



世紀娛樂國際控股有限公司

CENTURY ENTERTAINMENT INTERNATIONAL HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

(Stock Code: 959)



2021

Environmental, Social and
Governance Report



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ABOUT THIS REPORT

This is the fifth Environmental, Social and Governance (“ESG”) Report of **Century Entertainment International Holdings Limited** (“Century Entertainment” or the “Company”, collectively with its subsidiaries, the “Group”), presenting the Group’s material ESG topics, the corresponding management approach and performance during the fiscal year from 1 April 2020 to 31 March 2021.

The Board has reviewed this ESG report. To the best of its knowledge, this report addresses all material topics related to the Group’s operations and fairly presents the performance on each topic.

REPORTING GUIDELINES AND PRINCIPLES

This report has been prepared in compliance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). The reporting principles of Materiality, Quantitative, Balance, and Consistency underpinned the preparation of this ESG report. Data in this report are checked and analysed to account for and explain year-on-year changes and are presented in a way that allows for meaningful comparison.

REPORTING BOUNDARY

Unless otherwise stated, this report covers environmental and social performance of the Group’s gaming businesses in Cambodia¹ as well as its Hong Kong office.

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 2021 Annual Report.

¹ The Group’s gaming business in Vanuatu is excluded from the reporting boundary due to business termination.

ABOUT THIS REPORT



FEEDBACK

We pursue continuous improvement in ESG performance. You are welcome to provide your views through the contacts below:

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International Holdings Limited**

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ESG MANAGEMENT APPROACH

The principal activities of the Group are investment holdings, operating the gaming tables in Cambodia and the development of innovative intellectual properties and technological solutions in connection with AR/VR applications to clients.

While the Group's operations are mainly office-based and do not involve any direct energy-intensive production processes, we remain dedicated to devoting step-up efforts in embracing sustainable development approaches and steadily embedding ESG aspects into our business strategies. The ultimate target is to bring about positive impacts to the environment and the communities at places where we operate. Spearheading ESG management, the Board assumes the ultimate responsibility for the Group's ESG policies, with assistance from senior management.

STAKEHOLDER ENGAGEMENT



ENVIRONMENTAL PROTECTION

Although the Group's operations have relatively limited impact to the environment due to the nature of its business, it spares no efforts to enhance its performance in environmental protection. Through adopting a range of sustainable practices and taking practicable actions, we aim to foster green culture through driving behavioural changes within our workplace in aspects of waste reduction and resources management.



ANTI-CORRUPTION

The Group recognises vulnerability of its gaming business to money laundering activities. Our operations comply with relevant laws and regulations and our internal policies. We have in place a code of conduct and a whistle blowing procedure to prevent irregularities in any form. We provide training on business ethics to our employees to raise their awareness on corruption issues.



PRODUCT AND SERVICE RESPONSIBILITY

The Group seeks to maximise its customers' gaming experience in a responsible manner. Measures set out by our Responsible Gaming Policy prevent underaged individuals from engaging in gambling activities. We also set deposit and session limits to prevent problems related to gambling from occurring.



FAIR EMPLOYMENT

The Group considers its employees as the greatest asset and ensuring their well-being its top priority. We do everything we can to enable them to strive and grow with us in a safe, comfortable and healthy environment. To enhance their competitiveness, we provide them with comprehensive and professional training. To attract and retain talents, we offer attractive remuneration packages that are competitive in the market. We protect human rights of talented individuals and value inclusiveness and equal opportunities.

ESG MANAGEMENT APPROACH

The Group values the opinions of its stakeholders including employees, customers, investors and shareholders, regulators and community, which facilitates mutual understanding of interest and concerns and identification of the Group's risks and opportunities associated with ESG. We engage with our stakeholders through various channels listed below to address issues of concern.

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

ENVIRONMENTAL PROTECTION

Century Entertainment is conscious of the positive impacts a sound environmental management system can have on its ESG performance. We strive to lead the industry in taking environmental stewardship through pursuing sustainable development.

ENVIRONMENTAL MANAGEMENT

Principally engaged in gaming and entertainment-related businesses, the impact of the Group's operations on the environment is limited. The Group's operations involve neither direct energy-intensive production processes, nor do they generate any hazardous waste or consume any packaging materials. Yet we remain dedicated to minimising and mitigating environmental impacts across the entire business operations, ensuring that we operate in an environmentally friendly manner. Moving ahead, we will continue refining our management approach to better manage the environmental performance and allow us to progress along our sustainability journey.

