



盛業資本  
SHENG YE CAPITAL

# 盛業資本有限公司

## SHENG YE CAPITAL LIMITED

*(Incorporated in the Cayman Islands with limited liability)*  
Stock Code: 8469

# 2017

Environmental, Social  
and Governance Report





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## ABOUT THIS REPORT

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Sheng Ye Capital Limited (the “Company”), together with its subsidiaries (the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance issues. This Report is prepared by the Group with the professional assistance of APAC Compliance Consultancy and Internal Control Services Limited.

## PREPARATION BASIS AND SCOPE

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This Report is prepared in accordance with Appendix 20 to the rules governing the listing of securities on Rules Governing the Listing of Securities on the GEM of The Stock Exchange of Hong Kong Limited (the “GEM Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the GEM Listing Rules.

This Report summarises the performance of the Group in respect of corporate social responsibility, covering its operating activities which are considered as material by the Group – factoring business in the People’s Republic of China (the “PRC”). With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

## REPORTING PERIOD


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This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2017 to 31 December 2017.

## CONTACT INFORMATION

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The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to [ir@shengyecapital.com](mailto:ir@shengyecapital.com).



## INTRODUCTION



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The Group is a specialised financial service provider offering accounts receivable financing and other related solutions, focusing in the energy, construction and medical sectors in the PRC. Since the business has commenced, the group has strategically developed its customer base by targeting small and medium-sized enterprises ("SME") suppliers of state-owned enterprises ("SOEs") and large enterprises mainly through the provision of factoring services, including providing financing to factoring customers and account receivable management services to improve their supply chain management. The factoring business of the group also includes sales of factoring assets and other services.



In order to respond to growing trends on the expectation of the stakeholders on the corporate responsibility performance, the Group is committed to maintaining its operation in a responsible and value-optimising manner and value creation for stakeholders and community by integrating environmental and social factors into management considerations. Sustainability strategy is based on the compliance with the legal requirements applicable to us and opinions from stakeholders. Sustainability is essential for the Group's growth in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group has established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

## STAKEHOLDERS ENGAGEMENT

The Group acknowledges stakeholders' engagement has been an important constituent to the long-term development and success of the Group. We have established a variety of communication channels to a broad spectrum of stakeholders to enable better formulation of our business strategies in order to respond to their concerns and expectations, strengthen our relationships and anticipate potential risks.

Stakeholders	Issues of Concerns	Engagement channels	Practices
 <p><b>Government</b></p>	<ul style="list-style-type: none"> <li>- Compliance with relevant laws and regulations</li> <li>- Proper tax payment</li> </ul>	<ul style="list-style-type: none"> <li>- Research and discussions through work conferences, work reports preparation and submission for approval</li> <li>- Annual reports and announcements</li> <li>- Company website</li> </ul>	<ul style="list-style-type: none"> <li>- Operated, managed and paid taxes according to relevant laws and regulations</li> </ul>
 <p><b>Shareholders and Investors</b></p>	<ul style="list-style-type: none"> <li>- Return on the investments</li> <li>- Information disclosure and transparency</li> <li>- Protection of interests and fair treatment of shareholders</li> </ul>	<ul style="list-style-type: none"> <li>- Annual general meetings and other shareholder meetings</li> <li>- Annual reports, interim reports and announcements</li> <li>- Meeting with investors and analysts</li> <li>- Company website</li> </ul>	<ul style="list-style-type: none"> <li>- Issued notices of general meeting and proposed resolutions according to regulations, disclosed company's information by publishing announcements and quarterly report in the year</li> <li>- Carried out different forms of investor activities with an aim to improve investors' recognition</li> <li>- Disclosed company contact details on website and in reports and ensured all communication channels available and effective</li> </ul>



