

SCOPE AND REPORTING PERIOD

This is the third Environmental, Social and Governance ("ESG") report by the Group, highlighting its ESG performance, with disclosure reference made to the ESG Reporting Guide as described in Appendix 20 to the GEM Listing Rules and Guidance set out by The Stock Exchange of Hong Kong Limited.

In Hong Kong, the Group is mainly engaged in exhibition and trade show business and print media business. While in the People's Republic of China ("PRC"), the Group involved in development of mobile applications business. This ESG report covers the Group's overall performance in two subject areas, namely, Environmental and Social of the above-mentioned business operations in its offices in Hong Kong and PRC, from 1 January 2018 to 31 December 2018, unless otherwise stated. With effect from April 2019, the development of mobile applications business has been discontinued.

STAKEHOLDER ENGAGEMENT AND MATERIALITY

In order to identify the most significant ESG aspects for the Group to focus on, key stakeholders including shareholders, investors and employees have been involved in regular engagement meetings to discuss and to review areas of attention which will help the business meet its potential growth and be prepared for future challenges.

In the reporting period, the Group particularly engaged the board of directors, the management and frontline employees to identify material ESG aspects. The top five ESG material aspects identified were (i) employee health and safety, (ii) labour standards, (iii) intellectual property ("IP") rights, (iv) customer data protection and (v) anti-corruption.

Management of the above aspects will be discussed in separate sections below. The Group will continue to manage its environmental and social performances with focus placed on the material aspects identified by its stakeholders and aspects that will pose significant impact on the Group.

STAKEHOLDERS' FEEDBACK

The Group welcomes stakeholders' feedback on our environmental, social and governance approach and performance. Please give your suggestions or share your views to the Group via email at info@wintogroup.com.

範圍及報告期間

此乃本集團第三份環境、社會及管治報告,說明其環境、社會及管治(「環境社會管治」)表現,並參照香港聯合交易所有限公司所頒佈的GEM上市規則附錄二十及指引所述的環境社會管治報告指引作出披露。

在香港,本集團主要從事提供展覽及貿易展覽業務及印刷媒體業務。而在中華人民共和國(「中國」),本集團參與開發流動應用程式業務。除另有指明外,本環境社會管治報告涵蓋2018年1月1日至2018年12月31日,本集團於香港以及中國的上述業務營運中兩個主要範疇(即環境及社會)的整體表現。開發流動應用程式業務自2018年4月起已終止經營。

權益人參與及重要性

為識別本集團應專注的環境社會管治的最重大層面,關鍵權益人(包括股東、投資者及僱員)已參與定期交流會議,討論及檢討需要注意的地方,以助業務實現潛在增長及為未來挑戰作好準備。

於報告期間,本集團特別請董事會、管理層及前線員工參與識別環境社會管治的主要層面。已識別的環境社會管治中最重要的五個層面乃(i)僱員健康與安全:(ii)勞工準則:(iii)知識產權(「知識產權」):(iv)保障客戶資料以及(v)反貪污。

管理上述層面將於下文另立章節討論。本集團 將繼續審慎管理其環境及社會表現,針對其權 益人識別及將對本集團產生重大影響的層面。

權益人的意見

本集團歡迎權益人對環境、社會及管治方針和表現提出意見。請透過電郵(info@wintogroup.com)或向本集團提供建議或分享意見。

THE GROUP'S SUSTAINABILITY VISION

The environment and natural resources are highly related to our daily lives. Sustainable development has become a popular trend around the globe. Nurturing the green industry and eliminating damage to the environment and the society have become a future direction of the Group's development.

The Group also integrates breakthroughs from both advanced IT technology and natural gas industries, drives innovative technological achievement, efficiency enhancement and organizational revolution within the natural gas industry. Such integration further enhances invention and productivity in smart energy applications.

A. Environmental

Types of emissions the Group involved during the reporting period were petrol, electricity, paper and business air travel. The business does not involve in production-related air, water, and land pollutions which are regulated under national laws and regulations, and any consumption of packaging materials in its business operation.

