

ZHICHENG

TECHNOLOGY GROUP LTD.

(Incorporated in the Cayman Islands with limited liability)

STOCK CODE : 8511



ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT

2019

CONTENTS

1	Corporate Profile	2
2	About this Report	2
	2.1 Reporting Standard, Period & Scope	2
	2.2 Contact Information	2
	2.3 Materiality Assessment	3
3	Operating with Dedication & Responsibility	4
	3.1 Assuring Quality and Safety	4
	3.2 Protecting Intellectual Property Right & Customer Data	6
	3.3 Preventing Corruption	6
4	The Professional Team Behind	7
	4.1 Ethical Employment and Labor Practices	7
	4.2 Workplace Safety and Wellness	9
	4.3 Training and Development	10
5	Community Involvement	12
	5.1 Investing in Youth	12
	5.2 Drawing Employees Closer	12
6	Environmental Stewardship	14
	6.1 Green Office Policy	14
	6.2 Environmental Performance	15
7	Way Forward	16
8	ESG Content Index	17

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

1 CORPORATE PROFILE

Zhicheng Technology Group Ltd. (the “**Company**”, together with its subsidiaries hereupon the “**Group**” or “**Zhicheng**”) (Stock Code: 8511) is a smart manufacturing solution provider with its focus on cutting-edge precision three-dimensional testing solutions and precision machining solutions. Successfully listed on GEM of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”) on 20 April 2018, the Group is committed to offering a wide variety of services from customized solution concept and design to procurement of machinery, auxiliary tools and software to system installation and debugging.

With a concerted effort made by the Group and its fellow employees, the Company has expanded to serve more diverse industries including aviation, aerospace, shipbuilding, ground transportation vehicles and electronics industries. In the year under review, the Company has a total of 8 registered patents, consisting of 5 invention patents and 3 utility model patents, and 10 invention patents as well as 7 utility model patents in the registration processes.

2 ABOUT THIS REPORT

2.1 REPORTING STANDARD, PERIOD & SCOPE

This is Zhicheng’s second Environmental, Social and Governance (“**ESG**”) Report (“**the Report**”), which is prepared in accordance with the ESG Reporting Guide (the “**ESG Reporting Guide**”), set out in Appendix 20 of the Rules Governing the Listing of Securities on GEM (the “**GEM Listing Rules**”) of the Stock Exchange. The Report is in line with the principles of materiality, quantitative, balance and consistency in disclosing material sustainability issues of the Group. Information about Corporate Governance is enclosed in the 2019 Annual Report according to Appendix 15 of the GEM Listing Rules.

The Report covers all ESG-related activities from 1 April 2018 to 31 March 2019 (“**the reporting period**”). The business scope of the Report covers the operations in the Company’s headquarter and its local subsidiary in Guangzhou, Guangdong province of the People’s Republic of China (the “**PRC**”), whereas the Group’s businesses in Beijing, Xian, Chongqing, Changsha, Changchun, Nanjing and Hong Kong are not included in the Report due to their non-significant environmental and social impacts.

2.2 CONTACT INFORMATION

The Group highly values comments and suggestions from its stakeholders. If you have any feedback or further questions, please feel free to contact the Group at:

Email: ztecgroup.com

Tel: 86-020-32219108

Fax: 86-020-32219493

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2.3 MATERIALITY ASSESSMENT

One strategic approach to corporate sustainability adopted in the Report is to identify the most material ESG issues. To this end, the Group has appointed a third-party consultancy firm to identify the ESG issues which are deemed to have a significant impact on the Group's business and the Group's daily operation. With reference to the ESG Reporting Guide, the relevant material issues of the Group's business have been listed as follows:

