



Amax International Holdings Limited  
奧瑪仕國際控股有限公司

*(Incorporated in Bermuda with limited liability)*

Stock Code: 959



**2019**

**Environmental, Social and  
Governance Report**



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## ABOUT THIS REPORT

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This is the third Environmental, Social and Governance (“ESG”) Report published by **Amax International Holdings Limited** (“Amax” or the “Company”, collectively with its subsidiaries, the “Group”), presenting the Group’s material issues and its ESG performance during the fiscal year 1 April 2018 to 31 March 2019 (the “Reporting Year”). The Board of the Group has reviewed this report and confirmed its content to be true, accurate and complete.

### REPORTING GUIDELINE

This report has complied with the Environmental, Social and Governance Reporting Guide as set out in the Appendix 27 of the Main Board Listing Rules of the Stock Exchange of Hong Kong Limited and has been prepared in accordance with actual situation of the Group. The Group adheres to the reporting principles of Materiality, Quantitative, Balance and Consistency when disclosing its environmental and social policies, management approach, as well as the quantitative indicators.

This report is published in both English and Chinese versions. In the event of discrepancies, the English version shall prevail. This report should be read in conjunction with our annual report. Information relating to corporate governance has been set out in the Corporate Governance Report on Pages 14 to 26 of the 2019 Annual Report.

### REPORTING BOUNDARY

Unless otherwise stated, this report covers environmental and social performance of the Group’s gaming businesses<sup>1</sup> in Vanuatu and its Hong Kong office. The Group will consistently enhance its data collection and gradually expand the scope of disclosure in coming years.

<sup>1</sup> The Group’s gaming businesses in Vanuatu are operated by Forenzia Enterprises Limited, Lion King Gaming Limited and Chartreuse Holdings Limited.



## ABOUT THIS REPORT

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### Feedback

We pursue continuous improvement in ESG performance. You are welcome to provide your valuable opinions via the following means:

### **Amax International Holdings Limited**

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Central Plaza, 18 Harbour  
Road, Wanchai, Hong Kong

Phone: (852) 2559 5925

Fax: (852) 2559 5989



## ESG MANAGEMENT APPROACH

The Group is principally engaged in investment holdings, gaming business in Vanuatu and the VIP room in Cambodia, running VIP gaming tables and slot machines related operations and development of innovative intellectual properties and technological solutions in connection with mobile game apps development and AR/VR applications for clients. The Group's operations are principally office-based and do not involve any manufacturing activities.

The Group is committed to integrating ESG aspects into its daily operations gradually. The Group's ESG management is spearheaded by the senior management of the Group, which supports the Board in overseeing our ESG policies and performance.

### ANTI-CORRUPTION

- The Group understands that gaming business is prone to exploitation for money laundering purposes. We strictly comply with the Prevention of Bribery Ordinance in Hong Kong and the Code of Practice of Vanuatu Interactive Gaming Act No. 16 of 2000. Internally, we have drawn a code of conduct, ethical guidelines and whistleblowing procedures to prevent any form of corruption or misconduct.

### PRODUCT AND SERVICE RESPONSIBILITY

- We strive to provide our customers with pleasurable gaming experiences while upholding the principle of responsible gaming. Our Responsible Gaming Policy prohibits the provision of any marketing or advertising activities to underage players. We also set limits on real money deposits and purchases to help customers manage their budgets for playing.

### ENVIRONMENTAL PROTECTION

- Despite the Group having limited impact on the environment due to the nature of the gaming business, the Group understands its responsibility to ensure effective energy and resources management in its operations. Adhering to the Group's Environmental Policy, we continue to promote green office and low-carbon development throughout our business operations in response to the global risk of climate change.

### FAIR EMPLOYMENT

- The Group is committed to providing its people an inclusive environment in which they can engage in meaningful work and thrive. We attract and retain employees with competitive remuneration packages, a workplace free from occupational hazards and adequate opportunities to grow in their careers.



## ESG MANAGEMENT APPROACH

### STAKEHOLDERS ENGAGEMENT

Engaging with our stakeholders — from the community to investors and customers — helps enhance mutual understanding of interests and concerns, and identify the Group’s risks and opportunities associated with ESG. We communicate with our stakeholders through a variety of channels, listed below.

