



ROMA

Roma (meta) Group Limited

Incorporated in the Cayman Islands with limited liability

Stock Code: 8072



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“We are committed to futureproofing our business as we continue to pursue sustainability to meet the expectations and demands of the market.”

On behalf of Roma (meta) Group Limited (the “Company”), together with its subsidiaries (the “Group”, “Roma” or “we”), I am pleased to present the Environmental, Social and Governance (“ESG”) Report (the “ESG Report”) of the Group for the year ended 31 March 2023 (the “Reporting Period” or “2022/23”). Sustainability is one of the Group’s core values, and we have been striving to enhance our sustainability performance. This ESG Report demonstrates our achievements in areas including environmental protection, employee caring, operating practices and community investment.

We intend to build our momentum to further progress our sustainability journey. During the Reporting Period, the Group improved energy efficiency in its operations by measures such as using energy-efficient appliances and raising employees’ awareness of environmental protection. In 2022/23, we recorded a year-on-year reduction of approximately 5% in our total greenhouse gas (“GHG”) emissions, which

exemplified our support for the global low-carbon transition journey.

Our tireless pursuit of perpetuating Roma’s leading position in the industry of valuation and advisory services was epitomized in our commitment to good ESG practices. We are delighted to receive the “Best in ESG – GEM awards” and “Best in Reporting – GEM awards” at the BDO ESG Awards 2022 in recognition of our efforts in the disclosure of sustainability-related information.

We acknowledged that such achievements were only made possible through the dedication of our employees and the support of the community. Accordingly, we are committed to fostering a collaborative and inclusive workplace culture and to creating a positive impact on the community where we operate. We were recognized as an Equal Opportunity Employer for Gender Equality and Family Status Equality by

the Equal Opportunities Commission, exemplifying our ability to provide a fair and supportive workplace. In 2022/23, we sponsored our employees to participate in the much anticipated 25th Standard Chartered Hong Kong Marathon, which promoted a healthy lifestyle with adequate physical activities.

On behalf of the board of directors (“Board”), I would like to express our sincere gratitude to our stakeholders for their continued support. The Group will remain staunch in sustainable development, and we will together build a sustainable future.

Roma (meta) Group Limited
Yue, Kwai Wa Ken
Chairman

Proportion of female employees

41%



Internal promotion rate
22%

Number of internal promotions
13 employees

Proportion of procurement budget spent on local suppliers

92.1%



Total training hours
424.5 hours

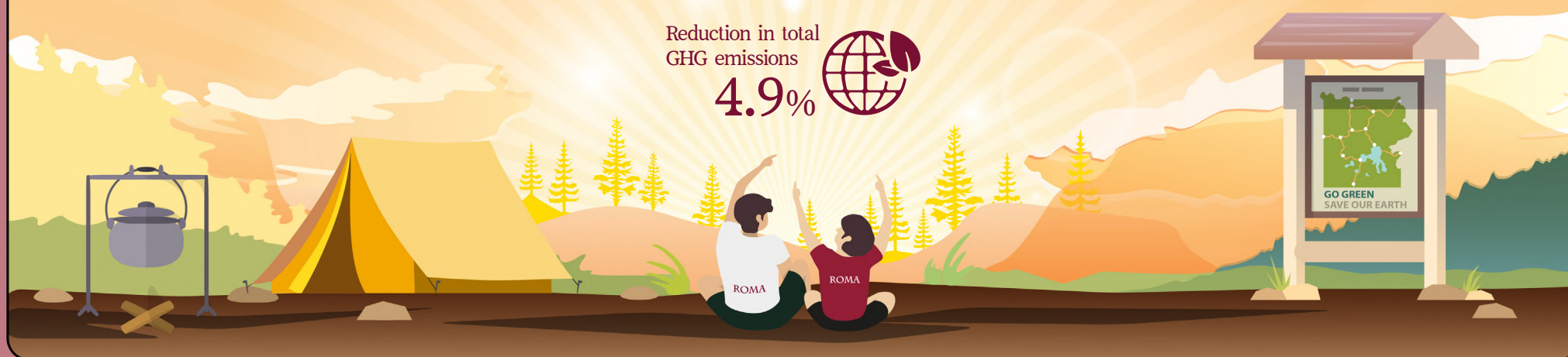
Average training hours per employee
7.2 hours