ESG Reporting Guide Reference		Material Issues
A. Environmental		
A1	Emissions	Greenhouse Gas Emissions
A2	Use of Resources	Energy Consumption
B. Social		
B1	Employment	Employment and Labor Practices
B4	Labor Standards	
B2	Health and Safety	Occupational Health and Safety
B3	Development and Training	Employee Development
B5	Supply Chain Management	Selection of Suppliers
B6	Product Responsibility	Quality Assurance and Product Safety
B7	Anti-Corruption	Anti-Corruption
B8	Community Investment	Community Engagement

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

3 OPERATING WITH DEDICATION & RESPONSIBILITY

Realizing that the quality of products is an essential factor of customer satisfaction and thereby the corporate's reputation and long-term development, the Group has placed great importance on diligent quality assurance, comprehensive customer service and business integrity. With the aim of pursuing the highest quality of products and services for its customers, the Group devotes itself to meeting the evolving needs of its customers and giving each of them a positive purchasing experience.

3.1 ASSURING QUALITY AND SAFETY

In a bid to meet customers' expectation and hence sustain business operation of the Group, constant and meticulous quality management is the key. Zhicheng assigned three teams, namely the Quality Control ("QC") Team, the Research and Development ("R&D") Team and the Procurement Team, to guarantee delivery of high-quality products and technologies to satisfy its customers. Cross-departmental collaboration played a pivotal role in quality assurance throughout the production process.

Supplier Selection

Emphasizing systematic and environmentally friendly supply chain management, the Procurement Team and the R&D Team shouldered the responsibility for careful selection of suppliers. Apart from normal criteria such as the suppliers' reputation, product quality and price, operational scale and after-sales arrangement, the Procurement Team also took into account the locations of suppliers. The Group prioritized suppliers which were situated closer to the Group's customers in the sense that both carbon footprint and logistics cost incurred by transportation could be validly reduced. Additionally, the Procurement Team constructed and constantly updated a list of qualified suppliers to avoid over-reliance on single supplier and thus possess flexibility in making decision on suppliers.

Product Assurance

Zhicheng is committed to offering satisfactory purchasing experience for its customers. To safeguard compatibility of the products with the customers' working system and proper operation of the products, the Group appointed the QC Team to provide the customers with requisite product testing services and product installation services. Moreover, with strict adherence to the framework of ISO 9001:2015 Quality Management Systems, the QC Team was responsible for analyzing technical failures and errors, and immediate liaison with the suppliers to seek feasible solutions if such defects occurred on account of machinery operational issues.

Product safety

Apart from the high quality of products and services, product safety is an equally important element of the Group's responsible production. Prior to the official release, the R&D Team ensured that all products had undergone thorough trial performance analysis and that they were mature enough to be used by its customers. During the reporting period, the Group was not notified of any incidents of non-compliance with the laws and regulations concerning health and safety of the products and services provided.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

After-sales service

As a customer-oriented company, the Group provided its clients with product quality guarantee along with after-sales service including, but not limited to, provision of technical advice, system training and maintenance. To maintain a sound relationship with its customers, the QC Team collected feedback from the customers twice a year since installation. Besides, the QC Team also responded to customers' after-sales issues by referring them to the concerned departments to take timely follow-up actions and providing professional technical supports when necessary. With the collective efforts of various skillful teams, the Group had achieved zero customer complaint and zero product recall during the reporting period.

Hinging on comprehensive quality assurance and perseverance of its employees, the Group's performance in the smart manufacturing solutions industry had been widely recognized. The Group was keen to attend exhibition to showcase its latest technologies and products, and thus create business opportunities. Moreover, its customers expressed their satisfaction with Zhicheng's products and services, motivating the Group to perform even better in the near term.



Product Display in Luoyang



Zhicheng's Product and Technology Exhibition

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

3.2 PROTECTING INTELLECTUAL PROPERTY RIGHT & CUSTOMER DATA

As a responsible smart manufacturing solutions provider, Zhicheng is devoted to securing its customers' confidential data and respecting intellectual property right. In an effort to secure the privacy of customers, the Group required its staff to handle customers' sensitive data with care. In case the employees detected any loss or leakage of data, they should report the incident to their heads immediately. The Group would take prompt and effective remedial actions so as to suppress the spread of sensitive data.

