diversity and collaboration in terms of business development among the three operating locations.

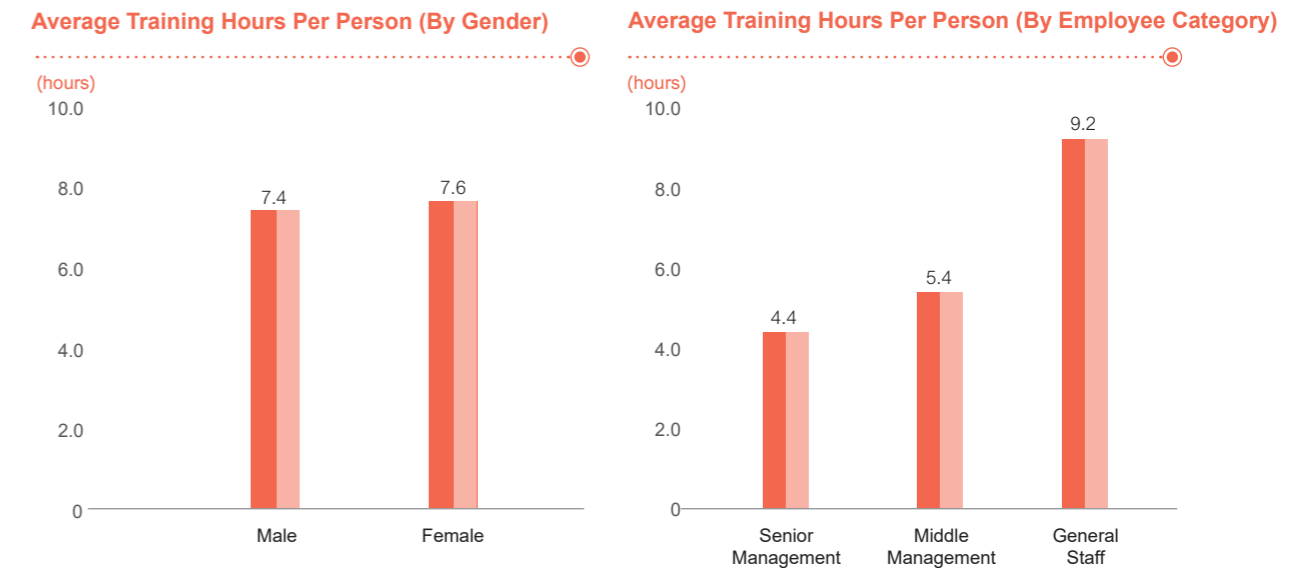
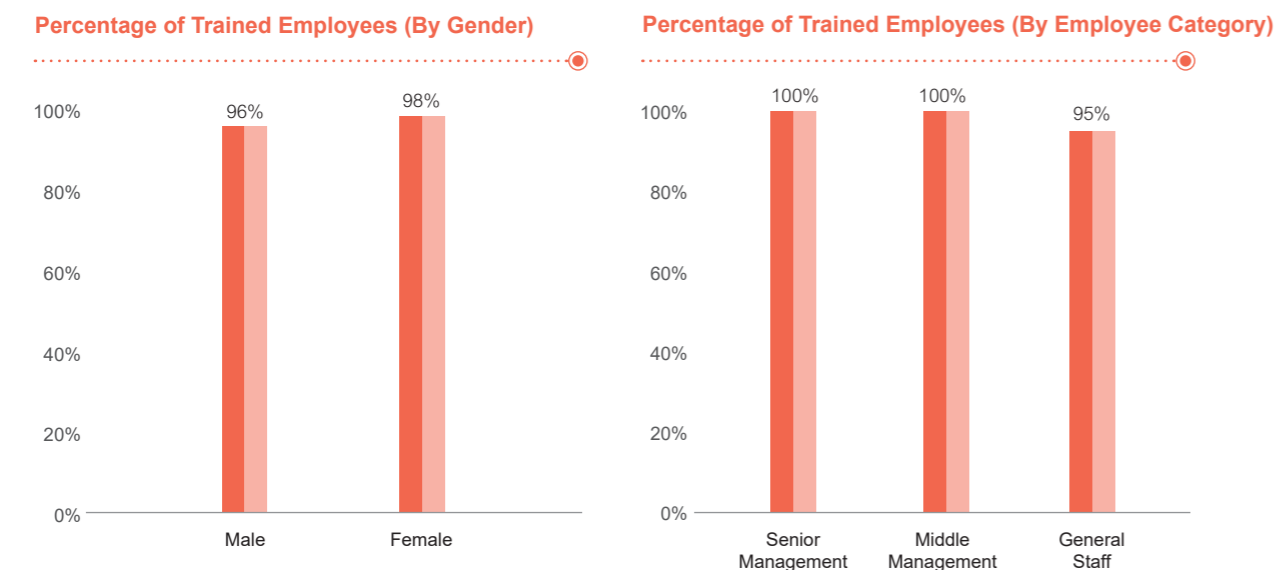
Trainings during the Reporting Period include but are not limited to the following training programmes:

Training Programme	Contents
Induction Training	<ul style="list-style-type: none"> Introduce the Company's structure, corporate culture, code of conduct, business lines, business operations, safety management, disciplinary actions, as well as remuneration and welfare, etc. Introduce job responsibilities, familiarise with department colleagues, work discipline, job operation skills and business-related knowledge, etc.
Compliance Management and Listing Rules Training	<ul style="list-style-type: none"> Explain how to implement anti-money laundering measures Explain on the matters of concern about the licensing of the Securities and Futures Commission of Hong Kong Introduce anti-corruption and financial dispute mediation procedures in Hong Kong Explain the QFLP cross-border asset management licensing business area and related compliance matters Explain on compliance with the relevant laws and policies of SEHK when carrying out cross-border mergers and acquisitions business or providing assistance to overseas capital for investment Explain the operation and method of suitability assessment Explain the ESG-related systems and latest guidelines
Risk Management Training	<ul style="list-style-type: none"> Explain on the risk management system regarding pre-investment and post-investment Explain the key elements of risk management and how to prevent various business risks Explain the disposal methods of non-performing assets and explore related disposal methods
On-job Training	<ul style="list-style-type: none"> Explain the asset valuation management model Introduce financial information management and methods for conducting financial statement analysis Introduce the credit analysis of the financial market and the valuation methods of fixed income/bonds Explain how to analyse target companies by effective use of valuation methods
Industry Analysis	<ul style="list-style-type: none"> Explain on the current situation of the financial industry and start company sharing Explain the operation mode of the financial market and the existing situation of the secondary market Explain the operation mode of bulk trade Explain the operating principles of the bond market and related content Explain the latest status of the market and enhance strategic orientation and corporate competitiveness

Training Programme	Contents
Corporate System Training	<ul style="list-style-type: none"> Explain the management measures for the financing business and guarantee Explain the requirements of business investigation, conclude the key points and main issues of the investigation Explain the issuance process of public offering bonds Introduce private equity fund management and QFLP licensing business training Explain the due diligence guidelines for projects Introduce the recognition and classification of new financial instruments, and do case study
Management Skills Training	<ul style="list-style-type: none"> Introduce effective communication skills and methods to upgrade employees' overall communication/negotiation skills Introduce the management measures on employee performance Explain the methods of and measures on employee recruitment, training, assessment and motivation Explain how to improve team cohesion and execution

To ensure the effectiveness of training, employee evaluations are required to be conducted after training and at the end of the year. Training progress and evaluation results of each employee will be recorded into their corresponding individual learning and development profiles, allowing more systematic training planning for employees. The training progress and evaluation results of employees will be used as one of the bases for the employees' annual performance appraisal and promotion criteria to encourage employees to actively participate in the training programmes and enhance their professional level and business skills.

During the Reporting Period, the Group provided a total of approximately 1,242 hours of training to 158 employees, representing approximately 97% of total employees.