The Group's Environmental Policy is designed to direct us towards environmental protection in our business activities. It stipulates the procedures to conserve energy and resources, as well as to reduce GHG emissions and waste. In accordance with the Environmental Policy, we are committed to cultivating a green culture so as to inspire public consciousness in support of environmental sustainability. The management of the Group is accountable for assuring that operations are in strict compliance with applicable laws and regulations² in regions where we operate, while embedding environmentally sustainable practices into all its operations. The Board of Directors is regularly informed about pertinent environmental issues and updates on the Group's Environmental Policy.

To the best of our knowledge, the Group did not contravene any 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 during the year.

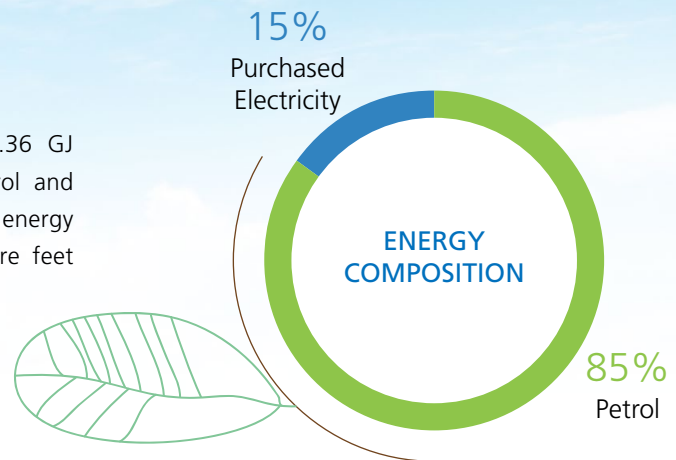
² Please refer to the section headed **Laws and Regulations** for environment-related laws and regulations.

ENVIRONMENTAL PROTECTION

RESOURCES CONSUMPTION

ENERGY

During the year, the Group consumed 443.36 GJ of energy consisting of 12,130.42 L of petrol and 15.76 MWh of purchased electricity. The energy consumption intensity was 0.15 GJ per square feet of the Hong Kong office.



WATER

The Group sources water from the municipal water supply network. Although water consumption data are not available since there is no separate water meter to record the level of consumption, our water consumption is considered minimal.

During the year, the Group did not have any issue in sourcing water that is fit for the purpose. To ensure conservation of water resources, leaks in taps are regularly checked to prevent water wastage.

ENVIRONMENTAL PROTECTION

RESOURCES CONSERVATION

The Group has put into practice a range of initiatives and actions to manage usage of resources sustainably and responsibly. We continue to monitor our resources consumption pattern and adjust our strategies for resources conservation in daily operations.

Resources Conservation Measures



LIGHTING

- Install energy saving LED lighting
- Switch off some lighting when the occupancy is low
- Switch off non essential lighting in public and community areas during lunch and after office hours



AIR CONDITIONING

- Switch off some air conditioning units when the occupancy is low
- Lower window blinds or curtains before leaving office to reduce direct sunlight on the following day
- Use fans in conjunction with air conditioning to spread the cooled air more effectively



OFFICE EQUIPMENT

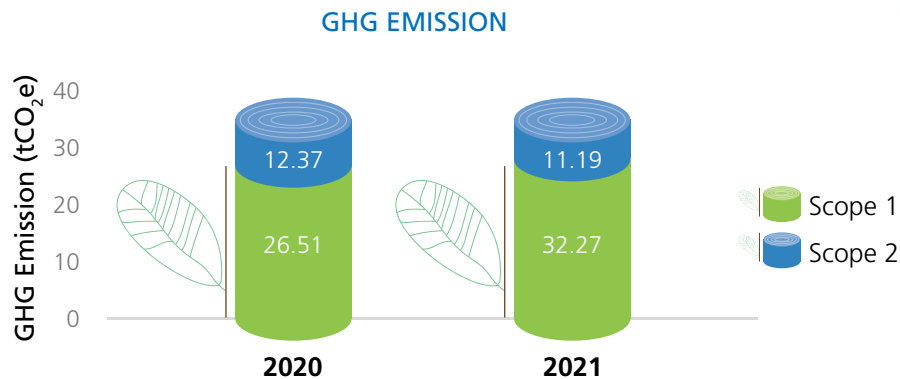
- Switch off computers after office hours or when leaving the workplace
- Activate the standby mode or hibernation mode features of personal computers
- Follow the maintenance schedules of appliances recommended in the instruction manual