| Our Stakeholders |                            | Issues of Concern                                                                                                                                                                                 | Communication Channels                                                                                                                                                                                                      | Corresponding Sections                 |
|------------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| Internal         | Employees                  | <ul style="list-style-type: none"> <li>— Career development and training</li> <li>— Occupational health and safety</li> <li>— Employee well-being and benefits</li> <li>— Remuneration</li> </ul> | <ul style="list-style-type: none"> <li>— Performance appraisal</li> <li>— Feedback from training</li> </ul>                                                                                                                 | Fair Employment                        |
|                  | Customers                  | <ul style="list-style-type: none"> <li>— Operational risk</li> <li>— Information security risk</li> <li>— Customer satisfaction</li> </ul>                                                        | <ul style="list-style-type: none"> <li>— Company website</li> <li>— Internal control and monitoring scheme</li> <li>— Enquiry calls and emails</li> </ul>                                                                   | Responsible Operation                  |
| External         | Community                  | <ul style="list-style-type: none"> <li>— Charity and volunteering</li> <li>— Environmentally friendly work environment</li> </ul>                                                                 | <ul style="list-style-type: none"> <li>— Community investment</li> <li>— Sponsorship and volunteering activities</li> </ul>                                                                                                 | Community Investment                   |
|                  | Regulators                 | <ul style="list-style-type: none"> <li>— Corporate governance</li> <li>— Business ethics</li> <li>— Taxation compliance</li> <li>— Employee protection</li> </ul>                                 | <ul style="list-style-type: none"> <li>— Assessment on current financial regulations</li> <li>— Communication with related governmental agencies</li> <li>— Compliance with relevant legislation and regulations</li> </ul> | Fair Employment, Responsible Operation |
|                  | Investors and Shareholders | <ul style="list-style-type: none"> <li>— Corporate governance</li> <li>— Operational risk</li> <li>— Business operation</li> </ul>                                                                | <ul style="list-style-type: none"> <li>— Annual general meeting</li> <li>— Other general meetings</li> <li>— Financial reports and announcements</li> </ul>                                                                 | Responsible Operation                  |



# ENVIRONMENTAL PROTECTION

## ENVIRONMENTAL MANAGEMENT

The Group principally engages in gaming and entertainment-related businesses and thus has relatively insignificant impact on the environment. The Group's operations neither generate hazardous wastes nor consume any packaging materials. Nevertheless, we are committed to reducing our greenhouse gas emissions and minimising other environmental impacts from our daily operations. We will continue to progress towards a more comprehensive management approach to better manage our environmental performance.

The management of the Group has the overall responsibility of assuring that environmentally friendly practices are incorporated into the Group's operations. The Group promotes efficient and responsible use of resources, minimisation of emissions and waste, as well as awareness building among its employees in accordance with its Environmental Policy. The Board of Directors is informed about pertinent environmental issues and updates of the Group's Environmental Policy.

We conduct our operations in compliance with applicable environmental laws, regulations and standards in all countries where we operate, including the Waste Disposal Ordinance (Cap. 354) in Hong Kong and The Environmental Management and Conservation (Amendment) Act of the Republic of Vanuatu. There were no fines nor non-monetary sanctions for non-compliance with environmental laws and regulations during the year.

## RESOURCES CONSERVATION

The Group is committed to continually improving eco-efficiency as part of its environmental stewardship. We keep track of our resources consumption pattern as we believe this is important for reducing our operational carbon footprint.

### ENERGY




During the year, the Group consumed 210.4 GJ of energy in the form of petrol and 17.6 MWh of electricity, with a consumption intensity of 0.08 GJ per square feet of the Hong Kong office.

| Energy Consumption                          | 2018        | 2019        | % Change  |
|---------------------------------------------|-------------|-------------|-----------|
| Petrol consumed by company vehicles (GJ)    | 257.1       | 210.4       | (18.2%)   |
| Electricity (MWh)                           | 21.1        | 17.6        | (16.6%)   |
| Total Energy Consumption (GJ)               | 333.1       | 273.6       | (17.9%)   |
| <b>Energy Intensity (GJ/ft<sup>2</sup>)</b> | <b>0.08</b> | <b>0.08</b> | <b>0%</b> |



## ENVIRONMENTAL PROTECTION

The Group has implemented various measures in accordance with its Environmental Policy to support and promote green office. Measures include:

| Lighting                                                                                                                                                                                                                                                                                                                                          | Air Conditioning                                                                                                                                                                                                                                                                                                                                                                                                      | Office Equipment                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  <ul style="list-style-type: none"><li>• Install energy-saving LED lighting</li><li>• Switch off some lighting when the occupancy is low</li><li>• Switch off non-essential lighting in public and community areas during lunch and after office hours</li></ul> |  <ul style="list-style-type: none"><li>• Switch off some air-conditioning units when the occupancy is low</li><li>• Lower window blinds or curtains before leaving office to reduce direct sunlight on the following day</li><li>• Use fans in conjunction with air-conditioning to spread the cooled air more effectively</li></ul> |  <ul style="list-style-type: none"><li>• Switch off computers after office hours or when leaving the workplace</li><li>• Activate the standby mode or hibernation mode features of personal computers</li><li>• Follow the maintenance schedules of appliances recommend in the instruction manual</li></ul> |

### WATER

The Group sources water from the municipal water supply network. Since there is no separate water meter to record the consumption, the water consumption data are not available; however, the Group's water consumption is considered minimal. We did not have any issue in sourcing water. We regularly check for leaks in taps to prevent water wastage.