Stakeholders	Issues of Concerns	Engagement channels	Practices
 <b>Employees</b>	<ul style="list-style-type: none"> <li>- Rights and interests</li> <li>- Occupational health and safety</li> <li>- Working environment</li> <li>- Career development opportunities</li> <li>- Self-actualisation</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings and conferences</li> <li>- Training, seminars, briefing sessions</li> <li>- Cultural and sport activities</li> <li>- Intranet and emails</li> <li>- Performance reviews and assessments</li> </ul>	<ul style="list-style-type: none"> <li>- Provided a healthy and safe working environment</li> <li>- Developed a fair mechanism for promotion</li> <li>- Established GM mail box and HR mail box to provide direct communication platforms for employees</li> <li>- Cared for employees by helping those in need and organising employee activities</li> </ul>
 <b>Customers</b>	<ul style="list-style-type: none"> <li>- Stable relationship</li> <li>- Business ethics and integrity</li> </ul>	<ul style="list-style-type: none"> <li>- Company website, brochures, annual reports and announcements</li> <li>- Email and customer service hotline</li> </ul>	<ul style="list-style-type: none"> <li>- Organised marketing activities and visit to customers</li> </ul>
 <b>Suppliers and Business partners</b>	<ul style="list-style-type: none"> <li>- Long-term partnership</li> <li>- Fairness and openness</li> <li>- Sharing of resources</li> <li>- Risk reduction</li> <li>- Business ethics and integrity</li> </ul>	<ul style="list-style-type: none"> <li>- Business meetings, supplier conferences, phone calls, interviews</li> <li>- Experience reviews and feedbacks</li> <li>- On-site audit or checks</li> <li>- Emails, circulars and manuals</li> <li>- Company website</li> </ul>	<ul style="list-style-type: none"> <li>- Established long-term cooperation with qualified suppliers</li> </ul>



Stakeholders	Issues of Concerns	Engagement channels	Practices
 <p><b>Industry associations</b></p>	<ul style="list-style-type: none"> <li>– Long-term partnership</li> <li>– Cooperation</li> <li>– Fair competition</li> </ul>	<ul style="list-style-type: none"> <li>– Regular meetings</li> </ul>	<ul style="list-style-type: none"> <li>– In 2016, the Group was appointed as a deputy president unit of the Commercial Factoring Expertise Committee of the China Association of Trade in Services (CATIS), and a deputy president unit of Shenzhen Commercial Factoring Association</li> <li>– In 2017, the Group became a “year 2016 commercial factoring contribution unit”<sup>*</sup> of China Commercial Factoring Industry Conference<sup>*</sup></li> </ul>
 <p><b>Bank</b></p>	<ul style="list-style-type: none"> <li>– Repayments on schedule</li> <li>– Business status</li> <li>– Operational risk</li> </ul>	<ul style="list-style-type: none"> <li>– Conferences</li> </ul>	<ul style="list-style-type: none"> <li>– Repaid loan and interests on schedule and cooperated with the lender in investigation and inspection</li> </ul>
 <p><b>Market Regulator</b></p>	<ul style="list-style-type: none"> <li>– Compliance with relevant law and regulations</li> <li>– Disclosure information</li> </ul>	<ul style="list-style-type: none"> <li>– Information disclosure</li> <li>– Reports</li> </ul>	<ul style="list-style-type: none"> <li>– Complied with regulatory requirements in a strict manner</li> <li>– Disclosed and reported true information in a timely and accurate manner according to relevant laws and regulations</li> </ul>
 <p><b>Public and communities</b></p>	<ul style="list-style-type: none"> <li>– Career opportunities</li> <li>– Social responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>– Volunteering</li> <li>– Charity and social investment</li> <li>– Annual reports and announcements</li> </ul>	<ul style="list-style-type: none"> <li>– Partnered with charitable organisations and supported medical and children development to enhance community harmony</li> </ul>

\* Translations for identification purpose

## ENVIRONMENTAL ASPECT

Environmental protection is one of the key focuses of the Group in fulfilling its social responsibilities. We integrate environmental considerations into our business process and strive to continually improve our environmental performance while maintaining a high quality of services to our customers.

As a responsible corporate citizen, the Group is in strict compliance with the relevant laws and regulations in the PRC and Hong Kong to mitigate the impacts of our operations on the environment. During the reporting period, the Group is not aware of any non-compliance issue in relation to environmental laws of the PRC and Hong Kong.