Employee Health and Safety

The health of employees is the foundation for the Group's steady development. Given this, on top of strictly abiding by relevant laws and regulations such as the "Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases" in Mainland China, the "Occupational Safety and Health Ordinance" in Hong Kong and the "Workplace Safety and Health Act" in Singapore, we had implemented a number of measures during the Reporting Period to provide employees with the most comprehensive protection:

- Develop the "Office Safety Regulations" to set out potential threats in the office environment and remind employees to pay attention at all times;
- Provide fire safety training to strengthen employees' emergency preparedness;
- Purchase medical insurance and provide annual health check-up, dental consultation, general outpatient care, and hospitalisation coverage for employees;
- Install air purifiers in the offices to improve indoor air quality; and
- Provide employees with medical suppliers such as medicines and first-aid supplies, as well as relevant medicine descriptions to prevent employees from misusing medicines and diseases from spreading in the offices.

In order to cope with the Novel Coronavirus pandemic (the "COVID-19 pandemic") which broke out in early 2020, we have been paying close attention to the development of the COVID-19 pandemic, fulfilling our responsibility to implement epidemic prevention measures, preventing the spread of the virus, and protecting the health and safety of our employees. We strictly complied with the relevant regulations and guidelines set by the governments at the place where we operate, provided employees with anti-pandemic reminders in a timely manner through sending electronic correspondences and posting notices in the workplace, and implemented flexible working policy during critical stage of the COVID-19 pandemic by arranging them to work from home, on shift or in separate teams to avoid gathering as much as possible; meanwhile, we formulated internal anti-pandemic guidelines to require employees to pay close attention to and take the initiative in reporting their physical conditions to ensure personal safety of employees to the greatest extent; in addition, we fully allocated the Company's resources and store anti-pandemic supplies in advance, including facial masks, hand sanitisers and face shields, so as to proactively help employees tackle shortage problem of anti-pandemic supplies and daily necessities to the largest extent, to join hand-in-hand with our employees during the pandemic.

In the previous three years (including the Reporting Period), the Group did not record any accidents leading to fatalities, and was not aware of any non-compliance with laws and regulations related to employees' health and safety that have a significant impact on the Group. During the Reporting Period, the Group recorded 182 lost days due to work injury. The lost days were all caused by an employee who was injured in a traffic accident on his/her way from work, for which the Group has provided subsidy in accordance with the relevant regulations and policies and arranged sufficient work injury leave for the employee's recovery.

03

Sustainable Green Operation Approach

As environmental sustainability is regarded as part of our main concern crucial for fulfilling corporate social responsibility, we advocate minimising the impacts of our business on the environment and climate change, including negative impacts brought by us as a financial institution through the provision of funds and resource allocation.

With regard to operations, our main environmental impacts generally arise from energy use, paper consumption and waste. In view of this, we actively advocate sustainable green office policies and have formulated internal guidelines such as the "Workplace Environment Management Measures" and the "Code of Conduct" to require all employees to strictly observe, so as to minimise the impacts on the environment while maintaining effective business operation. During the Reporting Period, we did not identify any confirmed non-compliance that have a significant impact on the Group relating to the environment.