ENVIRONMENTAL PROTECTION

EMISSIONS CONTROL

GHG EMISSIONS

The Group's greenhouse gas (GHG) emissions include direct emissions from fuel combustion by its vehicles and indirect emissions from the use of purchased electricity and paper waste disposal. During the year, the Group's total GHG emissions were 43.46 tonnes of carbon dioxide equivalent (tCO₂e), with an emissions intensity of 0.01 tCO₂e per square feet of the Hong Kong office. Scope 1 and Scope 2 emissions amounted to 32.27 tCO₂e and 11.19 tCO₂e respectively. The increased GHG emissions were due to the increased usage of company vehicles during the year.



To reduce GHG emissions, the Group strives to enhance its operational efficiency and minimise transportation, thereby reducing the associated fuel consumption. In this regard, members of the Group are encouraged to conduct meetings and conferences through electronic means to minimise the need for business travel.

AIR EMISSIONS

The Group's air emissions comprise mainly of mobile emissions from fuel combustion by company vehicles. During the year, the Group's vehicles generated 0.18 kg, 3.98 kg and 0.29 kg of sulphur dioxide (SO_x), nitrogen oxides (NO_x) and particulate matter (PM) respectively.

ENVIRONMENTAL PROTECTION

WASTE MANAGEMENT

During the year, we generated 0.11 tonnes of non-hazardous waste, with an intensity of 0.04 per square feet of the Hong Kong office. All waste was properly collected and handled by qualified waste collectors. The Group's operations do not generate any hazardous waste.

To facilitate waste reduction, we implement efficient operational procedures and practice responsible use of resources. Material recycling and paperless office are the key initiatives that have been taken in our waste management. Since paper waste is the major waste of office-based operations, the Group has adopted a range of paper conservation initiatives to lower paper consumption and waste generation in general.



Paper Conservation Initiatives

- Avoid printing or photocopying documents unless hard copy is absolutely necessary
- Distribute soft ecopies by emails/USB instead of print outs
- Use recycled paper in office operations
- Print and photocopy on both sides of paper
- Reuse single used paper for drafting, printing and receiving fax
- Reuse envelops for internal transmission of documents and correspondence
- Adjust the margins and font size of documents to optimise paper use

PROMOTING ENVIRONMENTAL AWARENESS

The Group understands that education and encouragement are the keys to enhancement of employee awareness of the importance of conserving energy and resources. To drive behavioural change in the workplace and foster a green office, we promote a recycling culture among employees, customers and suppliers, increasingly embedding sustainable practices across all aspects of business operations. We also put in efforts to remind them to take up their environmental responsibility through programmes and various communication channels including employee meetings, emails and notices. With all these actions taken, we hope to see heightened awareness of environmental protection among the company.

RESPONSIBLE OPERATION

RESPONSIBLE GAMING

The Group recognises its responsibility for ensuring an enjoyable and positive gaming experience for all of its customers. We advocate responsible use of our gaming products in order to prevent any potential harm to adults as well as the underaged individuals arising from gaming involvement. We have in place a Responsible Gaming Policy which incorporates measures like age verification and deposit limits. We also offer advice to our players on reducing the risk so that gaming problems do not occur.

DATA PRIVACY AND SECURITY

The Group considers it important to protect personal data and respects the privacy of individuals. Our Data Protection & Security Policy sets out the principles to be applied to personal data processing and use of confidential information. We meet fully the requirements of the Personal Data (Privacy) Ordinance of Hong Kong and all relevant regulations³ at places where we have operations.

To safeguard data privacy, we collect data provided by customers only, or when we are authorized to obtain them by law. We follow a set of privacy principles when handling personal data of customers. For instance, personal data are kept for no longer than is necessary for the purpose. Adherence to these principles is ensured by adoption of technical and governmental measures.

When it comes to data security, we adopt electronic and managerial measures to protect personal data against unauthorized access. We only allow authorized employees to access personal data for permitted business functions. We encrypt sensitive personal data and use firewalls to prevent personal data from being accessed by unauthorised persons.

SUPPLY CHAIN MANAGEMENT

We actively work with our suppliers to ensure the entire supply chain is responsible and sustainable. We follow socially and environmentally friendly procurement procedures.