Number of listed companies serving as at 31 March 2023
>668

Number of material service complaints
0

Reduction in total GHG emissions

4.9%





Green Campaigns

To echo with the management's direction on integrating sustainability into the business, Roma makes concerted efforts to reduce the environmental impact of its operations and promote environmental protection within the Group. During the Reporting Period, we encouraged our staff to reduce waste and pursue a more environmentally sustainable lifestyle through the following campaigns.



Regular Campaigns



Electronic Devices Recycling

The Group has engaged in an electronic devices recycling scheme to support the reusing and recycling of E-waste. During the Reporting Period, the Group collected and donated obsolete electronic equipment including computer monitors to Caritas Computer Workshop for distribution to people in need or recycling.

GREEN@COMMUNITY Recycling

The Group has engaged in various recycling schemes to support the reusing and recycling of valuable materials. Common types of recyclables, including paper, metals and plastic bottles, were collected in the Group's office separately and sent to the Recycling Spot operated by the Environmental Protection Department ("EPD") under the GREEN@COMMUNITY Program. The recyclables collected were sorted and then delivered to the downstream recyclers for subsequent processing.



Seasonal Campaigns



Mid-Autumn Festival Collection Program

In September 2022, the Group supported the mooncakes and mooncake boxes recycling campaign organized by Swire Properties Limited. We encouraged our employees to take part in this festive campaign to donate mooncake boxes to the collection point for recycling.



Red Packets Reusing Program

To support waste reduction and cultivate the employees' green habits, the Group launched its fourth red packets reusing campaign in February 2023. The used and undamaged red packets were collected and sent to Greeners Action, who will filter and distribute the "reborn" red packets in the next Lunar New Year. Plenty of red packets had been collected, demonstrating the passion of our employees towards environmental protection.





Awards and Recognitions

Roma is pleased to announce that we have received numerous prestigious awards and recognitions for our ESG performance, reflecting our concerted effort to promote environmental and social well-being.



Recognitions

BDO ESG Awards:

Roma was the proud receiver of the two BDO ESG Awards 2022, namely Best in ESG Award (GEM) and Best in Reporting Award (GEM).



Good Employer Charter:

Roma received the Good Employer Charter 2020 from the Labor Department of the Hong Kong Government in July 2020 for adopting employee-oriented and family-friendly human resources management practices.



Asia Sustainability Reporting Awards:

In March 2023, Roma became one of the finalists of the Asia Sustainability Reporting Awards 2022 in the category of Asia's Best Sustainability Report (SME). This recognition reflects the effectiveness of our ESG Report in communicating our commitment and efforts to the public.



Equal Opportunity Employer:

Roma is honored to be recognized as an Equal Opportunity Employer for Gender Equality and Family Status Equality by the Equal Opportunities Commission in May 2021. The award recognizes Roma's effort in creating an equal and inclusive work environment for our employees by implementing relevant employment policies.



Awards



InnoESG Prize:

It is our pleasure to receive the InnoESG Committee Prize 2021 in June 2021. The award is a recognition of our effort in creating positive impact and influence on society as well as innovatively integrating ESG into our core business.