1. Greenhouse Gas Emission

本集團的可持續願景

環境及天然資源與我們的日常生活息息相關。 可持續發展已成為全球大勢所趨。培植綠色產 業以及消除對環境及社會的損害已成為本集 團發展的未來方向。

本集團亦結合先進資訊科技技術與天然氣行業 的突破,於天然氣行業推動創新技術成就、效 益提升及組織變革。有關整合進一步提升智能 能源應用的發明及生產力。

A. 環境

本集團於報告期間所涉及的排放物種類 為汽油、電力、紙張及航空差旅。業務並 不涉及受國家法律及規例監管與生產相 關的空氣、水及土地污染,以及任何包 裝材料。

1. 溫室氣體排放

Scope of Greenhouse Gas Emissions 溫室氣體排放範圍	Emission Sources 排放來源	ii (20 排放量 二:	nission n 2018 tCO ₂ e) 18年度 t (以噸 氧化碳 表示)	Emission in 2017 (tCO ₂ e) 2017 年度 排放量 (以噸 二氧化碳 當量表示)
Scope 1 範圍1				
型 Direct Emission	Petrol Consumption by Group-owned vehicles		9	N/A
直接排放	本集團擁有的汽車消耗的汽油			不適用
Scope 2 範圍2				
Indirect Emission	Purchased Electricity (for offices and advertising services)		19	113
間接排放	購買電力(供辦公室及廣告服務使用)			
Scope 3 範圍3				
Other Indirect Emission 其他間接排放	Paper Consumption 紙張消耗		2	2
六 E F]女 1/f-//X	ALTURATION AND THE SECOND TO THE SECOND THE		31	344
Total 總計			61	459

Note: Combined margin emission factor (average) of 0.63 tCO_2e/MWh was used for purchased electricity .

附註:購買的電力使用每兆瓦時0.63噸二氧化 碳當量合併邊際排放系數(平均)計算。 There were 61 tonnes (2017: 459 tonnes) of carbon dioxide equivalent greenhouse gases (mainly carbon dioxide, methane and nitrous oxide) emitted from the Group's operation in the reporting period.

2. Emissions from Vehicles

The Group has one petrol engine vehicle which contributed to greenhouse gas emissions and emitted nitrogen oxides, sulphur oxides and particulate matter. The amount of consumption and corresponding data for emission calculations were however not available for the year ended 31 December 2017.

3. Electricity

The electricity consumption of the Group was 30,000 kWh (2017: 157,000). The Group encourages and constantly reminds employees to adopt energy-saving practices including switching off idling lighting devices and electrical appliances.

4. Water

The Group involved only small amount of water consumption in offices. Water consumption of the offices was managed by the building management office, consumption data was therefore not available.

5. Non-hazardous Wastes

The Group generates no hazardous waste in its operation. Non-hazardous wastes from the Group's operation are mainly advertising and paper wastes. To reduce waste generation at office, employees are encouraged to bring their own tableware for lunch rather than using disposable tableware.

(i) Advertising Waste

A total of 5 tonnes of waste outdoor advertisement canvases (2017: 8 tonnes) and 2 tonnes of waste vehicle advertising wraps (2017: 3 tonnes) were generated in the reporting period. Advertising wastes were collected by respective sub-contractors.

本集團的營運於報告期間排放了61 噸(2017年:459噸)二氧化碳當量 溫室氣體(主要為二氧化碳、甲烷及 氧化亞氮)。

2. 汽車排放

本集團的一部汽油引擎汽車排放溫室氣體及排放氧氮化物、硫氧化物及懸浮粒子。然而,未能計算有關2017年度排放的消耗量及相關數據。

3. 電力

本集團的電力消耗量為30,000千瓦時(2017年:157,000千瓦時)。本集團鼓勵並持續提醒僱員採取節能措施,包括關掉無人使用的照明裝置及電器。

4. 水

本集團辦公室涉及少量水消耗。辦公室的水消耗由大廈管理辦公室管理,故並無消耗數據提供。

5. 無害廢棄物

本集團的營運並無產生有害廢棄物。來自本集團營運的無害廢棄物 主要為廣告及紙張廢物。為減少辦公室產生廢棄物,本集團鼓勵僱員 自行攜帶午膳餐具,代替使用即棄 餐具。

(i) 廣告廢物

於報告期間,合共產生廢物包括5噸廢棄戶外廣告板(2017年:8噸)及2噸廢棄汽車廣告紙(2017年:3噸)。廣告廢物由有關承包商收集。

(ii) Office Paper

The Group practises paper saving initiatives, such as encouraging employees to:

- Adopt environmentally-friendly photocopy habits (e.g. use duplex printing)
- Use recycling paper for drafting and internal use
- Use electronic device instead of printed hard copies during presentations

Recycling bins were provided in offices' common area to separately collect waste paper for recycling, which was then collected by building management. A total of 425 kg of paper (2017: 510) has been used for daily office operations such as document printing and deliverables, contributing to 2 tonnes of carbon dioxide equivalent emission (2017: 2 tonnes).