We remain committed to choosing products that are less damaging to the environment and human well-being. Our business operations are required to follow a Green Procurement Policy aiming to improve environmental and human health and promote sustainable development. We engage with our suppliers based on principles outlined in the policy to meet sustainable development goals. During the year under review, we engaged with 41 major suppliers in Hong Kong.

³ Please refer to the section headed **Laws and Regulations** for Data Privacy and Security-related laws and regulations.

RESPONSIBLE OPERATION

Green Procurement Principles



INTELLECTUAL PROPERTY RIGHTS

The Group respects intellectual property rights of all and requires its employees to comply with policies regarding intellectual property rights listed in the Group's Human Resources Management Policy. They should always protect the Group's interests and must not infringe upon 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.

To the best of our knowledge, the Group did not contravene any relevant laws and regulations that have a significant impact on the Group relating to health, safety, privacy issues and remedies for the provision of products during the year. Our business does not involve any product labelling and advertising activities. This aspect has no significant impact on our operations.

RESPONSIBLE OPERATION

ANTI-CORRUPTION

The Group is intolerant of corruption and adheres to high integrity and ethical standards in its business operations. In addition to external inspections of irregularities by regulatory bodies, we require all employees to adhere to internal policies to prevent any violations of ethical principles.

A code of conduct is in place, which employees are required to comply with, covering anti-corruption-related laws and regulations⁴ and all internal policies and standards of the Group. Each of our directors attended a total of 1 hour of training during the year covering topics related to Anti-Money Laundering and ESG updates.

Ethical Guidelines in Procurement

The Group does not tolerate any unethical practices in procurement process. Our Procurement Policy stipulates ethical guidelines that employees involved in purchasing should abide by. Our employees are not permitted to engage in activities that may create a conflict of interest between individuals and the Group. They should never accept any gifts or personal benefits and should understand the lawful consequences of purchasing decisions.

WHISTLEBLOWING PROCEDURE

Our Whistleblowing Procedure provides a channel for reporting any irregularity or malpractice committed by employees, managers, suppliers, contractors or others acting on behalf of the Group. We ensure that employees who raise a concern are safeguarded from harassment or victimisation. We do not disclose an employee's identity and maintain confidentiality. We investigate every allegation fairly and carefully. Existing procedures are monitored and reviewed regularly to ensure effectiveness.

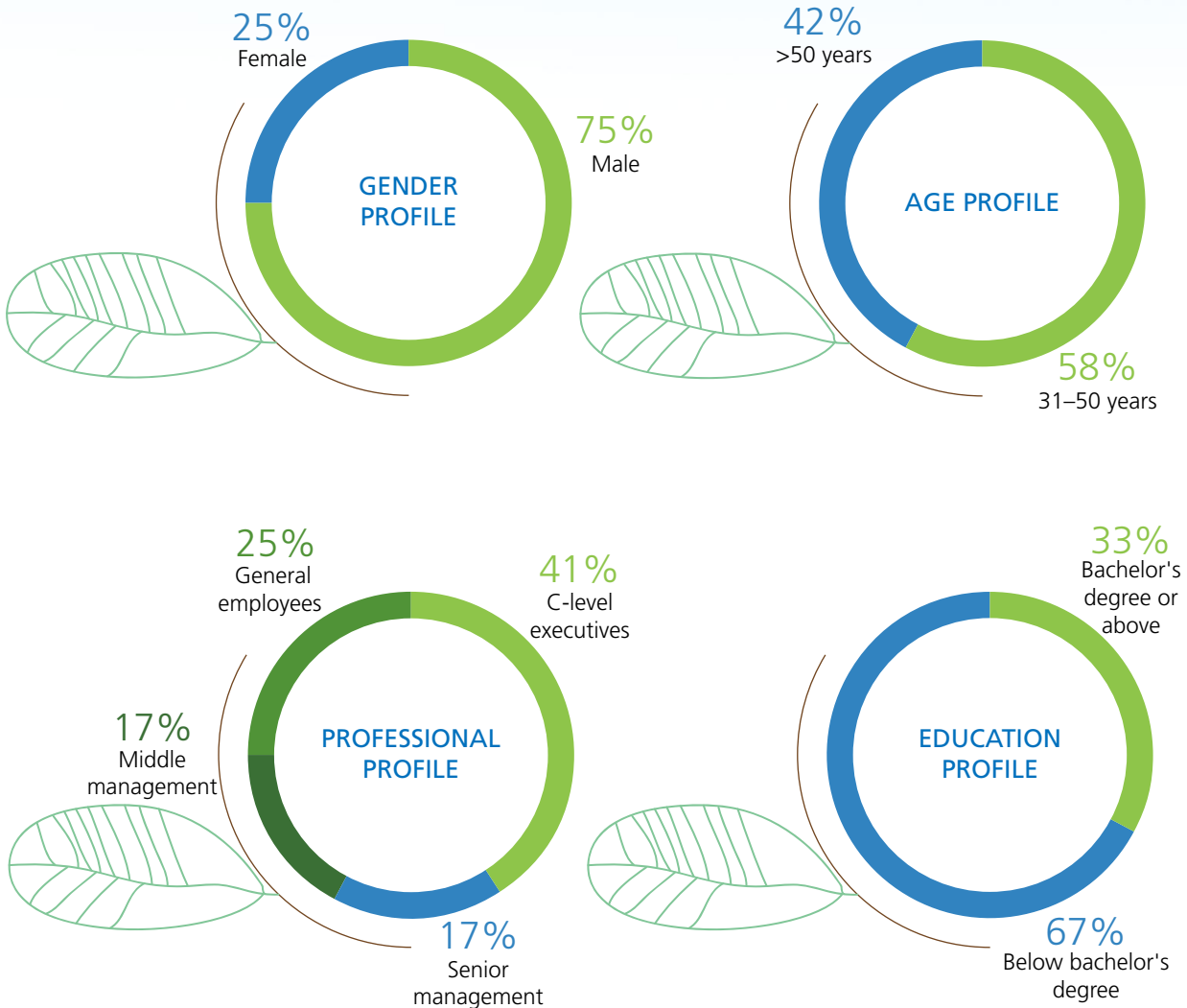
During the year, the Group was not aware of any cases of non-compliance of relevant laws and regulations that have a substantial impact on the Group relating to bribery, extortion, fraud and money laundering. In 2021, there were no concluded legal cases in relation to corrupt practices.