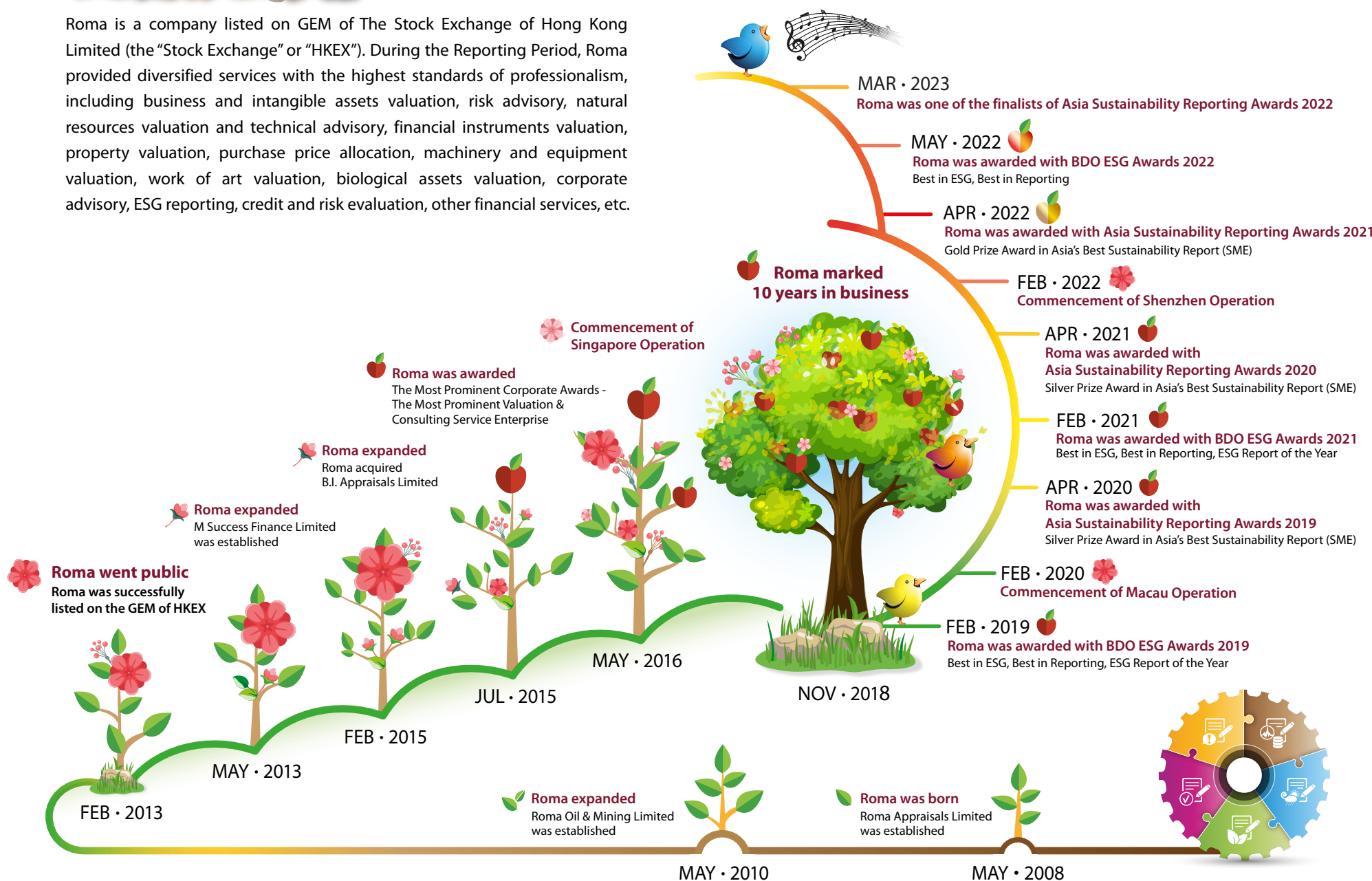


Wastewi\$e Certificate:

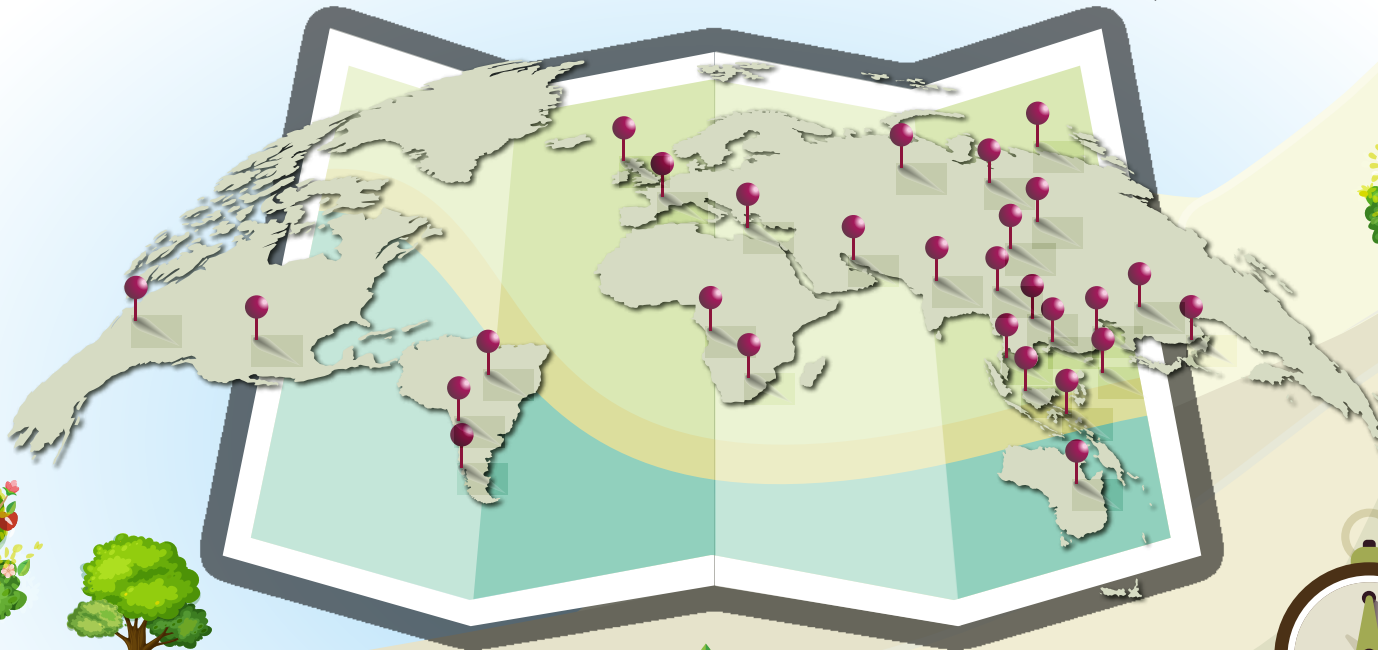
Roma has always attached great importance to environmental protection by demonstrating good practices in waste management. In December 2022, we were awarded the basic level of the Wastewi\$e Certificate scheme held by the Hong Kong Green Organization Certification.



Roma is a company listed on GEM of The Stock Exchange of Hong Kong Limited (the "Stock Exchange" or "HKEX"). During the Reporting Period, Roma provided diversified services with the highest standards of professionalism, including business and intangible assets valuation, risk advisory, natural resources valuation and technical advisory, financial instruments valuation, property valuation, purchase price allocation, machinery and equipment valuation, work of art valuation, biological assets valuation, corporate advisory, ESG reporting, credit and risk evaluation, other financial services, etc.



We have a wide customer base of over 668 listed companies,
and over 1,306 companies worldwide.