(iii) Magazine Paper

Although the Group does not involve in printing of its publications, the Group practises a recycling scheme in which readers are encouraged to return read magazines for recycling. To reduce paper disposal to the landfill, the Group also engaged its distributor to recycle waste magazines and other paper. A total of 9 tonnes of paper (2017: 16 tonnes) were recycled during the reporting period, contributing to a reduction of 42 tonnes of carbon dioxide equivalent emission (2017: 75 tonnes).

6. Business Air Travel

During the reporting period, 3 employees (2017: 44 employees) travelled to various provinces in the PRC for site visit and investigating new business opportunities, resulting in a relative total amount of 31 tonnes of carbon dioxide equivalent greenhouse gases (2017: 344 tonnes).

(ii) 辦公室用紙

本集團實施節約用紙措施,例 如鼓勵僱員:

- 採取環保的影印習慣(例 如雙面列印)
- 利用回收紙作起草及內部 用途
- 做簡報時使用電子儀器代 替列印本

辦公室的公共空間已設置回收箱以分開收集廢紙循環再造,之後由大廈管理處收集。日常辦公室運作共使用425公斤紙張(2017年:510公斤)作文件列印及交付等用途,排放了2噸二氧化碳當量(2017年:2 噸)。

(iii) 雜誌用紙

雖然本集團並無參與印刷其刊, 物,但本集團推出的雜誌至 循環再造。為減少處置動 循環再造。為減少處置動 質的用紙,本集團 對的用級雜誌及其他收9噸 報告期間,合共回收9噸 報告期間,合共回收9噸 報告類電 (2017年:16噸)獲循環再 致減少42噸二氧化碳當量排放 (2017年:75噸)。

6. 航空差旅

於報告期間,3名僱員(2017年:44名)前往中國各省份作實地視察及探索新業務機遇,產生31噸二氧化碳當量的溫室氣體(2017年:344噸)。

B. Social

1. Employment and Labour Practices

(i) Employment

The Group offers competitive remuneration, promotion opportunities, compensation and benefit packages to attract and retain talents. The Group had a total number of 22 employees as of 31 December 2018, of which 100% was working as full-time staff.

B. 社會

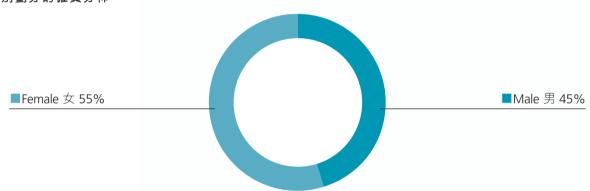
1. 僱傭及勞工常規

(i) 僱傭

本集團提供具競爭力的薪酬、 晉升機會、補償及福利待遇以 吸引及挽留人才。截至2018年 12月31日,本集團的僱員總數 為22人,全部均為全職員工。

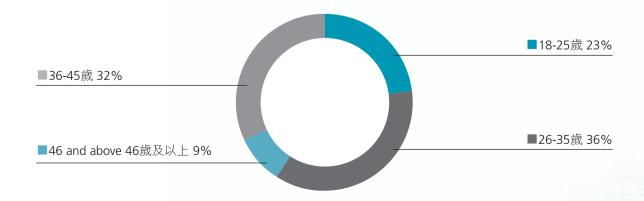
Distribution of Workforce by Gender

按性別劃分的僱員分佈



Distribution of Workforce by Age Group

按年齡組別劃分的僱員分佈





Remuneration and performance of employees are reviewed annually. Remuneration is reviewed according to the industry market and inflation rates, while performance of employees is reviewed through appraisals. Employees are entitled to performance bonus, mandatory provident fund, insurance (including medical, pension, injury, unemployment, maternity and business travel) and paid leave (such as annual leave, sick leave, maternity leave and paternity leave). Employees working overtime are entitled to overtime compensation leave. Apart from the attractive package provided, the Group offers protection on personal data, protection on intellectual properties, and procedures for labour disputes. Employees are also well-informed of the Group's code of conduct, their promotion channels and appraisal procedures from the comprehensive guidelines in the employees' handbook. No material noncompliance in relation to employment laws and regulation was recorded during the reporting period.