# ENVIRONMENTAL PROTECTION

## EMISSIONS CONTROL

### AIR EMISSIONS

Air emissions from the Group's operations comprise mainly of mobile emissions from company vehicles. Based on usage, the Group's vehicles generated 0.097 kg of sulphur dioxides (SOx) during the Year. Emission data for nitrogen oxides (NOx) and Particulate Matter (PM) were not available due to the absence of vehicle mileage data. In the future, the Group will keep track of relevant records and disclose relevant data in future reports.

### GHG EMISSIONS

The Group generates direct greenhouse gases ("GHG") through the burning of petrol by its vehicles. Indirect GHG emissions are generated from purchased electricity and paper waste disposal. For the Year, the total GHG emissions were 31.5 tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e). Direct emissions (Scope 1) amounted to 17.6 tCO<sub>2</sub>e while indirect emissions (Scope 2) amounted to 13.9 tCO<sub>2</sub>e.

| GHG Emissions (Unit: tCO <sub>2</sub> e)                    |                           | 2018        | 2019         | % Change     |
|-------------------------------------------------------------|---------------------------|-------------|--------------|--------------|
| Scope 1: Direct Emissions                                   | Mobile sources combustion | 21.0        | 17.6         | (16.2%)      |
| Scope 2: Indirect Emissions                                 | Purchased electricity     | 16.6        | 13.9         | (16.3%)      |
| Total Emissions                                             |                           | 37.6        | 31.5         | (16.2%)      |
| <b>Emission Intensity (tCO<sub>2</sub>e/ft<sup>2</sup>)</b> |                           | <b>0.01</b> | <b>0.009</b> | <b>(10%)</b> |

Vehicle fuel combustion and electricity consumption are the principal sources of the Group's emissions. To offset emissions arising from vehicles, the Group ensures that all its private vehicles comply with Euro emission standards. Indirect GHG emissions are further minimised by implementing measures such as avoiding printing or photocopying, advocating electronic communications instead of distributing printouts, and reducing business travel.



## ENVIRONMENTAL PROTECTION

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### WASTE MANAGEMENT

The Group's operations do not involve any hazardous waste generation. For the year, general non-hazardous waste generated by the Group amounted to approximately 0.11 tonnes, with a generation intensity of 0.03 kg per square feet. They are properly collected and handled by qualified waste collectors.

The Group reduces waste generation by maintaining optimal operations procedures and practising responsible use of resources. We advocate reduction at source, and we reuse and recycle our resources whenever practical. Realising that paper waste is the principal waste of office-based businesses, the Group has adopted measures to reduce the use of paper in its offices.

- Use recycled paper in office operations
- Print and photocopy on both sides of paper
- Reuse single-side used paper for drafting, printing and receiving fax
- Reuse envelopes for internal transmission of documents and correspondence
- Adjust the margins and font size of documents to optimise use of paper

During the year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

### PROMOTING ENVIRONMENTAL AWARENESS

As the Group is progressing toward improved environmental performance and further reduction of negative impacts to the environment, we believe it is equally important to cultivate a green culture and encourage our employees to work in an environmentally responsible manner. We promote the wise use of resources in our business operations through various communication channels, such as employee meetings, emails and notices.



# RESPONSIBLE OPERATION

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## ANTI-CORRUPTION

Amax endeavours to uphold high moral and ethical principles in its business operations. As irregularities such as corruption, fraud, bribery and money laundering may occur the Group is subject to external inspections from regulatory bodies. Besides, we have drawn up internal policies to ensure that employees at all levels are compliant and ethical in all business activities.

The code of conduct requires employees to comply with applicable laws and regulations, including the Prevention of Bribery Ordinance in Hong Kong as well as the Code of Practice of Vanuatu Interactive Gaming Act (No. 16 of 2000), along with all policies and standards of the Group. Training materials on business ethics prepared by the Independent Commission Against Corruption (“ICAC”) have been made available to all staff and members of the Board.