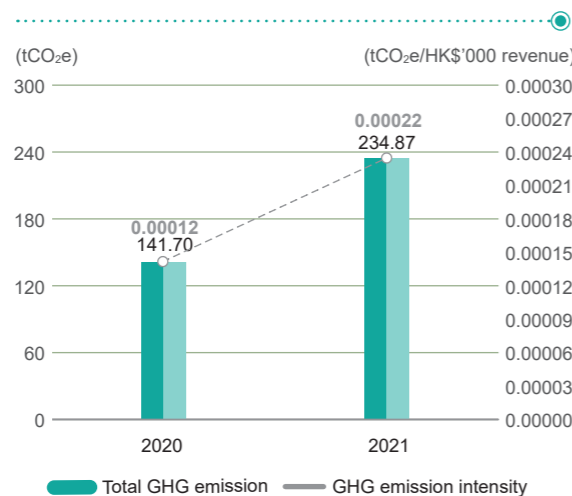
Greenhouse Gas Emissions

We are committed to reducing carbon emissions arising from transportation and encourage employees to conduct online meetings to avoid unnecessary travel. We have formulated the "Measures for Vehicle Management", where approval should be sought from the department head beforehand for all vehicle use to prevent any misuse. The "Measures for Vehicle Management" also sets out requirements for vehicle inspection and maintenance to keep good efficiency of vehicles and thus reduce fuel consumption. Employees are encouraged to use public transportation and avoid using private cars, so as to reduce the carbon footprints while minimising atmospheric pollutants generated by vehicles.

The Group has set a target to maintain or reduce GHG emission intensity by the end of next reporting year with a baseline of 2021.

During the Reporting Period, the Group's GHG emission intensity was 0.00022 tonne of carbon dioxide equivalent ("tCO₂e")/HK\$'000 revenue. The increase in GHG emission intensity compared to the last reporting year was due to, on the one hand, the easing of the COVID-19 pandemic in the Group's three places of operations, the increased vehicle use for business negotiations and nearby business trips, leading to an increase in Scope 1 GHG emissions; the easing of the COVID-19 pandemic also led to longer office hours for employees and higher electricity consumption, resulting in an increase in Scope 2 GHG emissions; on the other hand, the fact that the Hong Kong office had been moved from one office location into two separate office sites in mid-2020, such that there was also an increase in the overall electricity consumption, leading to an increase in Scope 2 GHG emissions.

GHG Emission and Intensity



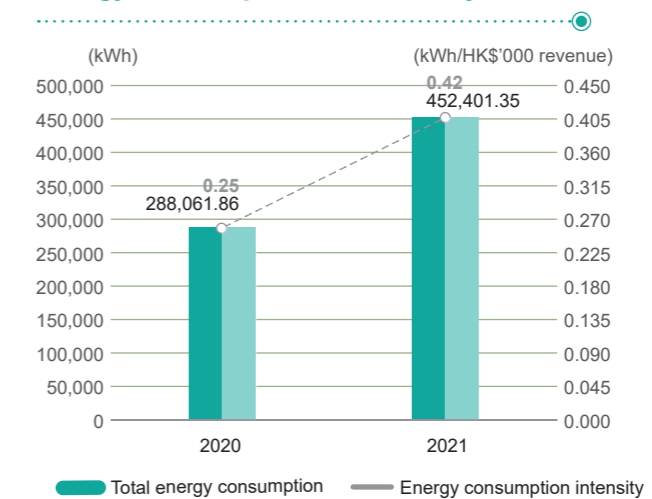
Use of Resources

With the growing concern on global climate change, we are committed to implementing various measures to reduce carbon emissions in business operations. We have installed LED lights with higher energy efficiency in the offices to replace traditional fluorescent lights and encourage employees to reduce the use of lights when natural light is abundant. Energy-saving labels are posted in the offices to raise the energy-saving awareness of employees. Also, independent switch-sockets are used in our offices, and electronic appliances, including lights, computers and air conditioners, are turned off during non-office hours. We have installed heat-shielding films on windows to lower indoor temperature and have adjusted the air-conditioning temperature to an appropriate level through the central cooling system to reduce the energy consumption of air-conditioners. When procuring office equipment, we will also give priority to use models with higher energy efficiency to further reduce energy usage in office premises.

To uphold the Group's commitment to energy conservation and reduction, the Group has set a target to maintain or reduce electricity consumption intensity by the end of next reporting year with a baseline of 2021.

During the Reporting Period, the Group's total energy consumption intensity was 0.42 kWh/HK\$'000 revenue. The increase in energy consumption intensity compared to the last reporting year was due to, on the one hand, the overall easing of the COVID-19 pandemic in the Group's three places of operations, such that it results in an increase in vehicle use for business negotiations and nearby business trips which leads to an increase in direct energy consumption, as well as longer working hours in the offices and higher electricity consumption, which results in an increase in indirect energy consumption; on the other hand, the fact that the Hong Kong office had been moved from one office location into two separate office sites in mid-2020, such that it results in an increase in the overall electricity consumption, leading to an increase in indirect energy consumption.