In addition, the Group applied for patents with regard to intellectual property belonging to the Company. As for research and development projects in partnership with external parties, the Group signed contract and sought consent, clarifying the ownership of the intellectual property. As a result, the Group was able to avoid any infringement of copyright or intellectual property rights of its stakeholders during the reporting period.

3.3 PREVENTING CORRUPTION

The Group is dedicated to enhancing workplace awareness about the essence of business integrity and strict adherence to related laws and regulations. Therefore, the Group elucidated to its employees that the Group does not condone or tolerate corruption, bribery, extortion, fraud and money laundering in the workplace. Outside the Company, employees should also get rid of any conflicts of interests with suppliers in support of fair competition in the market. Furthermore, the Group stated with clarity that the employees shall hold them accountable for their illegal behaviors.

The Group had implemented a whistleblowing policy to create a deterrent effect and eliminate all forms of violation. Zhicheng required its employees to report on any suspected cases regarding corruption through an anonymous suggestion box to protect the whistle-blower. During the reporting period, the Group has complied with laws and regulations related to anti-corruption. No cases regarding bribery, corruption and conflicts of interests were noticed.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

4 THE PROFESSIONAL TEAM BEHIND

On account of the great efforts of its professional employees, the Group has been well-developed in the smart manufacturing industry. With gratitude as one of the core values of Zhicheng, the Group had bolstered its talents and enhanced their wellness by implementing various people-oriented policy and practices, ranging from ethical employment and labor standards to occupational health and safety as well as training and development.

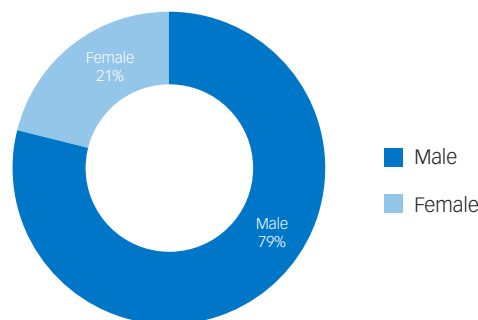
4.1 ETHICAL EMPLOYMENT AND LABOR PRACTICES

The Group endeavors to create a diverse workplace without discrimination and unfairness. As elucidated in the Employee Handbook, the Group provided candidates and employees with equal opportunities of recruitment and promotion, regardless of their races, age, gender, religions and disability. Rather, when conducting employment screening, the Group took objective factors including moral character and relevant qualifications into consideration. In general, the fair and transparent recruitment procedures conducted by the Human Resources Department (the “**HR Department**”) and associated departmental delegates consisted of two parts, namely assessment and interview so as to acquire suitable talents for the Group.

In addition to workplace diversity and inclusion, Zhicheng also strictly adhered to human rights and had zero tolerance towards child and forced labor. The Group appointed the HR Department to carefully check candidates’ valid identification. In response to any illegal labor practices, the HR Department shall terminate the employment and take appropriate follow-up actions immediately. During the reporting period, the Group was not aware of any cases associated with child and forced labor.

Strictly abiding by relevant laws and regulations including the Labour Law of the PRC and the Labour Contract Law of the PRC, the Group had a total of 29 employees in the PRC at the end of the reporting period. Besides, the annual turnover rate of the Group was 9%¹, which was lower than that during the previous reporting period. The breakdowns of workforce and employee turnover rate are as follows:

2018/19 Workforce by Gender



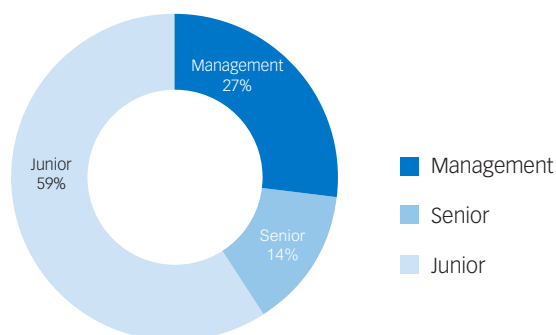
¹ Turnover rate is defined as the rate of employees who voluntarily resign or leave because of retirement, dismissal, or other reasons. The turnover rate is calculated according to the following formula:

$$\text{Turnover rate} = \text{NELDY} / ((\text{NEBY} + \text{NEEY}) / 2)$$

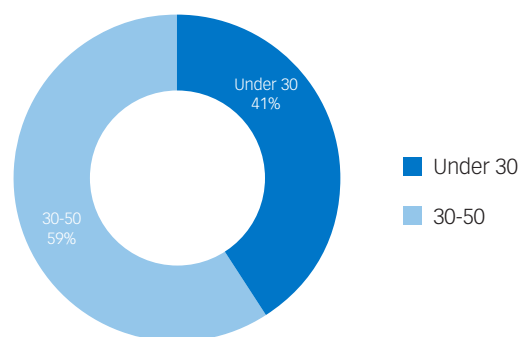
where NELDY = Number of Employees who left during the year
 NEBY = Number of Employees at the beginning of the year
 NEEY = Number of Employees at the end of the year

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

2018/19 Workforce by Position



2018/19 Workforce by Age



Employee Turnover Rate by Gender	
Male	Female
5%	18%
Employee Turnover Rate by Age	
Under 30	30-50
10%	7%

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

4.2 WORKPLACE SAFETY AND WELLNESS

Safety and wellbeing of employees are an integral component of the Group's people-centric business operation. In view of this, the Group has safety policy in place to ensure safe operation of machines and electrical appliances. These machines or equipment shall be conducted by qualified employees with ample training and skill assessments. This measure guaranteed employees to operate the machines in full accordance with machinery and equipment safety manuals in a bid to effectively minimize the risk of work injury.

Apart from operational safety, the safety policy also stresses the importance of fire prevention by familiarizing employees with storage and proper usage of fire-fighting equipment, and locations of exits and well-defined evacuation routes in case of fire. Furthermore, the Group carried out regular inspection of the emergency exits to ensure they were kept clear, and also designated specific areas as no smoking areas in a bid to discourage smoking in the workplace.

Given importance of employees' well-being, the Group strives to guarantee reasonable working hours, wage and welfare for them in compliance with related national laws and regulations. Additionally, Zhicheng not only allowed paid statutory holidays and special leaves for its employees such as paternity and maternity leaves, but it also offered medical insurance plans in order to protect its employees under different circumstances. During the reporting period, the Group organized a seminar on workers' compensation insurance for the employees at all levels.



Seminar on Workers' Compensation Insurance

With consistent safety trainings and strict adherence to health and safety laws and regulations, the Group had zero work-related fatality and injury during the reporting period. The Group will continue to hold itself to the tight in-house work safety policy to prevent occupational hazards and make the workplace safer for employees.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

4.3 TRAINING AND DEVELOPMENT

Working toward investing in nurturing talents to further reinforce its professional teams, Zhicheng assigned each department to assess their needs for training and then propose training plans accordingly. In the hope of supporting its staff to grow well in Zhicheng, the Group also provided them with clear career paths and development opportunities.

In addition, the Group understands that effective induction training for new hires is essential for them to get well prepared and adapted faster in the new working environment. In this regard, the Group pursued efforts to brief new employees on the organization, core values, vision and mission of the Company, their roles and responsibilities, employee code of conduct policy as well as the Group's products and technology.