### ETHICAL GUIDELINES IN PROCUREMENT

The intent of unethical or compromising practices is forbidden in all activities within the Group, including its procurement process. We regulate the processing and authorisation of procurement through the Ethical Guidelines spelled out in our Procurement Policy. Employees involved in purchasing should abide by guidelines stipulated in the policy and refrain from any activity that might create a conflict of interest between personal interests and those of the Group, remaining alert to the legal ramifications of purchasing decisions.

### WHISTLEBLOWING PROCEDURE

The Group encourages its employees to report to their department heads or head of the office on any improprieties committed by other employees, managers, suppliers or others acting on behalf of the Group. The Whistleblowing Policy of the Group provides employees with internal procedures for raising concerns and protecting employees from victimisation or harassment when they raise concerns. All reported wrongdoings are treated in confidence, with every effort made by the Group not to reveal the reporter’s identity.

During the year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to bribery, extortion, fraud and money laundering. The Group was not involved in any corruption cases.



# RESPONSIBLE OPERATION

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## SUPPLY CHAIN MANAGEMENT

We aim to collaborate with our suppliers to understand their environmental impacts and ensure that we minimise potential impacts arising from our business operations.

### SUSTAINABLE PROCUREMENT

Sustainable procurement requires an understanding of environmental impacts associated with the life cycle of goods and services being acquired. By adhering to our Green Procurement Policy, we integrate environmental considerations into our procurement process, from planning, acquisition, use to disposal, choosing products that are less damaging to the environment and human wellbeing.

### SUSTAINABLE PROCUREMENT PRINCIPLES



Minimise Unnecessary Procurement



Minimise Emissions, Waste and Toxicity



Minimise Soil Degradation



Maximise Energy and Water Efficiency



Maximise Value for Money



Ensure Safety

## PRODUCT AND SERVICE RESPONSIBILITY

As a responsible gaming and entertainment services provider, we strive to provide our customers an enjoyable gaming experience that outperforms our peers, while at the same time we advocate responsible use of our gaming products.

Committed to protecting the health and safety of its customers, the Group has drawn a Responsible Gaming Policy to highlight its responsibility to deliver services in a responsible manner, including prohibition of the provision for any marketing or advertising activities to underage players. The Group requires its registered players to be at least 18 years of age, or higher if the age of maturity in their country of residence is older than 18. Besides, to avoid problematic gambling, the Group sets limits on real money deposits and purchases to help customers manage their budgets for playing.



## RESPONSIBLE OPERATION

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### DATA PROTECTION AND SECURITY

Data security threats continue to escalate in the digital era, making data privacy and security a material issue for both the Group and its customers. We remain vigilant to security breaches, monitor privacy and security risks to enhance our ability to mitigate them.

The Group's Data Protection and Security Policy sets out principles which we apply when processing customers' personal data and using their confidential information. We only collect personal data that our customers provide to us, or what we are authorised to obtain from our customers by law. We implement appropriate electronic and managerial measures to safeguard personal data, including encrypting sensitive personal data, using firewalls and allowing only authorised employees to access personal data for permitted business functions. We strictly abide by the requirements of the Personal Data (Privacy) Ordinance of Hong Kong and all relevant regulations worldwide.

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***We communicate our Data Protection and Security Policy to our direct suppliers and contractors, and we consider meeting these requirements as an ongoing condition for continuation of our business relationship.***

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### INTELLECTUAL PROPERTY RIGHTS

The Group respects intellectual property rights and understands its responsibility to protect intellectual property rights of external parties. As stipulated in the Group's Human Resources Management Policy, employees must protect the Group's interests and must not infringe or copy other people's patents and intellectual property rights. During the year, the Group was not involved in any litigation relating to infringement of any intellectual property rights.

Our business does not involve any product labelling activities. During the year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redressal.



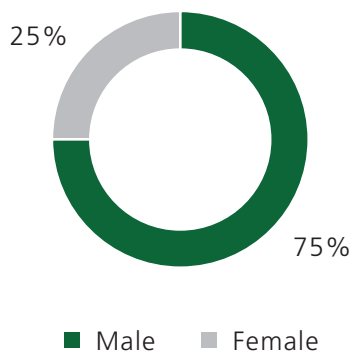
# FAIR EMPLOYMENT

Amax is committed to offering a fair and decent workplace to its employees, enabling them to fulfil career aspirations and improve the quality of life.