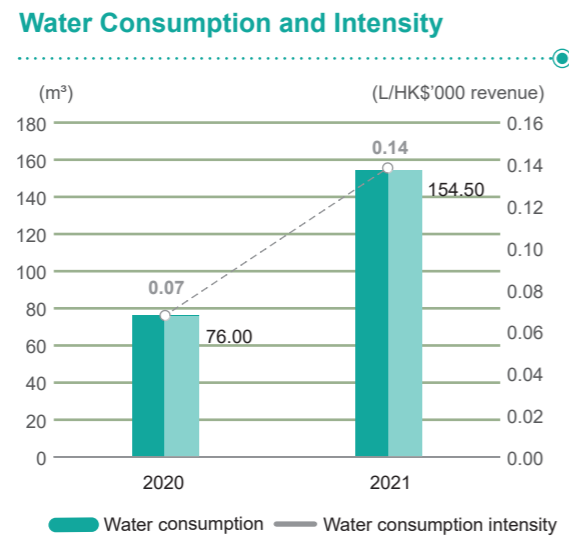
Energy Consumption and Intensity



In terms of water consumption, all of our water is supplied by municipality, therefore we did not encounter any issues in sourcing water that is fit for purpose. Nonetheless, we make great efforts in reducing the use of water and improving water efficiency. We encourage employees to save water and cherish every drop of water. To avoid water leakage, employees are required to ensure the water equipment has been turned off properly after use. Employees are also required to report any ageing or malfunctioning of water equipment in the offices, to arrange professionals for immediate repair.

During the Reporting Period, the Group's water consumption intensity was 0.14 L/HK\$'000 revenue. The increase in water consumption intensity compared to the last reporting year was mainly due to the overall easing of the COVID-19 pandemic in the Group's three places of operations, and extended working hours of employees in the offices.

To uphold the Group's commitment to water conservation, the Group has set a target to maintain or reduce water consumption intensity by the end of next reporting year with a baseline of 2021.



Waste Management

Owing to the nature of financial business, paper is one of our main consumable resources. In order to further reduce paper consumption, employees are encouraged to prioritise the use of email, intranet and other electronic ways to communicate and disseminate information, while tablets, projectors and other electronic equipment are purchased to replace printing documents. Additionally, we prioritise social media over print media for external publicity. To minimise the potential impact arising from the use of paper, all paper procured by us has been certified by the Programme for the Endorsement of Forest Certification.

The wastes produced in the Group is mainly general refuse in the offices. We help employees develop good recycling habits through a series of environmental protection measures to give impetus to the environmental protection work of the Group. Employees are encouraged to reuse envelopes, folders and other office stationery as much as possible, and reduce the use of single-use items such as disposable tableware to reduce waste at source. We have installed water dispensers in the offices and advocate the use of reusable water cups instead of paper cups or bottled water to reduce plastic wastes. To avoid environmental impact arising from improper waste handling, all non-hazardous wastes generated by our offices are handled by the property management department in charge of the building.

As our business does not involve any industrial production activities, the Group only has a small amount of hazardous waste generated from office operations during the Reporting Period. Regarding the hazardous wastes produced in general office, we cooperate with suppliers in recycling (e.g. ink cartridges and batteries etc.). Electronic wastes (such as computers and mice, etc.) are passed to the property management department in charge of the building to hand over to those in need to reduce the environmental impact.

The Group has set a target to maintain or reduce non-hazardous waste generation intensity by the end of next reporting year with a baseline of 2021.