## ASPECT A1: EMISSIONS

### GREENHOUSE GAS (GHG) EMISSION

Greenhouse gas is considered as one of the major contributors to the climate change and global warming. As a financial service provider, our main source of emission is the indirect emission through electricity consumption for our office operation. The Group attaches great importance to reduce the carbon footprint by adopting energy saving initiatives as mentioned in the section "Use of Resources".

During the reporting period, the emission of greenhouse gas is as follows:

Greenhouse Gas Emission <sup>1</sup>	Unit	Amount
Scope 1 <sup>2</sup>	tonnes of CO <sub>2</sub> -e	N/A <sup>3</sup>
Scope 2 <sup>4</sup>	tonnes of CO <sub>2</sub> -e	16.74
Total	tonnes of CO <sub>2</sub> -e	16.74
Intensity	tonnes of CO <sub>2</sub> -e/m <sup>2</sup>	0.064

- 1 The calculation of the greenhouse gas emission is based on the "Corporate Accounting and Reporting Standard" from greenhouse gas protocol.
- 2 Scope 1: Direct emission from sources that are owned or controlled by the Group
- 3 N/A refers to not applicable.
- 4 Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group





## HAZARDOUS AND NON-HAZARDOUS WASTES

The Group's operational activities do not generate any hazardous waste. Our source of non-hazardous waste is the general waste from daily office operation. The Group has outsourced the office cleaning work to an independent contractor for handling and collecting the non-hazardous waste and the waste volume record is not provided by the cleaning contractor. In order to better formulate measures to reduce the non-hazardous waste generation, the Group will coordinate with the cleaning contractor to collect the waste volume data in the coming year. In spite of this, the Group strives to minimise the environmental impacts by reducing the commercial waste generated. Hence, the Group implements a variety of waste reduction measures as follows:

### *Paper Saving*

Employees are encouraged to use both sides of paper, suitable font size and shrinkage mode to maximise the utilisation of resources consumed. The back of single-sided documents is used for printing or as draft paper. Furthermore, we promote dissemination of internal information by electronic means as much as possible to reduce our paper consumption.

### *Stationery Conservation*

Refilling the used-up pens is recommended instead of using new pens to reduce stationery waste. We also purchase stationery with certification for green products that cause minimal impacts on the environment.

### *Materials Re-use and Conservation*

We encourage our employees to reuse packaging materials so as to reduce packaging boxes consumption. Moreover, product manufacturers are encouraged to extend the product lifecycle.

### *Green Pantry*

Reusable glass cups are provided in conference rooms and reception rooms to reduce paper cups consumption. Green cleaning products, including phosphate free detergents and refillable soaps, are used.

### *Recycling*

To increase environmental awareness of employees, recycle bins are set up at public area to separate general wastes. For discarded computers, they are collected and will be recycled by recycling companies.

Although the amount of our non-hazardous waste is insignificant, we take every effort to reduce wastes in our operation. In future, the Group will continue to execute the "3R Principle", i.e. Reuse, Reduce and Recycle, in order to minimise the environmental impacts from our operations.

## ASPECT A2: USE OF RESOURCES

In our daily operation, energy and water are the major sources of resource consumption. The Group consistently aims to implement energy and water efficiency initiatives to reduce the energy and water consumption. The Group also motivates all its employees to participate in resources conservation activities and encourages them to save energy and water.

### Energy consumption

In view of the scarcity of resources, the Group advocates various energy conservation strategies, for examples, standby mode is set for computers when they are not in use for a long period of time, unnecessary lighting are switched off during lunch hours and all electrical appliance are switched off in the area before leaving to improve our energy efficiency and management. In the daily operation, purchased electricity is the major source of energy consumption. During the reporting period, the energy consumption is as follows:

Energy	Unit	Amount
Purchased electricity	MWh	24.89
Intensity	MWh/m <sup>2</sup>	0.095

### Water consumption

The business of our Group is operated in commercial building where the water supply is solely controlled by the property management company. In this case, it is not feasible for the Group to provide water consumption data as there is no sub-meter to record the data. Notwithstanding, the Group endeavours to reduce water usage, for examples, automatic sensor water taps are installed and flush toilets are equipped with water-saving devices.