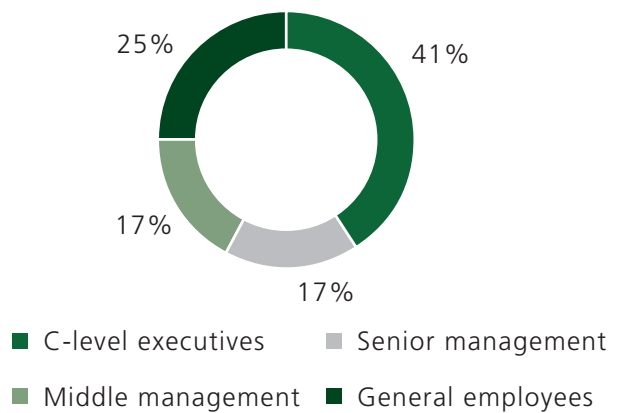
## EMPLOYEE COMPOSITION

As at 31 March 2019, the Group had 12 full-time employees in Hong Kong, 9 of which were male. There were 5 C-level executives, 4 managers and 3 general employees. Employees aged 31–50 years and 51 years or above accounted for 58% and 42% respectively. In terms of educational profile, 4 employees hold a bachelor’s degree or above.

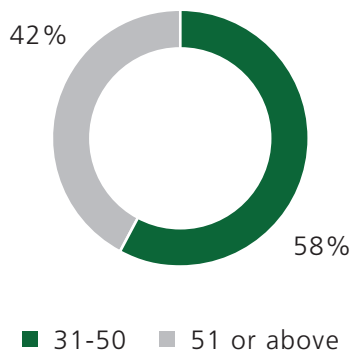
### Gender Profile



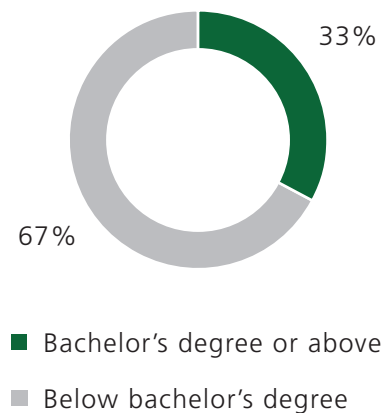
### Professional Profile



### Age Profile



### Education Profile





# FAIR EMPLOYMENT

The overall employee turnover rate in the year was 8.3%. During the year, the Group did not recruit any new employee. The distribution of turnover rates by gender and age category are presented in the table below:

| Turnover Rate |      |       |             |      |       |
|---------------|------|-------|-------------|------|-------|
| By Gender     | 2018 | 2019  | By Age      | 2018 | 2019  |
| Male          | 0%   | 0%    | 31–50       | 25%  | 14.3% |
| Female        | 50%  | 33.3% | 51 or above | 0%   | 0%    |

## LABOUR STANDARDS

Upholding the core value of treating all people with dignity and respect, the Group strictly complies with relevant laws and regulations, including Employment Ordinance, Employment of Children Regulations, etc., striving to create a fair and rewarding work environment for our staff.

### RECRUITING AND RETAINING TALENTS

In order to establish a capable team, the Group adopts fair employment practices that are aligned with the Human Resources Management Policy and Staff Handbook. Human Resources Department manages matters related to recruitment, promotion and dismissal. The department recruits suitable personnel whose experience and capacities match the position through internal promotion or publishing recruitment information in the open market.

The Group provides all employees with welfare and benefits, including but not limited to salaries, allowances, annual leave, bonuses and social insurance. Employees who complete the probation period can enjoy medical insurance and paid annual leave. In addition, we have established annual performance measurement indicators and working indicators to assess the performance of employees, which constitute an index of performance for deciding transfer, promotion and raise in pay. Employees with outstanding performance and contribution are awarded the Special Award of Annual Bonus for recognition.

### RESPECTING HUMAN RIGHTS

The Group strives to provide a working environment free from harassment and we treat all employees with dignity and respect. We have zero tolerance for any form of discrimination on grounds such as age, gender, marital status, race, religion and disability.



# FAIR EMPLOYMENT

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The Group has established the “No Child and Forced Labour Policy” to eliminate issues of child or forced labour. All employees, including long-term and temporary workers and all third party-employed workers working on the Company’s premises, are required to meet the minimum age which is eighteen years or the local minimum employment age, whichever is higher. Forced labour is also strictly prohibited to ensure that our all employees work voluntarily for us and are not intimidated or threatened to force employment.

During the year, the Group was not aware of any non-compliance relating to labour practices that have a significant impact on the Group, nor cases of hiring child or forced labour.

## EMPLOYEE COMMUNICATION

The Group places strong emphasis on effective communication with employees on all labour related issues. Employees are encouraged to provide feedback to their direct supervisors or through the channel for complaints, which enables them to report labour disputes and safeguard their lawful rights and benefits. After investigation, Human Resources Department provides feedback to the complainants within two working days.

## TRAINING AND DEVELOPMENT

The Group believes that investing in people is the key to joint progress of employees and Amax. To achieve this, the Group pays much attention to staff training, offering employees opportunities to access important and transferable skills.