Climate Change

Global climate change has brought increasingly prominent impact on the global ecology and different industries, and the Group is fully aware that climate change will affect its business operations in different ways. Therefore, in practising green low-carbon operations, the Group has incorporated climate-related topics into the corporate risk management system and regularly held meetings to discuss those climate-related issues that have a significant impact on the Company. According to these procedures, we have identified the following climate-related risks:

Physical Risks

First, climate change gave rise to more frequent and severe extreme weather incidents, such as typhoons, floods and heavy rain, which might lead to collapse of trees, traffic disruptions, damage to buildings' infrastructure or leakage of rainwater in cities, making it impossible for employees to go to workplace normally, even endangering their personal safety, causing failure in normal operation of some businesses and a decrease in revenue. If any facility and equipment associated with the Company is damaged, it might also increase considerable amount of maintenance costs.

To cope with these physical risks, the Group has incorporated the business interruption risk in relation to extreme weather into the annual overall risk management of its risk management team. Crisis contingency plans are prepared and reviewed periodically, including extreme weather scenarios which may cause suspension of business operations, and proposed on how subordinate teams should respond to the crises to reduce negative impacts. For instance, reinforcing flood protective measures and alarming system; increasing efficiency of air-conditioning; performing regular inspection of glass façades.

Transition Risks

Apart from the above-mentioned physical risks, the Group also faces the transition risk caused by the transition towards a low-carbon economy. As the regulatory authority requires corporations to increase information disclosure on climate risks and GHG emissions and sets higher requirements for energy-saving and emission reduction, the Group may face higher operational and compliance costs. Failure to fulfil compliance requirement or non-compliance may put our reputation at risk. Furthermore, there is a gradual shift in investors' and business clients' choices towards products and services that have less damages to the climate or are even favourable for alleviation of global warming.

To cope with policy risk and market risk, we will regularly examine the existing and emerging trends, policies and regulations regarding environmental protection and climate, make enquiries on compliant operation, and remind senior management whenever necessary, in order to avoid cost increase, violation fines or reputation risk due to delayed response. In the meantime, we will disclose relevant information each year in accordance with the listing rules, set and advance energy-saving and emission reduction targets. In response to the circular issued by the Securities and Futures Commission of Hong Kong to licensed corporations in 2021 regarding the management and disclosures of climate-related risks by fund manager, the compliance department of the Group shall review the amendments to the relevant rules and shall adopt the new measures, if applicable, to avoid any non-compliances of the Group. In addition, we will explore ways to provide more sustainable services with reference to the best practice amongst our peers, and maintain a high level of transparency in our ESG performance to build trust between us and investors and customers. During the Reporting Period, the Group entered into a strategic partnership agreement with China Everbright Environment Group Limited to reinforce exchange and cooperation between both parties in the field of energy-saving, environmental protection and new energy investment.

04

Social Responsibility in Community Care

We are committed to assuming social responsibility and actively giving back to society. While striving to develop our business, we leverage our expertise and resources to maximise benefits and create mutual benefits and a win-win situation for stakeholders from various sectors, and build a long-term and trustworthy partnership with various sectors.



Charitable Activities

We recognise the importance of giving back to society in the process of developing our business. Hence, we have been actively advocating the belief of serving the community, establishing a harmonious and inclusive relationship with the community in which we operate, and giving warmth and positive energy to the society. Adhered to the spirit of “taken from the society, give back to the society”, we focus on responding to the needs of our community and making contributions while expanding our business. We strive to cultivate a friendly and positive corporate culture in our operations and encourage employees to actively participate in volunteer activities and concern about the society with personal input during spare time. To satisfy the specific needs of local community, the Group has formulated the “Community Investment Policy”, so as to understand the community needs, identify important areas and allocate appropriate resources to empower the community.

During the Reporting Period, the Group has not participated in social services or charitable activities due to the impact of COVID-19 pandemic. Until the end of the COVID-19 pandemic and the restoration of economic and social stability, we will continue to spare no effort to realise our own social value through various means to enhance social well-being and promote sustainable social development.