SINGAPORE
1 operation



HONG KONG
(headquarters)
2 operations



MAINLAND CHINA
1 operation

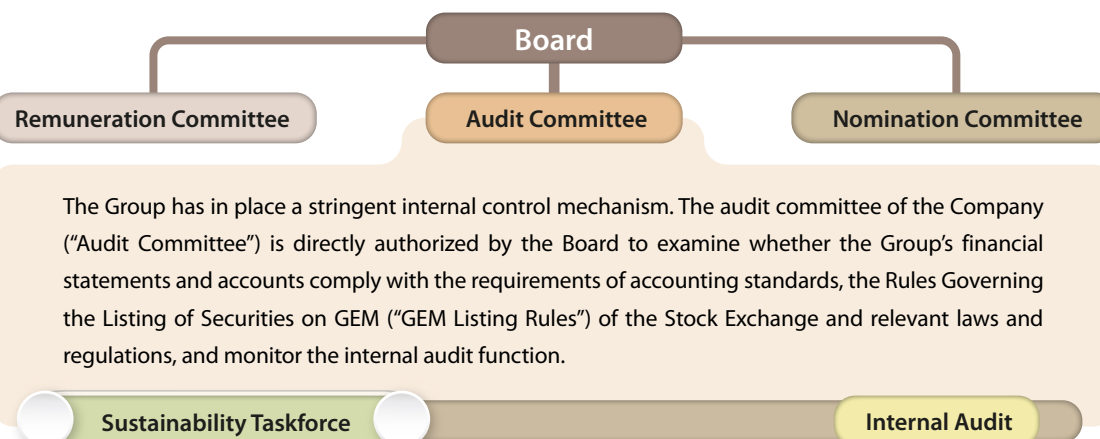






Governance Structure

Roma believes that maintaining excellent and efficient corporate governance paves the way for our continuous success. The Board is ultimately responsible for the Group's ESG strategies, decision-making regarding ESG aspects, the effectiveness of ESG risk management, and reviewing progress made against ESG-related goals and targets.



To demonstrate our commitment to sustainability, we have set up a Sustainability Taskforce (the "Taskforce") which comprises the executive director, the sustainability function and core members from different departments of the Group.

In order to prioritize material ESG-related issues, the Group regularly communicates with its stakeholders, and invites them to participate in the materiality assessment to assess the materiality of various ESG issues and their risks to the Group's operations. Information on the stakeholder communication channels and the materiality assessment conducted by the Group are set out in the sections headed "Stakeholder Engagement" and "Materiality Assessment" on pages 12 and 13 of the ESG Report respectively for further details. The Board discusses the Group's ESG issues at least once per year and adjusts the Group's ESG management approach where appropriate.

The Group recognizes the importance of setting targets for its ESG performance. Therefore, the Group has set targets for ESG issues that are material to the Group. The Taskforce uses the relevant ESG data collected to compare the Group's performance in different years to track the progress of ESG targets. To achieve the ESG targets, the Group implements different sustainability-related measures and raises employees' awareness of ESG. The Group recognizes the importance of setting targets for demonstrating its long-term business vision to its stakeholders and ensuring that businesses continue to develop and adapt to the rapidly changing global economy.

The Taskforce is responsible for monitoring and addressing ESG issues of the Group. Its functions include but are not limited to the following:

- Formulate the Group's responsibilities, visions, strategies, framework, principles, and policies on sustainable development (including but not limited to ESG issues), and implement the relevant policies;
- Review the effectiveness of policies and measures regularly by monitoring key performance indicators ("KPIs") and setting targets;
- Identify, assess, monitor and report on climate-related issues;
- Identify sustainability issues arising from external development trends;
- Organize ESG training for employees to participate in;
- Prepare the Group's ESG Report and submit it to the Board and the Audit Committee; and
- Report to the Board the latest development issues within its scope of function and power at least once per year.



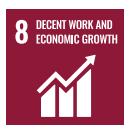
Sustainable Development Goals

In 2015, all member states of the United Nations ("UN") have adopted the 17 Sustainable Development Goals ("SDGs") to help eradicate poverty and address a range of inter-connected topics pertaining to the economic, social and environmental dimensions of sustainable development. The SDGs provide a focus for governments and businesses to work hand-in-hand to promote a more sustainable future for the greater good.