⁴ Please refer to the section headed **Laws and Regulations** for Anti-corruption-related laws and regulations.

FAIR EMPLOYMENT

As of 31 March 2021, the Group employed a total of 12 full-time employees in Hong Kong. There were 9 male and 3 female employees. 58% of employees are 31-50 years-old. The total workforce included 5 C-level executives, 4 managers and 3 general employees. In terms of education profile, 4 employees hold a bachelor's degree or above. During the reporting year, the turnover rate was zero.

Demographic description



FAIR EMPLOYMENT

EMPLOYEE RIGHTS AND WELFARE

The Group complies with all relevant laws and regulations, including but not limited to Employment Ordinance and Sex Discrimination Ordinance. We value and respect each individual in the Group. To promote an equal working environment and the diversity of our workforce, we strictly prohibit any form of discrimination due to one's age, gender, marital status, race, religion and disability. To treat all employees in a fair and respectful manner, the Group is committed to creating a harmonious working atmosphere free from any form of harassment or discrimination. During the year, the Group was not aware of any non-compliance of relevant laws and regulations⁵ that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

Talents are critical to the Group's success and smooth operations. Our Human Resources Management Policy and Staff Handbook provide guidance on talent acquisition procedures and relevant practices. We select suitable candidates based on the recruiting requirements published to the public. Potential candidates are invited for interviews and written tests to ensure their abilities meet the requirements of the tasks to be assigned to them.

To ensure a satisfying and balanced relationship between employees and the Group, we provide employees with fair remuneration packages and benefits. We offer packages including basic salary, allowances, annual leave, bonus and social insurance. Employees' annual appraisals are conducted to evaluate their working performance with reference to the performance indicators set by the Group. Results of the appraisal are used for promotion and dismissal decisions also.

The Group understands the importance of two-way communication with employees for improving work efficiency as well as employee satisfaction. All staffs are encouraged to communicate with their corresponding supervisors especially when there are any work-related problems. Employees can also send complaints to their department heads directly. Human Resources Department will conduct investigation and provide feedback within two working days.

Child and forced labour are strictly prohibited in the Group. The Group follows its No Child and Forced Labour Policy to prevent employment of those under the age of eighteen or minimum employment age under the local regulations. Our business partner, subsidiaries, contractors and suppliers are also required to follow these practices and are expected not to get involved in any unethical behaviour. All employment is on voluntary basis and without any form of threat or intimidation. During the year, the Group was not aware of any non-compliance of relevant laws and regulations relating to labour practices that have a significant impact on the Group. There were no reported cases of hiring of child or forced labour.