In addition to on-the-job training, the Group offers various types of training such as site visits, professional meetings, etc. Employees can also apply to the department supervisor for external training. During the year, the total training hours amounted to 73 hours. 7 full-time employees including 5 C-level executives and 2 senior managers received training in the year.

| Average Training Hours Per Person |           |                      |          |
|-----------------------------------|-----------|----------------------|----------|
| By Gender                         |           | By Employee Category |          |
| Male                              | 7.8 hours | C-level Executive    | 1 hour   |
| Female                            | 1 hour    | Senior Management    | 34 hours |





## FAIR EMPLOYMENT

| Percentage of Trained Employees |      |                      |      |
|---------------------------------|------|----------------------|------|
| By Gender                       |      | By Employee Category |      |
| Male                            | 44%  | C-level Executive    | 100% |
| Female                          | 100% | Senior Management    | 100% |

## HEALTH AND SAFETY

Upholding high standards of health and safety, the Group is committed to ensuring the health and safety of its employees, suppliers, customers and visitors on the Company's premises by complying with relevant laws and regulations, including Occupational Safety and Health Ordinance, and adhering to the Group's "Health and Safety Policy".

The Group takes all reasonably practicable steps within its power to meet its responsibility to safeguard the health of its people, particularly paying attention to:



Compliance with relevant legal requirements



Identifying, assessing and managing relevant hazards and risks



Ensuring that employees, suppliers, customers and visitors are adequately informed of the risks and, where appropriate, receive instructions



Consulting with stakeholders on safety and health matters



Taking any other actions that may be considered necessary in the interest of health and safety

During the year, the Group was not aware of any non-compliance of relevant laws and regulations that have a significant impact on the Group relating to providing a safe working environment and protection employees from occupational hazards.



## **COMMUNITY INVESTMENT**

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The Group is committed to supporting and giving back to communities where it has operations. We adopt a flexible approach in our Community Investment Policy, which responds to the needs and appeals of charitable and community organisations. In the future, we will strengthen our efforts on community investment and co-develop with our communities to achieve sustainable development.



## PERFORMANCE DATA SUMMARY

|                                                     | 2019                                                               | 2018                                                                        |       |
|-----------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------------------------------------------|-------|
| <b>Environment</b>                                  | <b>Total Energy Consumption (GJ)</b>                               | 273.6                                                                       | 333.1 |
|                                                     | Energy consumption intensity (GJ/ft <sup>2</sup> )                 | 0.08                                                                        | 0.08  |
|                                                     | Electricity (MWh)                                                  | 17.6                                                                        | 21.1  |
|                                                     | Petrol (GJ)                                                        | 210.4                                                                       | 257.1 |
|                                                     | <b>Packaging Materials</b>                                         | The Group's operations do not involve use of packaging materials.           |       |
|                                                     | <b>Greenhouse Gases (GHG) Emissions</b>                            |                                                                             |       |
|                                                     | Scope 1: Direct carbon emissions (tCO <sub>2</sub> e)              | 17.6                                                                        | 21.0  |
|                                                     | Scope 2: Indirect carbon emissions (tCO <sub>2</sub> e)            | 13.9                                                                        | 16.6  |
|                                                     | Total GHG emissions (tCO <sub>2</sub> e)                           | 31.5                                                                        | 37.6  |
|                                                     | Total GHG emission intensity (tCO <sub>2</sub> e/ft <sup>2</sup> ) | 0.009                                                                       | 0.01  |
|                                                     | <b>Air Pollutants</b>                                              |                                                                             |       |
|                                                     | SO <sub>x</sub> (kg)                                               | 0.097                                                                       | 0.11  |
|                                                     | <b>Waste</b>                                                       |                                                                             |       |
|                                                     | Hazardous waste                                                    | The Group's operations do not involve in the generation of hazardous waste. |       |
|                                                     | Hazardous waste intensity                                          |                                                                             |       |
| Non-hazardous waste (tonnes)                        | 0.11                                                               | 0.11                                                                        |       |
| Non-hazardous waste intensity (kg/ft <sup>2</sup> ) | 0.03                                                               | 0.03                                                                        |       |