(ii) Employee Health and Safety

The Group is accountable for providing comprehensive occupational health and safety measures and essential protection equipment to its employees. For example, during outdoor advertisement fixing, the Group assigns supervision staff to ensure outsourced advertisement- fixing workers are working in a safe environment with appropriate personal protective equipment ("PPE"). Assigned supervision staff is also briefed with relevant safety procedures and provided with PPE. No material non-compliance with laws and regulations regarding occupational health and safety was recorded during the reporting period.

僱員薪酬及表現會每年檢討。 薪酬是根據行業市場及通脹率 檢討,而僱員表現則參照僱員 考核檢討。僱員可享有表現花 紅、強制性公積金、保險(包 括醫療、養老金、傷病、失 業、生育及差旅)及有薪假期 (如年假、病假、產假及侍產 假)。僱員招時工作可獲招時 工作補假。除提供具吸引力的 待遇外,本集團提供個人資料 保障、知識產權保障及勞工糾 紛排解程序。僱員亦可從僱員 手冊的全面指引中獲悉本集團 的行為守則、晉升渠道及考核 程序。於本報告期間,概無錄 得有關僱傭法律及法規的重大 違規情況。

(ii) 僱員健康與安全

Occupational Health and Safety Data in 2018 2018年職業健康與安全數據

Work related fatality	因工作關係而死亡的人數	0
Work injury cases >3 days	工傷個案>3日	0
Work injury cases ≤3 days	工傷個案≤3日	0
Lost days due to work injury	因工傷損失工作日數	0

(iii) Development and Training

All employees are required to engage in training provided by the Group. Such training includes induction training, departmental training, specialised training and external training. Induction training helps employees understand the Group's businesses, policies and work procedures. Departmental training strengthens existing employees' work-related knowledge and practical skills. Specialised training focuses on topics such as communication skills or work attitude. enhancing employees' personal development. External training provides employees with the most updated knowledge and technology, ensuring employees keep pace with the Group's development. Training quality is evaluated by participants after completion of the training courses to pursue unceasing improvement.

(iv) Employment Communications

Employees are valuable assets of the Group. The Group acknowledges the importance of interactive communications with employees. Regular staff gatherings are arranged to enhance the communications between senior management and employees, such as lunch gatherings and festive parties.

The Group rewards employees for their credits and take disciplinary actions for their misconduct. This ensures that good behaviours are fostered and maintained in their work environment. For instance, attendance awards are presented monthly to full-attendance employees to appreciate their devotion and encourage positive work attitude.

Another channel of communication is the appraisal system. The system aims to improve employees' performances, increase their performance satisfaction and sense of accomplishment. It has an open and transparent process in which employees can evaluate their performance through advice from their supervisors and reflect their expectations or feedback to the Group.

(iii) 發展及培訓

(iv) 僱傭溝涌

僱員為本集團的寶貴資產。本 集團深明與僱員互動溝通的重 要性。本集團安排定期員工聚 會以加強高級管理層與僱員之 間的溝通,例如午膳聚餐及節 日派對。

本集團對僱員論功行賞,行為 不當者則進行紀律處分。此舉 確保於工作環境中培養並維持 良好行為。本集團每月向全勤 僱員頒發出勤獎勵,嘉許彼等 的努力及提倡積極的工作態 度。

另一個溝通渠道為考核體制。 該體制旨在改進僱員的表現的表現的滿足感及 感。該體制具有公開及透明的 程序,讓僱員通過上司的建 評估彼等的期望或意見。



There was no child nor forced labour in the Group's operations in the reporting period. Background check was conducted for every new employee to ensure compliance with the Employment Ordinance, Chapter 57 of the Laws of Hong Kong in terms of employment management. Its PRC operations are in compliance with the Labour Law of the PRC.