### Packaging Materials

Due to the nature of business, the Group does not have physical products for sale and therefore does not involve any handling of the hazardous wastes or packaging materials. Thus, the disclosure on hazardous wastes or packaging materials is not applicable to the Group.



### ASPECT A3: THE ENVIRONMENT AND NATURAL RESOURCES

Regarding the operation of our Group, we are not aware of any significant impacts of activities on the environment and natural resources. With the green office measures implemented, we strive to minimise the impacts on the environment and natural resources. The Group will continue to implement environment-friendly practices in the Group's operation in order to enhance environmental sustainability.

### SOCIAL ASPECT

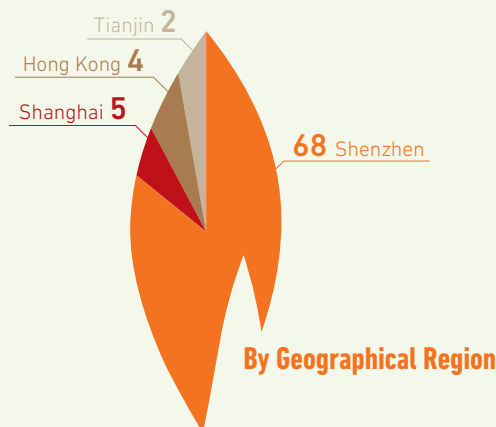
#### EMPLOYMENT AND LABOUR PRACTICES

### ASPECT B1: EMPLOYMENT

The Group regards employees as essential assets, which are the foundation for success and development of the Group. As such, we aim to attract and retain talents, ensure a safe and equal working environment for our employees, provide development opportunities and promote employee health and well-being. The commitment is incorporated into our staff handbook. The staff handbook covers the Group's standard in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

The Group is in strict compliance with the Labour Law of the PRC, the Labour Contract Law of the PRC and other applicable laws and regulations in the PRC. During the reporting period, the Group is not aware of any non-compliance with those applicable laws and regulations.

At the end of the reporting period, the employee composition (in number of employees) by geographical region is as follows:



Remuneration is an important tool to attract, retain and motivate talents in achieving key goals of the Group. We provide competitive remuneration for our employees according to their performance, experience and relevant skillset in recognition of their invaluable contribution to the Group. In addition, we fully comply with relevant laws and regulations to provide social insurance, housing provident fund and Mandatory Provident Fund for our employees.

The Group have established a sound welfare system which includes various aspects, such as work lives, education and training and health of the employee. We advocate our employees to maintain a work-life balance. Hence, we have organised a range of leisure activities for our employees, for example, festival gathering, annual dinner and team building activities within or across different departments, to promote a healthy working style and strengthen employees' sense of belongings.

We are an equal opportunities employer who endeavours to create a diverse and inclusive workplace where all our employees are treated with dignity and respect. The principle of equal opportunities is applied in all employment policies, in particular to recruitment, training, career development and promotion of employees. The Group promotes fair competition and prohibits discrimination or harassment against any employee on their gender, age, marital status, religion, race, nationality, disability or any status protected by law.

The Group offers fair promotion opportunities which serve as a motivation for employees to continue learning and improving work performance. We conduct performance appraisal regularly on employees' working ability, behavior and development potential to rank and adjust job positions. We are devoted to helping our employees to demonstrate their capabilities in line with their own career ambitions and the business objectives of the Group.

The staff handbook regulates the working hours of employees. For employees who are required to work overtime and on public holidays, overtime pay and additional compensation are provided as defined in the staff handbook. Furthermore, employees are entitled to statutory holidays, paid annual leave, marriage leave, maternity leave and paternity leave, etc. during their term of employment.

### ASPECT B2: HEALTH AND SAFETY

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The Group has always placed the highest priority on securing health and safety for our employees. We strive to provide a safe and healthy working environment for all employees to protect them from occupational injuries or accidents. We are committed to achieving this goal by providing insurances, including social insurance, labour insurance and business accident insurance for all employees. In addition, we provide medical insurance to our employees in Hong Kong. We also provide annual body check for employees who have passed probation. Furthermore, we reserve no effort to minimise the risk of fire by prohibiting smoking in all enclosed area of office and participating in fire drills of office building.