During the reporting period, the Group had arranged a total of 413 hours of various training courses for different levels of employees, and the average training hours per employee reached 14 hours. The topics of the training courses and seminars covered product knowledge and sales training, application software problem solving skills, carbon audit, and corporate culture and strategy. The percentages of employees trained by gender and position are as follows:

Percentage of Trained Employees by Gender		
Male		Female
96%		83%
Percentage of Trained Employees by Position		
Senior	Management	Junior
100%	100%	88%



Product Knowledge and Sales Training

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Application Software Problem Solving Training



Carbon Audit Seminar for Listed Companies



Corporate Culture and Strategy Discussion

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

5 COMMUNITY INVOLVEMENT

Fulfilling its corporate social responsibility, Zhicheng had been playing a proactive role in implementing various community-based initiatives. During the reporting period, the Group was thrilled to provide students with valuable internship opportunities so as to educate them about the technical knowledge in the smart manufacturing field. Meanwhile, Zhicheng is committed to fostering employees' relationship and creating a friendly workplace.

5.1 INVESTING IN YOUTH

Zhicheng's social investment centered on youth empowerment and serving the community with passion and care. During the reporting period, the Group continued to collaborate with Taiyuan Institute of Technology in the hope of putting the Group's resource to good use for the young generation.

Through offering internship opportunities for students from October 2018 to January 2019, the Group nurtured the students and equipped them with technical skills as well as practical experience. The internship program not only gave the students an edge in the job market after graduation, but it allowed the youth to connect with the Group's professional expertise, too. It echoed with the Group's belief that investing in young people could help stimulate their technological innovation.

5.2 DRAWING EMPLOYEES CLOSER

The Group recognized that the core elements of an ideal workplace not only refer to comprehensive employee benefits, workplace safety and wellness, but also strong bond among its staff.

In view of this, Zhicheng was dedicated to organizing a wide variety of company activities to appreciate the employees' good efforts and develop their senses of belongings in the workplace. For instance, the Group hosted a Company hike in Huairou district of Beijing in March 2019. During this outdoor team building activity, the employees had fun together and created shared values.

Upholding the philosophy on impactful community investment, the Group will continue deploying more efforts and actions to contribute to both the Company and the society.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



Company Hike in Huairou District of Beijing

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

6 ENVIRONMENTAL STEWARDSHIP

Zhicheng is aware that responsible business is not confined to product responsibility, protection of employees and community engagement, but it is about environmental protection as well. In view of this, the Group strives to embed sustainable management of energy and resources in its daily operating practice, hence reducing its environmental footprints.

6.1 GREEN OFFICE POLICY

In order to raise employees' environmental awareness and promote energy efficiency practices in workplace, the Group rolled out its Green Office policy. The policy defined the Group's commitment to sustainable utilization of resources such as energy, plastic and paper.

Energy reduction initiatives

On account of the office-based business nature of Zhicheng, the carbon footprint of the Group was mainly incurred by the electricity consumption for operation of its offices. The Group pursued efforts to proactively implement the following energy efficiency measures:

- Affixing "Save Energy" stickers to remind employees to check and switch off the power source to all air conditioning ("AC"), lighting and other electrical appliances that are not in use
- Keeping all windows and doors shut when the AC is turned on
- Maintaining optimal room temperature to reduce the AC load
- Maximizing natural daylight usage

Waste minimization measures

Although hazardous and non-hazardous waste is not a material issue to the Group and thus is not disclosed, Zhicheng took proactive actions to prevent waste in the workplace. In recognition of the importance of resource allocation and utilization, the Group had worked on the 3R principle, which is "reduce, reuse and recycle". With the aim of driving behavioral change of its employees in dealing with waste, the Group endeavored to minimize waste at source through a number of waste management policies in place:

- Replacing single-use cutlery and containers with reusable and durable ones
- Printing on both sides to cut down on paper use
- Conducting waste sorting to recycle paper, metal and plastic

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

6.2 ENVIRONMENTAL PERFORMANCE

Because of effective implementation of energy saving policies, the electricity consumption in 2018/19 was dropped by 20%, compared to 2017/18. The decrease in power consumption thereby gave rise to lower greenhouse gas (“GHG”) emission. As a result, the Group successfully achieved a 26% reduction of the total GHG emission this year. Details of the Group’s environmental performance are as follows:

Overview of Environmental Performance	2018/19	2017/18 ²
Electricity Consumption (kWh)	6,534.32	8,182.40
Total Electricity Intensity ³ (kWh/Gross Floor Area (m ²))	37.86	47.41
Total GHG Emission ⁴ (Tonnes of CO ₂ equivalent (tCO ₂ e))	3.54	4.81
GHG Emission Intensity ³ (tCO ₂ e/Gross Floor Area (m ²))	0.021	0.028

During the reporting period, the Group had complied with relevant environmental laws and regulations. By looking for more nature-friendly and feasible means, the Group would continue reducing its adverse environmental impact through daily business operation at its best in the hope of steering its direction towards the greener community.

² Some of the relevant data in 2017/18 were modified due to technical refinement.

³ The scope during the reporting period and the previous reporting period covered a Gross Floor Area of 172.58m².

⁴ The Group’s total GHG emissions are inclusive of Scope 2 emissions, which refer to energy indirect emissions from purchases electricity. Scope 1 GHG emissions and air emissions are not applicable to the Group’s office operations and thus are not disclosed. Besides, the Group’s operation does not produce significant amounts of air emissions and Scope 3 GHG emission, and thus the relevant figures are not disclosed.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

7 WAY FORWARD

As the market for smart manufacturing solutions industry has been fast-growing, Zhicheng is devoted to unleashing the potential for further enhancing its fully-integrated technology and quality of products and services. In addition to perseverance with operational excellence, the Group will continue to reinforce its sustainability strategy as well. Through maintaining workplace integrity and safety, offering training and development programs, and investing in the community, the Group demonstrates its commitment to attaining corporate sustainability. Zhicheng pledges to unveil more opportunities and innovation to shape a smarter and greener future.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

8 ESG CONTENT INDEX

Aspect	KPI	Description	Statement/Section	Page No.
SUBJECT AREA (A) ENVIRONMENT				
A1: EMISSIONS				
A1	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 6. Environmental Stewardship (b) There was no non-compliance noticed within the Group in the reporting period.	14
	A1.1	The types of emissions and respective emissions data.	The Group's total GHG emissions are inclusive of Scope 2 emissions, which refer to energy indirect emissions from purchases electricity. Scope 1 GHG emissions and air emissions are not applicable to the Group's office operations and thus are not disclosed. Besides, the Group's operation does not produce significant amounts of air emissions and Scope 3 GHG emission, and thus the relevant figures are not disclosed.	15
	A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6.2 Environmental Performance	15
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Hazardous waste is not material to the Group's operation because the Group does not produce any hazardous waste. Therefore, the relevant data are not disclosed.	N/A

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspect	KPI	Description	Statement/Section	Page No.
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	The Group currently does not report on the amount of non-hazardous waste produced since non-hazardous waste is not material to the Group's operation. In the future, the Group plans to disclose the relevant information if non-hazardous waste production becomes material to the Group's operation.	N/A
	A1.5	Description of measures to mitigate emissions and results achieved.	6.1 Green Office Policy	14
	A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	The majority of the Group's wastes are general office refuse, which are not material to the business' operation. The initiatives from the Green Office policies have facilitated office waste reduction.	N/A
A2: USE OF RESOURCES				
A2	<i>General disclosure</i>	Policies	6. Environmental Stewardship	14
	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).	6.2 Environmental Performance	15
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water consumption is not applicable because the Group's water is supplied and managed by the building management. Therefore, the relevant data are not disclosed.	N/A
	A2.3	Description of energy use efficiency initiatives and results achieved.	6.1 Green Office Policy	14