Performance Data Summary

Environmental Performance ¹			
KPIs	Unit	2021	2020
Atmospheric Pollutants ²			
Sulphur oxides (SO _x)	kg	0.34	0.24
Nitrogen oxides (NO _x)	kg	12.96	7.80
Particular Matters (PM)	kg	0.95	0.67
GHG Emissions			
Scope 1 ³	tCO ₂ e	61.51	42.90
Scope 2 ⁴	tCO ₂ e	173.36	98.80
Total GHG emission	tCO ₂ e	234.87	141.70
Total GHG emission intensity	tCO ₂ e/HK\$'000 revenue	0.00022	0.00012
Hazardous Waste ⁵			
Waste ink cartridges	–	200 kg	36 pieces
Waste batteries	kg	3.00	7.61
Waste light bulbs/ fluorescent lights	kg	10	No relevant data available

1. As of 31 December 2021, the Group recorded a revenue of approximately HK\$1,065,661,000 during the Reporting Period (2020: HK\$1,160,703,000, excluding a revenue generated from Coastal Silk Limited and its subsidiaries). Such data is used for calculation of other intensities.

2. Atmospheric pollutants come from vehicles owned by CSFG in Mainland and Hong Kong, China. The emission data is calculated in accordance with the "How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" of SEHK.

3. Scope 1 GHG emissions refer to direct emissions from vehicles owned by CSFG in Mainland and Hong Kong, China. The emission data is calculated in accordance with the How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs published by SEHK and the Global Warming Potential from the Fifth Assessment Report published by the Intergovernmental Panel on Climate Change (IPCC).

4. Scope 2 GHG emissions refer to GHG emissions generated from the supplier's production of outsourced electricity consumed by the Group. The emission data is calculated in accordance with Sustainability Report 2021 published by The Hongkong Electric Company, Limited, China Regional Power Grid Baseline Emission Factors For Emission Reduction Project in 2019 issued by Ministry of Ecology and Environment of China, the latest released emission factors of Singapore's power grid baseline and Global Warming Potential from the Fifth Assessment Report published by IPCC.

5. During the Reporting Period, the Group improved its data collection system and collection of all hazardous wastes were calculated by weight. In the future, the Group will disclose such data by weight.

Environmental Performance ¹			
KPIs	Unit	2021	2020
Non-hazardous Waste			
Paper consumption	tonnes	2.30	2.41
General domestic waste	tonnes	14.80	No relevant data available
Waste plastic bottles	tonnes	0.25	No relevant data available
Total non-hazardous waste	tonnes	17.35	2.41
Total intensity of non-hazardous waste	kg/HK\$'000 revenue	0.0163	0.0021
Energy Consumption ⁶			
Direct energy consumption – petrol	kWh	224,123.31	156,316.76
Indirect energy consumption – outsourced electricity	kWh	228,278.04	131,745.10
Total energy consumption	kWh	452,401.35	288,061.86
Total energy consumption intensity	kWh/HK\$'000 revenue	0.42	0.25
Water Consumption			
Water consumption	m ³ ⁷	154.50	76.00
Total water consumption intensity	L/HK\$'000 revenue	0.14	0.07

6. The unit conversion method of energy consumption data is formulated based on the Energy Statistics Manual issued by International Energy Agency.

7. Units are restated to better comply with the Guide of SEHK.

Social Performance

KPIs	Unit	2021	2020
Total Number of Employees			
Total number of employees	No. of people	163	202
By Gender			
Male	No. of people	113	134
Female	No. of people	50	68
By Employee Category			
Long Term Contract	No. of people	101	89
Fixed Term Contract	No. of people	62	113
By Age Group			
Under 30 years old	No. of people	20	41
30–40 years old	No. of people	89	105
41–50 years old	No. of people	39	40
Over 50 years old	No. of people	15	16
By Geographical Region			
Hong Kong, China	No. of people	80	83
Mainland China	No. of people	74	110
Singapore	No. of people	9	9
By Educational Background			
Doctor's degree	No. of people	10	7
Master's degree	No. of people	68	86
Bachelor's degree	No. of people	69	85
Post-secondary diploma or below	No. of people	16	24
By Employee Category			
Senior management team	No. of people	14	18
Middle management team	No. of people	38	49
General staff	No. of people	111	135