## PERFORMANCE DATA SUMMARY

|                                     | 2019  | 2018  |
|-------------------------------------|-------|-------|
| <b>Total Headcount</b>              | 12    | 13    |
| <b>By Geographical Distribution</b> |       |       |
| Hong Kong                           | 12    | 13    |
| <b>By Age</b>                       |       |       |
| 31–50                               | 7     | 8     |
| Above 50                            | 5     | 5     |
| <b>By Gender</b>                    |       |       |
| Male                                | 9     | 9     |
| Female                              | 3     | 4     |
| <b>By Educational Background</b>    |       |       |
| Bachelor's degree or above          | 4     | 4     |
| Below bachelor's degree             | 8     | 9     |
| <b>Workforce Demographics</b>       |       |       |
| <b>By Professional Profile</b>      |       |       |
| C-level executives                  | 5     | 5     |
| Senior management                   | 2     | 2     |
| Middle management                   | 2     | 2     |
| General employees                   | 3     | 4     |
| <b>Employee Turnover Rate</b>       |       |       |
| Total                               | 8.3%  | 15.4% |
| <b>By Age</b>                       |       |       |
| 31–50                               | 14.3% | 25%   |
| Above 50                            | 0     | 0     |
| <b>By Gender</b>                    |       |       |
| Male                                | 0     | 0     |
| Female                              | 33.3% | 50%   |



## PERFORMANCE DATA SUMMARY

|                                          | 2019  | 2018  |
|------------------------------------------|-------|-------|
| <b>Percentage of Employees Trained</b>   |       |       |
| Total                                    | 58.3% | 92.3% |
| <b>By Gender</b>                         |       |       |
| Male                                     | 44%   | —     |
| Female                                   | 100%  | —     |
| <b>By Employee Category</b>              |       |       |
| C-level executives                       | 100%  | —     |
| Senior management                        | 100%  | —     |
| Middle management                        | 0     | —     |
| General employees                        | 0     | —     |
| <b>Training and Development</b>          |       |       |
| <b>Average Training Hours Per Person</b> |       |       |
| Total                                    | 6.1   | 5.3   |
| <b>By Gender</b>                         |       |       |
| Male                                     | 7.8   | —     |
| Female                                   | 1     | —     |
| <b>By Professional Profile</b>           |       |       |
| C-level executives                       | 1     | —     |
| Senior management                        | 34    | —     |
| Middle management                        | 0     | —     |
| General employees                        | 0     | —     |
| <b>Health and Safety</b>                 |       |       |
| Work-related incident (case)             | 0     | 0     |
| Lost days due to work-related injury     | 0     | 0     |
| Work-related fatalities                  | 0     | 0     |



# HKEX ESG CONTENT INDEX

| KPIs                            | HKEX ESG Reporting Guide Requirements                                                                                                                                                                                                                                                                                                | Section/Remarks                                                      |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|
| <b>A. Environmental</b>         |                                                                                                                                                                                                                                                                                                                                      |                                                                      |
| <b>Aspect A1:<br/>Emissions</b> | <p><b>General Disclosure</b></p> <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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p> | Environmental Management, Emission Control                           |
| KPI A1.1                        | The types of emissions and the respective emissions data.                                                                                                                                                                                                                                                                            | Emission Control                                                     |
| KPI A1.2                        | Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity.                                                                                                                                                                                                                                                     | Emission Control                                                     |
| KPI A1.3                        | Total hazardous waste produced (in tonnes) and, where appropriate, intensity.                                                                                                                                                                                                                                                        | The Group's operations do not involve generation of hazardous waste. |
| KPI A1.4                        | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.                                                                                                                                                                                                                                                    | Waste Management                                                     |
| KPI A1.5                        | Description of measures to mitigate emissions and results achieved.                                                                                                                                                                                                                                                                  | Emission Control                                                     |
| KPI A1.6                        | Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.                                                                                                                                                                                                                       | Waste Management                                                     |



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| KPIs                                                                | HKEX ESG Reporting Guide Requirements                                                                                                                | Section/Remarks                                                           |
|---------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <b>Aspect A2:<br/>Use of<br/>Resources</b>                          | <b>General Disclosure</b><br><br>Policies on the efficient use of resources, including energy, water and other raw materials.                        | Environmental Management, Resources Conservation                          |
|                                                                     | KPI A2.1 Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.                                                    | Resources Conservation                                                    |
|                                                                     | KPI A2.2 Water consumption in total and intensity.                                                                                                   | Resources Conservation                                                    |
|                                                                     | KPI A2.3 Description of energy use efficiency initiatives and results achieved.                                                                      | Resources Conservation                                                    |
|                                                                     | KPI A2.4 Description of whether there is any issue in sourcing water that is fit for the purpose, water efficiency initiatives and results achieved. | Resources Conservation                                                    |
|                                                                     | KPI A2.5 Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.                   | The Group's operations do not involve consumption of packaging materials. |
| <b>Aspect A3:<br/>The Environment<br/>and Natural<br/>Resources</b> | <b>General Disclosure</b><br><br>Policies on minimising the issuers' significant impact on the environment and natural resources.                    | Promoting Environmental Awareness                                         |
|                                                                     | KPI A3.1 Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.             | Promoting Environmental Awareness                                         |