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspect	KPI	Description	Statement/Section	Page No.
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	The Group did not have any issues in sourcing water from the municipal supply. Water usage is relatively insignificant to the Group's operation. However, the Group plans to integrate measures to reduce water consumption in the future if water usage becomes material to the Group's operation.	N/A
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Packaging material is not material to the Group's operation because the Group does not produce any packaging material. Therefore, the relevant data are not disclosed.	N/A
A3: THE ENVIRONMENT AND NATURAL RESOURCES				
A3	<i>General disclosure</i>	Policies	6. Environmental Stewardship	14
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6.1 Green Office Policy	14
SUBJECT AREA (B) SOCIAL				
B1: EMPLOYMENT				
B1	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 4. The Professional Team Behind (b) There was no non-compliance noticed within the Group in the reporting period.	7
	B1.1	Total workforce by gender, employment type, age group and geographical region.	4.1 Ethical Employment and Labor Practices	7
	B1.2	Employee turnover rate by gender, age group and geographical region.	4.1 Ethical Employment and Labor Practices	7

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspect	KPI	Description	Statement/Section	Page No.
B2: HEALTH AND SAFETY				
B2	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 4.2 Workplace Safety and Wellness (b) There was no non-compliance noticed within the Group in the reporting period.	9
	B2.1	Number and rate of work-related fatalities.	4.2 Workplace Safety and Wellness	9
	B2.2	Lost days due to work injury.	4.2 Workplace Safety and Wellness	9
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4.2 Workplace Safety and Wellness	9
B3: DEVELOPMENT AND TRAINING				
B3	<i>General disclosure</i>	Policies	4.3 Training and Development	10
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	4.3 Training and Development	10
	B3.2	The average training hours completed per employee by gender and employee category.	4.3 Training and Development	10
B4: LABOUR STANDARDS				
B4	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 4.1 Ethical Employment and Labor Practices (b) There was no non-compliance noticed within the Group in the reporting period.	7
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.1 Ethical Employment and Labor Practices	7
	B4.2	Description of steps taken to eliminate such practices when discovered.	4.1 Ethical Employment and Labor Practices	7

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspect	KPI	Description	Statement/Section	Page No.
B5: SUPPLY CHAIN MANAGEMENT				
B5	<i>General disclosure</i>	Policies	3. Operating with Dedication & Responsibility	4
	<i>B5.1</i>	Number of suppliers by geographical region.	The relevant data are not disclosed because of confidential constraints.	N/A
	<i>B5.2</i>	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	3.1 Assuring Quality and Safety	4
B6: PRODUCT RESPONSIBILITY				
B6	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 3. Operating with Dedication & Responsibility (b) There was no non-compliance noticed within the Group in the reporting period.	4
	<i>B6.1</i>	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	3.1 Assuring Quality and Safety	5
	<i>B6.2</i>	Number of products and service related complaints received and how they are dealt with.	3.1 Assuring Quality and Safety	5
	<i>B6.3</i>	Description of practices relating to observing and protecting intellectual property rights.	3.2 Protecting Intellectual Property Right & Customer Data	6
	<i>B6.4</i>	Description of quality assurance process and recall procedures.	3.1 Assuring Quality and Safety	4
	<i>B6.5</i>	Description of consumer data protection and privacy policies, how they are implemented and monitored.	3.2 Protecting Intellectual Property Right & Customer Data	6

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspect	KPI	Description	Statement/Section	Page No.
B7: ANTI-CORRUPTION				
B7	<i>General disclosure</i>	Information on: (a) the policies; and (b) compliance	(a) 3.3 Preventing Corruption (b) There was no non-compliance noticed within the Group in the reporting period.	6
	<i>B7.1</i>	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.	3.3 Preventing Corruption	6
	<i>B7.2</i>	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	3.3 Preventing Corruption	6
B8: COMMUNITY INVESTMENT				
B8	<i>General disclosure</i>	Policies	5. Community Involvement	12
	<i>B8.1</i>	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	5. Community Involvement	12
	<i>B8.2</i>	Resources contributed (e.g. money or time) to the focus area.	5. Community Involvement	12