Social Performance

KPIs	Unit	2021	2020
Employee Turnover Rate			
By Gender			
Male	%	28	20
Female	%	39	31
By Age Group			
Under 30 years old	%	43	31
30–40 years old	%	33	19
41–50 years old	%	26	31
Over 50 years old	%	25	24
By Geographical Region			
Hong Kong, China	%	23	22
Mainland China	%	41	26
Singapore	%	10	18

Data in relation to trainings provided to employees

	2021		2020	
	Percentage of employees trained (%) ⁸	Average training hours per employee (hours) ⁹	Percentage of employees trained (%) ⁸	Average training hours per employee (hours) ⁹
By Gender				
Male	96	7.4	97	3.7
Female	98	7.6	93	3.2
By Employee Category				
Senior management team	100	4.4	98	3.3
Middle management team	100	5.4	92	3.0
General staff	95	9.2	89	3.8

⁸ The percentage of employees trained in the Group is calculated by dividing the total number of employees in the specific category trained during the Reporting Period (excluding former employees) by the total number of employees in that category as at the end of the Reporting Period, multiplied by 100%.

⁹ The average training hours per employee of the Group is calculated by dividing the total number of training hours received by employees in the specific category (excluding former employees) during the Reporting Period by the total number of employees in that category trained during the Reporting Period (excluding former employees).

The Guide Content Index of SEHK

Mandatory Disclosure Requirements	Section(s)/Statement(s)
Governance Structure	Sustainability Governance
Reporting Principles	Reporting Standard
Reporting Boundary	Reporting Scope

Aspects, General Disclosures and KPIs	Description	Section(s)/Statement(s)
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. Note: Air emissions include NO _x , SO _x , and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	Sustainable Green Operation Approach
KPI A1.1	The types of emissions and respective emissions data.	Greenhouse Gas Emissions Performance Data Summary
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).	Greenhouse Gas Emissions Performance Data Summary
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management Performance Data Summary

Aspects, General Disclosures and KPIs	Description	Section(s)/Statement(s)
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Waste Management Performance Data Summary
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Greenhouse Gas Emissions
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.	Waste Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials. Note: Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (by kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Use of Resources Performance Data Summary
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Use of Resources Performance Data Summary
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	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.	Use of Resources
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	N/A – In view of our business nature, no packaging material for finished products was produced during the Reporting Period.
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Sustainable Green Operation Approach
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Sustainable Green Operation Approach

Aspects, General Disclosures and KPIs	Description	Section(s)/Statement(s)
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.	Climate Change
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.	Climate Change
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.	Employee Distribution Talent Attraction and Retention
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Employee Distribution Performance Data Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Data Summary
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.	Employee 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.	Employee Health and Safety
KPI B2.2	Lost days due to work injury.	Employee Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Employee Health and Safety

Aspects, General Disclosures and KPIs	Description	Section(s)/Statement(s)
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Employee Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employee Development and Training Performance Data Summary
KPI B3.2	The average training hours completed per employee by gender and employee category.	Employee Development and Training Performance Data Summary
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.	Talent Attraction and Retention
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talent Attraction and Retention
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Talent Attraction and Retention
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
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.	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.	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.	Supply Chain Management

Aspects, General Disclosures and KPIs	Description	Section(s)/Statement(s)
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.	Steady Investment Protection of Customer Privacy and Intellectual Property Rights
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Steady Investment
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Steady Investment
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protection of Customer Privacy and Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Steady Investment
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Protection of Customer Privacy and Intellectual Property Rights
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.	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.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

Aspects, General Disclosures and KPIs	Description	Section(s)/Statement(s)
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.	Charitable Activities
KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport).	Charitable Activities
KPI B8.2	Resources contributed (e.g., money or time) to the focus area.	Charitable Activities