⁵ Please refer to the section headed **Laws and Regulations** for Labour-related laws and regulations.

FAIR EMPLOYMENT

TRAINING AND DEVELOPMENT

We recognise the importance of equipping our employees with essential skills and abilities to boost the competitiveness of the Group. We organise regular training to strengthen their professional knowledge and expertise. A series of different training programmes, including site visits, seminars and workshops are held to broaden their skills in from a multi-dimensional perspective.

During the year, the total training hours amounted to 124 hours. Total training hours for C-level executives were 5 hours and for senior management were 119 hours. The Group's directors also attended an ESG-related training workshop to keep themselves updated on the latest trends in sustainability.

Average Training Hours Per Person		
	Male	Female
By Gender	13.4	1
	C-level Executive	Senior Management
By Employee Category	1	59.5

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

FAIR EMPLOYMENT

HEALTH AND SAFETY

The Group views the health and safety of its employees, stakeholders and suppliers as a top priority. To this end, we strive to fulfil high health and safety standards. Our Health and Safety Policy is strictly aligned with relevant legal requirements and regulations including but not limited to the Occupational Safety and Health Ordinance. We adopt the best practices and measures to avoid occupational health and safety risk.

Health and Safety Actions



To the best of our knowledge, the Group did not contravene any relevant laws and regulations⁶ that have a significant impact on the Group relating to the provision of a safe working environment and protection of employees from occupational hazards during the year. The Group did not record any case regarding work-related fatalities or incident.

⁶ Please refer to the section headed **Laws and Regulations** for Health and Safety-related laws and regulations.



COMMUNITY INVESTMENT

Understanding and meeting the needs of the communities in which we operate is crucial to our long-term growth. Our Community Investment Policy sets out initiatives needed to create positive impacts on the society. We undertake business-related activities that can benefit the society. We are committed to continually contributing to social development and improving people's quality of life.

LAWS AND REGULATIONS

In order to address issues related to each ESG aspect, the Group and its subsidiaries and affiliates have established and implemented the corresponding management approach, policies and initiatives, to ensure compliance with all applicable laws and regulations. The list of applicable laws and regulations is as follows:

Aspect	Applicable Laws and Regulations	Section/Remarks
Emissions	<ul style="list-style-type: none"> Waste Disposal Ordinance in Hong Kong 	ENVIRONMENTAL PROTECTION
Employment	<ul style="list-style-type: none"> Employment Ordinance in Hong Kong Employees' Compensation Ordinance in Hong Kong Sex Discrimination Ordinance in Hong Kong Race Disability Discrimination Ordinance in Hong Kong 	FAIR EMPLOYMENT
Health and Safety	<ul style="list-style-type: none"> Occupational Safety and Health Ordinance in Hong Kong 	FAIR EMPLOYMENT
Labour standards	<ul style="list-style-type: none"> Employment of Children Regulations in Hong Kong 	FAIR EMPLOYMENT
Product Responsibility	<ul style="list-style-type: none"> Personal Data (Privacy) Ordinance in Hong Kong 	RESPONSIBLE OPERATION
Anti-corruption	<ul style="list-style-type: none"> Prevention of Bribery Ordinance in Hong Kong 	RESPONSIBLE OPERATION

PERFORMANCE DATA SUMMARY

	2021	2020	2019
Total Energy Consumption (GJ)	443.36	374.05	273.64
Electricity (MWh)	15.76	15.65	17.57
Petrol (GJ)	386.618	317.68	210.39
Energy consumption intensity (GJ/ft ²)	0.15	0.13	0.08
Greenhouse Gas (GHG) Emissions			
Scope 1: Direct carbon emissions (tCO ₂ e)	32.27	26.51	17.56
Scope 2: Indirect carbon emissions (tCO ₂ e)	11.19	12.37	13.88
Total GHG emissions (tCO ₂ e)	43.46	38.88	31.44
Total GHG emission intensity (tCO ₂ e/ft ²)	0.01	0.01	0.01
Air Pollutants			
SOx (kg)	0.18	0.15	0.10
NOx (kg)	3.98	3.40	Not Applicable
PM (kg)	0.29	0.25	Not Applicable
Waste			
Non-hazardous waste (tonnes)	0.11	0.11	0.11
Non-hazardous waste intensity (kg/ft ²)	0.04	0.04	0.03