The Group adheres to the Labour Law of the PRC, the Law of the PRC on the Prevention and Treatment of Occupational Diseases and other applicable laws and regulations in the PRC. During the reporting period, the Group is not aware of any non-compliance with the relevant laws and regulations in providing a safe working environment. With the measures implemented, there is no case of work-related injuries or accident during the reporting period.

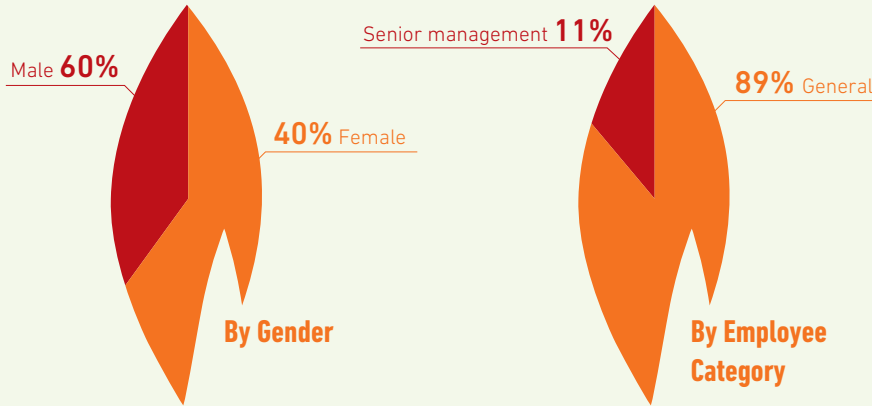
### ASPECT B3: DEVELOPMENT AND TRAINING

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The Group aims at building a learning organisation and ensuring all employees are provided with growing opportunities. We continue to promote a learning and sharing culture by providing outstanding and all-round trainings in various channels, including face-to-face training, department sharing, E-learning, internal and external training, to help employees at all levels to be well-equipped to excel in work and life.



During the reporting period, the percentage of employees trained and the average training hours completed per employee by gender and employee category are as follows:



Training hours	Average training hours (hours/employee)
<b>By gender</b>	
– Male	17
– Female	17
<b>By employee category</b>	
– Senior management	25
– General	16

Taking into consideration the development goals of the Group and staff, trainings can be divided into three main categories targeting employees at different levels, including:

- Management Training: specialised training for management staff to strengthen their management awareness and management ability.
- Professional Training: specialised training depending on the needs of respective departments and positions, including professional certificate training and seminars.
- General Training: training targeting employees at all levels to increase their work efficiency, including computer skills training.

The followings are some of the main trainings provided during the reporting period:

Time	Participants	Topics
01 January	Sales Department and Supporting Department	Basic Knowledge of Construction Law (I)
02 February	Sales Department and Supporting Department	Basic Knowledge of Construction Law (II) Pingan Trust Company Fraud Cases Sharing
03 March	Human Resources Department	Recruitment Sand-table Training
04 April	Supporting Department	Practical Operation Training of Risk Management in Commercial Factoring
05 May	Human Resources Department	How to Avoid Low-level Mistake in Microsoft Office Operation
06 June	Information Technology Department	Internal Work Procedure Instruction Zentao System Usage Training
07 July	All employees  Management Level Operation and Risk Management Department Information Technology Department	Listed Companies External Communication Mechanism Coaching "Lean Management" Project Training GIT Usage Tutorial
08 August	Departments with PPT usage needs Information Technology Department	PPT Creation and Presentation Skills Training Docker in the "DevOps" Series
09 September	Information Technology Department All employees	How to Improve Software Product Quality Outlook User Instruction Basic Legal Knowledge Training
10 October	All employees  Information Technology Department	Computer Knowledge and Frequently Asked Questions Usage of Jira Management Tools Jira Defect Resolution Procedure
11 November	Information Technology Department	Microservices Framework
12 December	Sales Department	Legal Relation in Factoring Business of Medical Device and Questions Summarisation

In order to better respond to employees' needs, the Group always seeks improvement on the effectiveness of trainings by conducting assessment and collecting feedback from participants. These can help the Group to continuously improve the training programs offered in all levels so as to enhance the personal performance of employees.