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| KPIs                                    | HKEX ESG Reporting Guide Requirements                                                                                                                                                                                                                                                                                                                                                | Section/Remarks      |
|-----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| <b>B. Social</b>                        |                                                                                                                                                                                                                                                                                                                                                                                      |                      |
| <b>Aspect B1:<br/>Employment</b>        | <p><b>General Disclosure</b></p> <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 compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.</p> | Labour Standards     |
| KPI B1.1                                | Total workforce by gender, employment type, age group and geographical region.                                                                                                                                                                                                                                                                                                       | Employee Composition |
| KPI B1.2                                | Employee turnover rate by gender, age group and geographical region.                                                                                                                                                                                                                                                                                                                 | Employee Composition |
| <b>Aspect B2:<br/>Health and Safety</b> | <p><b>General Disclosure</b></p> <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 providing a safe working environment and protecting employees from occupational hazards.</p>                                                                               | Health and Safety    |
| KPI B2.1                                | Number and rate of work-related fatalities.                                                                                                                                                                                                                                                                                                                                          | Health and Safety    |
| KPI B2.2                                | Lost days due to injury.                                                                                                                                                                                                                                                                                                                                                             | Health and Safety    |
| KPI B2.3                                | Description of occupational health and safety measures adopted, how they are implemented and monitored.                                                                                                                                                                                                                                                                              | Health and Safety    |





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| KPIs                                               | HKEX ESG Reporting Guide Requirements                                                                                                                                                                                                 | Section/Remarks                                                                                       |
|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Aspect B3:<br/>Development<br/>and Training</b> | <b>General Disclosure</b><br>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.                                                                                | Training and Development                                                                              |
|                                                    | KPI B3.1     The percentage of employees trained by gender and employee category (e.g. senior management, middle management).                                                                                                         | Training and Development                                                                              |
|                                                    | KPI B3.2     The average training hours completed per employee by gender and employee category.                                                                                                                                       | Training and Development                                                                              |
| <b>Aspect B4:<br/>Labour<br/>Standards</b>         | <b>General Disclosure</b><br>Information on:<br><br>(a) the policies; and<br><br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to preventing child or forced labour. | Labour Standards                                                                                      |
|                                                    | KPI B4.1     Description of measures to review employment practices to avoid child and forced labour.                                                                                                                                 | Labour Standards                                                                                      |
|                                                    | <b>Aspect B5:<br/>Supply Chain<br/>Management</b>                                                                                                                                                                                     | <b>General Disclosure</b><br>Policies on managing environmental and social risks of the supply chain. |
|                                                    | 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                                                                               |



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| KPIs                                                         | HKEX ESG Reporting Guide Requirements                                                                                                                                                                                                                                                                                       | Section/Remarks                                                                                                                                                                                                                            |                                    |
|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| <b>Aspect B6:</b><br><b>Product</b><br><b>Responsibility</b> | <b>General Disclosure</b><br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. | Product and Service Responsibility                                                                                                                                                                                                         |                                    |
|                                                              | KPI 6.3                                                                                                                                                                                                                                                                                                                     | Description of practices relating to observing and protecting intellectual property rights.                                                                                                                                                | Product and Service Responsibility |
|                                                              | KPI 6.4                                                                                                                                                                                                                                                                                                                     | Description of quality assurance process and recall procedures.                                                                                                                                                                            | Product and Service Responsibility |
|                                                              | KPI 6.5                                                                                                                                                                                                                                                                                                                     | Description of customer data protection and privacy policies, how they are implemented and monitored.                                                                                                                                      | Product and Service Responsibility |
|                                                              | <b>Aspect B7:</b><br><b>Anti-corruption</b>                                                                                                                                                                                                                                                                                 | <b>General Disclosure</b><br>Information on:<br>(a) the policies; and<br>(b) compliance with relevant laws and regulations that have a significant impact on the issuer<br><br>relating to bribery, extortion, fraud and money laundering. | Anti-corruption                    |
| KPI 7.1                                                      | 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                                                                                                                                                                                                                            |                                    |



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| KPIs                                           | HKEX ESG Reporting Guide Requirements                                                                                                                                                                                  | Section/Remarks         |
|------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
|                                                | KPI 7.2<br>Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.                                                                                                  | Anti-corruption         |
| <b>Aspect B8:<br/>Community<br/>Investment</b> | <b>General Disclosure</b><br><br>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' interest. | Community<br>Investment |