(vi) Equal Opportunity

There is no policy on anti-discrimination, nevertheless equal opportunities are given to employees in respect of recruitment, training and development, job advancement, and compensation and benefits. The employees are not discriminated against or deprived of such opportunities on the basis of gender, ethnic background, religion, colour, sexual orientation, age, marital status, family status, retirement, disability, pregnancy or any other discrimination prohibited by applicable law.

2. Operating Practices

(i) Supply Chain Management

The Group has no policy on supply chain management.

(ii) Product Responsibility

The Group strives to maintain high quality of its products and services. It received no complaint or recall on products in the reporting period.

Intellectual Property

Intellectual property includes trademarks, service marks, copyrights, rights in inventions, rights in know-how etc. Whether registered or unregistered, all rights or forms of protection have an equivalent or similar effect anywhere in the world.

(v) 勞工準則

於報告期間,本集團的營運中並無童工或強制勞工。本集團已對每名新聘僱員進行背景審查,確保遵守香港法例第57章僱傭條例有關僱傭管理的規定。其內地的營運則遵循中國勞動法。

(vi) 平等機會

2. 營運慣例

(i) 供應鏈管理

本集團並無供應鏈管理政策。

(ii) 產品責任

於本報告期間,本集團致力維 持其產品及服務質素處於高水 平,且並無接獲產品投訴亦無 回收產品。

知識產權

知識產權包括商標、服務標記、版權、發明的權利、工業知識的權利等。不論有否註冊,所有權利或保障形式於世界各地均有同等或相若的效力。

The Group have registered trademarks for its magazine publications, to protect its exclusive right to use the trademarks and avoid other readers using conflicting trademarks. No material non-compliance with laws and regulations regarding intellectual property was recorded during the reporting period.

Confidentiality

Confidential information includes all confidential information or trade secrets of the Group. It also includes contact details, requirements of customers, financial information and marketing or business plan of customers. All employees acknowledge and warrant not to disclose the above information by signing the employment contract. Employees violating the confidentiality-related regulations can be dismissed. The Group also has centralised management to control access rights to its confidential information. No substantiated complaints concerning breaches of client privacy, identified leaks, thefts, or losses of customer information was received during the reporting period.

(iii) Anti-corruption

The Group commits to managing all business without undue influence and has regarded honesty, integrity, and fairness as its core values. All directors and employees are required to strictly follow the Group's policy to prevent potential bribery, extortion, fraud and money laundering. Anti-corruption policies are also clearly stated in the employment contract. Although entertainment is not defined as "advantage" under the Prevention of Bribery Ordinance (Cap 201) of the Laws of Hong Kong, employees should turn down invitations to meals or entertainment that are excessive in nature or frequency. Whistleblowing procedures on reporting misconduct and malpractice (including corruption) are also established in the Group's employees' handbook. Corruption cases bring severe damage to the Group's reputation. Employees involved in corruption can be dismissed and liability shall be pursued in accordance with the law.

本集團已為其雜誌刊物註冊商標,以保障其使用該等商標的獨家權利及避免其他讀者使用有衝突的商標。於本報告期間,概無錄得有關知識產權的法律及法規重大違規情況。

保密

(iii) 反貪污

本集團致力在不受不當影響 的情况下管理所有業務,並視 誠實、正直及公平為其核心價 值。全體董事及僱員均須嚴格 遵守本集團防止潛在賄賂、勒 索、欺詐及洗黑錢的政策。反 貪污政策亦於僱傭合約清楚 訂明。雖然款待在香港法例第 201章防止賄賂條例下並無被 界定為「利益」,但僱員應拒 絕過度或過密的餐飲或款待邀 請。匯報不當行為及舞弊行為 (包括貪污)的舉報程序亦已在 本集團的僱員手冊中確立。僱 員涉貪會使本集團的聲譽嚴重 受損。彼等可遭解僱,並須依 法追究責任。

The Group was in compliance with all applicable laws on prohibiting corruption and bribery of Hong Kong and the PRC. There was no concluded legal case regarding corrupt practices brought against the Group or its employees during the

本集團遵守所有有關香港及中國內地禁止貪污及賄賂的適用 法律。於報告期間內,概無發 生就貪污行為對本集團或其僱 員發起的已完結案件。

C. Community

1. Community Investment

reporting period.

The Group involved in no community investment during the reporting period.

C. 社區

1. 社區投資

本集團於本報告期間並無參與社區 投資。