PERFORMANCE DATA SUMMARY

		2021	2020	2019
Workforce Demographics	Total Headcount	12	12	12
	By Geographical Distribution			
	Hong Kong	12	12	12
	By Age			
	31–50	7	7	7
	Above 50	5	5	5
	By Gender			
	Male	9	9	9
	Female	3	3	3
	By Educational Background			
	Bachelor’s degree or above	4	4	4
	Below bachelor’s degree	8	8	8
	By Professional Profile			
	C-level executives	5	5	5
	Senior management	2	2	2
	Middle management	2	2	2
	General employees	3	3	3
	Employee Turnover Rate			
	Total	0	0	8.33%
	By Age			
30–50	0	0	14.29%	
Above 50	0	0	0	
By Gender				
Male	0	0	0	
Female	0	0	33.33%	

PERFORMANCE DATA SUMMARY

		2021	2020	2019
Training and Development	Percentage of Employees Trained			
	Total	58.33%	66.67%	58.33%
	By Gender			
	Male	44.44%	56.00%	44.44%
	Female	100.00%	100.00%	100.00%
	By Professional Profile			
	C-level executives	100.00%	100.00%	100.00%
	Senior management	100.00%	100.00%	100.00%
	Middle management	0	50.00%	0
	General employees	0	0	0
	Average Training Hours Per Person			
	Total	10.33	15.00	6.08
	By Gender			
	Male	13.44	13.33	7.78
	Female	1.00	20.00	1.00
By Professional Profile				
C-level executives	1.00	20.00	1.00	
Senior management	59.50	38.50	34.00	
Middle management	0	1.50	0	
General employees	0	0	0	
Health and Safety	Work-related incident (case)	0	0	0
	Lost days due to work-related injury	0	0	0
	Work-related fatalities	0	0	0
Community	Donation (HKD\$)	0	1,500	Not Applicable

HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	ENVIRONMENTAL PROTECTION — Environmental Management
KPI A1.1	The types of emissions and respective emissions data.	ENVIRONMENTAL PROTECTION — Emissions Control
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Emissions Control
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	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 (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Waste Management
KPI A1.5	Description of measures to mitigate emissions and results achieved.	ENVIRONMENTAL PROTECTION — Resources Conservation, Waste Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	ENVIRONMENTAL PROTECTION — Waste Management

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KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	ENVIRONMENTAL PROTECTION — Resources Conservation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Resources Consumption
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Resources Consumption
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	ENVIRONMENTAL PROTECTION — 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.	ENVIRONMENTAL PROTECTION — Resources Consumption
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.
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuers' significant impact on the environment and natural resources.	ENVIRONMENTAL PROTECTION — 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.	ENVIRONMENTAL PROTECTION — Promoting Environmental Awareness

HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
B. Social		
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.	FAIR EMPLOYMENT — Employee Rights and Welfare
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	FAIR EMPLOYMENT — Employee Composition
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	FAIR EMPLOYMENT — Employee Composition
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.	FAIR EMPLOYMENT — Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	FAIR EMPLOYMENT — Health and Safety
KPI B2.2	Lost days due to work injury.	FAIR EMPLOYMENT — Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	FAIR EMPLOYMENT — Health and Safety

HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	FAIR EMPLOYMENT — Training and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	FAIR EMPLOYMENT — Training and Development
KPI B3.2	The average training hours completed per employee by gender and category.	FAIR EMPLOYMENT — Training and Development
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 prevention of child and forced labour.	FAIR EMPLOYMENT — Employee Rights and Welfare
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	FAIR EMPLOYMENT — Employee Rights and Welfare
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain	RESPONSIBLE OPERATION — Supply Chain Management
KPI B5.1	Number of suppliers by geographical region	RESPONSIBLE OPERATION — 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.	RESPONSIBLE OPERATION — Supply Chain Management

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KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect B6: Product Responsibility		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	RESPONSIBLE OPERATION — Responsible Gaming
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	RESPONSIBLE OPERATION — Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	RESPONSIBLE OPERATION — Responsible Gaming
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	RESPONSIBLE OPERATION — Data Privacy and Security
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.	RESPONSIBLE OPERATION — 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.	RESPONSIBLE OPERATION — Anti-corruption
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	RESPONSIBLE OPERATION — Anti-corruption

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KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
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.	COMMUNITY INVESTMENT
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	COMMUNITY INVESTMENT
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	COMMUNITY INVESTMENT