#### ASPECT B4: LABOUR STANDARDS

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The Group is committed to upholding the elimination of all forms of forced and compulsory labour and supporting the effective abolition of child labour. The Group strictly complies with the Labour Law of the PRC, the Labour Contract Law of the PRC and other applicable laws and regulation. We have formulated regulations on managing the prohibition of child labour. To prevent recruitment of employees under the age of 16, employees are required to provide identity proofs to Human Resources Department to verify the age. All work should be voluntarily performed and shall not involve forced labour.

During the reporting period, the Group is not aware of any non-compliance in relation to the employment of child labour, forced or compulsory labour in any operation.

### OPERATING PRACTICES

#### ASPECT B5: SUPPLY CHAIN MANAGEMENT

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The Group works with an array of different office equipment suppliers, office supplies suppliers and service providers. We integrate sustainability into supply chain by purchasing products of reputable enterprises that uphold high corporate standards. The Group also emphasises on the selection of products that cause minimal impacts on the environment, for example, we purchase green cleaning products and reusable items instead of single-use disposable ones.

#### ASPECT B6: PRODUCT RESPONSIBILITY

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As a financial service provider, we acknowledge the importance on the protection of data privacy. The Group is committed to protecting the confidentiality of the personal data and privacy of our customers. The commitment is incorporated into staff handbook. We convey clearly to our employees the Group's requirement and request employees to fully abide by the guidance on prohibiting any unauthorised accessing or disclosure of confidential information, including transaction records and client identity. Employee who discloses confidential information to unauthorised person will be subject to disciplinary actions as defined in staff handbook.

With the aims to create a highly secure environment and mitigate the risk of accidental leakage of client information, the Group has implemented a range of measures, including prohibition of downloading and installing unauthorised software, compulsory installation of anti-virus system for all computers and prohibition of personal use of workplace computers and emails.

With the above measures implemented, the Group has not discovered any case regarding leakage of customer data during the reporting period.

#### ASPECT B7: ANTI-CORRUPTION

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The Group maintains a high standard of business integrity throughout its operations. We have no tolerance in any form of corruption, bribery, extortion, fraud, money laundering and embezzlement. We request our employees to conform to our requirements on anti-corruption outlined in staff handbook. Whistle-blowing channels are set up for employees to report anonymously any violation on the ethical standards our Group pursues. Once misconduct case is discovered and confirmed, the employee will be subject to disciplinary action and reported to law enforcement authority when necessary.

The Group adheres to the Criminal Law of the PRC, the Anti-Unfair Competition Law of the PRC and other applicable laws and regulations. During the reporting period, no legal case concerned with corrupt practices has been brought against the Group.

## COMMUNITY

### ASPECT B8: COMMUNITY INVESTMENT

Our enterprise culture emphasises on “Sharing and Growing” and we always encourage our employees to actively participate in community and social services. Since 2014, the Group has actively contributed to the communities and continuously donated to various charitable organisations, including “Raleigh China” and “Handpicked Love Foundation”. From 2014 until now, the Group has donated approximately RMB1 million.

We always believe community care is an important part of our operating practices. In future, the Group will continue to focus on community care and staff development, with the aim to improve the society through community involvement.

#### *Raleigh China*

“Raleigh China (雷勵中國)” is a non-profit organisation dedicated to youth development. They believe and act in the way of “Serve and Achieve” by inspiring young people to step out of their comfort zone and contribute to sustainable communities. The Group was the sole sponsor in the building of Raleigh China Guizhou base camp with an area of 3,679 m<sup>2</sup> and has made RMB400,000 donation. On 26 July 2017, the base camp was officially put into use which helped in running Raleigh programs that benefit local education, community infrastructure, environmental protection, as well as youth development. The Group has been awarded “Raleigh China Special Award for the year”, in recognition of our contribution to youth development in the year 2017.

#### *Handpicked Love Foundation*

“Handpicked Love Foundation (首彩愛心基金)” was founded in 2010. It focuses on the health and growth of children while promoting medical assistance and art and charity. Until the end of 2017, it has provided free treatments for about 700 children who have congenital heart disease. During the year, the Group has continued to support “Handpicked Love Foundation” by making donation to provide free diagnosis and surgery for children.

#### *Medical Development*

One of the Group’s subsidiaries, Sheng Heng Factoring Limited, was invited to participate in the Strategic Cooperation Signing Ceremony held by the International Emergency Management Society (“TEM”) and Dali University. TEM and Dali University are cooperated to create exchange platforms in which members can share their medical knowledge and experience. As an enterprise that cares about medical development, we are committed to donate RMB1 million to Dali University and ten of its affiliated hospitals, so as to foster academic exchange, talent cultivation and scientific research cooperation of the medical sector.

#### *Children development*

On 13 May 2017, our volunteer team participated in “An egg runaway” charity walk activity which was organised by Shanghai United Foundation. Participants were required to walk 50 kilometers with the aim to raise funds for supporting children development in remote areas, in particular nutrition and health, education development, safety protection and social integration.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Page
<b>A. Environmental</b>			
<b>A1: Emissions</b>			
General Disclosure		"Environmental Aspects"	7
KPI A1.1	The types of emissions and respective emissions data	Not applicable to the Group's business	N/A
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	"Emissions - Greenhouse Gas Emission"	7
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Not applicable to the Group's business.	N/A
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	No significant amount of non-hazardous waste has been generated.	N/A
KPI A1.5	Description of measures to mitigate emissions and results achieved	"Emissions - Greenhouse Gas Emission"	7
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	"Emissions - Hazardous and Non-hazardous Wastes"	8
<b>A2: Use of Resources</b>			
General Disclosure		"Use of Resources"	9
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	"Use of Resources - Energy consumption"	9
KPI A2.2	Water consumption in total and intensity	Not feasible for the Group to obtain the data.	N/A
KPI A2.3	Description of energy use efficiency initiatives and results achieved	"Use of Resources - Energy consumption"	9
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	"Use of Resources - Water consumption"	9
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Not applicable to the Group's business.	N/A
<b>A3: The Environment and Natural Resources</b>			
General Disclosure		"The Environment and Natural Resources"	10
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	No significant impact of activities on the environment and natural resources has been noted.	N/A

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Page
<b>B. Social</b>			
<b>Employment and Labour Practices</b>			
<b>B1: Employment</b>			
General Disclosure		"Employment"	10
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	"Employment"	—
KPI B1.2	Employee turnover rate by gender, age group and geographical region	—	—
<b>B2: Health and safety</b>			
General Disclosure		"Health and Safety"	11
KPI B2.1	Number and rate of work-related fatalities	No case of work-related fatalities has been noted.	—
KPI B2.2	Lost days due to work injury	No case of lost days due to work injury has been noted.	—
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	"Health and Safety"	11
<b>B3: Development and Training</b>			
General Disclosure		"Development and Training"	11-13
KPI B3.1	The percentage of employee trained by gender and employee category	"Development and Training"	—
KPI B3.2	The average training hours completed per employee by gender and employee category	"Development and Training"	—
<b>B4: Labour Standards</b>			
General Disclosure		"Labour Standards"	14
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	"Labour Standards"	—
KPI B4.2	Description of steps taken to eliminate such practices when discovered	—	—

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Page
<b>B. Social</b>			
<b>Operating Practices</b>			
<b>B5: Supply Chain Management</b>			
General Disclosure		"Supply Chain Management"	14
KPI B5.1	Number of suppliers by geographical region	—	—
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	—	—
<b>B6: Product Responsibility</b>			
General Disclosure		"Product Responsibility"	14
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	—	—
KPI B6.2	Number of products and service related complaints received and how they are dealt with	—	—
KPI B6.3	Description and practices relating to observing and protecting intellectual property rights	—	—
KPI B6.4	Description of quality assurance process and recall procedures	—	—
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	"Product Responsibility"	14
<b>B7: Anti-corruption</b>			
General Disclosure		"Anti-corruption"	14
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 case	No concluded legal case regarding corrupt practices has been noted.	—
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	—	—
<b>Community</b>			
<b>B8: Community Investment</b>			
General Disclosure		"Community Investment"	15
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	"Community Investment"	15
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	"Community Investment"	15



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