Not all 17 SDGs are equally relevant to our business operations. Therefore, Roma has given due regard to identifying the current or potential impacts arising from our business operations. The four SDGs presented in this ESG Report are considered not only relevant but also aligned with our missions.



We pride ourselves on female representation in the workplace, the proportion of female employees in Roma was approximately 41% as at 31 March 2023. This outstanding result is achieved by recognizing the importance of creating and maintaining a culture of inclusion in our workplace and implementing female- and family-friendly incentives.



We strive to maintain a safe workplace for all employees, promote economic growth and create job opportunities for the younger generations. Related policies such as Employee Handbook, health and safety policies and guidelines have been implemented and are periodically reviewed with reference to industry best practices. Please refer to the section headed "Health and Safety" on page 29 of this ESG Report for further details.



Sustainable consumption and production are crucial to safeguarding the environment; concerted effort to ensure a responsible consumption pattern is of utmost importance. We remain highly conscious of our carbon footprint and have integrated sustainable practices into our operations, inter alia, purchasing pen refills, paper from companies with ISO standards and posting eye-catching posters to remind our employees to reduce water and energy consumption. Please refer to the sections headed "Energy Management", "Water Management" and "Procurement Practices" on pages 20, 21 and 37 respectively of this ESG Report for further details.



Anthropogenic GHG emissions contribute to climate change which in turn affects not only the livelihoods of the population but also brings about potential risks and opportunities to the Group's business operations. We have integrated climate change as one of the factors into the Group's risk management system and future development to strengthen our resilience and adaptive capacity to the potential climate change impacts in the future. In addition, we have been exploring green finance opportunities and striving to be a sustainability leader within the industry. Please refer to the section headed "Climate Change" on page 17 of this ESG Report for further details.



Climate-related Financial Disclosures

To echo with international concerns on climate change, we have partially adopted the Recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") in developing voluntary and consistent climate-related financial risk disclosures.

Governance

Since the year ended 31 March 2019 ("2018/19"), the Board has assessed and subsequently included climate change as one of the material ESG topics. The Board has the overall responsibility for the general direction of the Group's ESG strategies and decision-making process regarding ESG aspects, including climate change. Appointed by the Board, the Audit Committee is set up to ensure compliance of ESG aspects and relevant laws and regulations. The Board has also assigned the Taskforce to identify, assess, monitor, and report on climate-related issues and strategies. The progress towards our goals and targets are periodically reported to the Board. For more details, please refer to the section "Governance Structure" on page 9 of this ESG Report.

Risk Management

Roma is increasingly concerned with its exposure to climate-related risks and the effectiveness of its climate-related risk management. To fully assess climate-related risks, we have considered and incorporated climate change as one of the risks into our risk inventory under the Enterprise Risk Management ("ERM") mechanism. ERM is facilitated annually by the Group's internal audit function to ensure the management takes risk-informed decisions by having fully considered the current and potential risks, including medium- and long-term climate-related risks. Risk prioritization has been conducted based on matrices considering the likelihood of occurrence and the level of impact. Our mitigation and adaptation strategies against climate-related risks are expected to evolve over time once we develop new climate-related metrics.

Metrics and Targets

Roma has been measuring and reporting our GHG emissions (Scope 1, 2, and 3) in accordance with global standards including the GHG Protocol. We have set an emission reduction target of reducing its intensity (by revenue) of total GHG emissions by at least 30% in the year ending 31 March 2025 ("2024/25") compared to the year ended 31 March 2018 ("2017/18"). Please refer to sections "GHG Emissions" and "Performance Summary" on pages 18 and 42 respectively of the ESG Report for further details.

Strategy

Climate change was identified as one of the risk factors for the Group. Related risks were identified and evaluated in the short- (1-2 years), medium- (3-5 years), and long-term (over 5 years) by the Group since 2018/19 through annual reporting. We identified the material impacts on our business arising from the following risks and opportunities.

Physical Risks (Acute and Chronic Risks)

As climate change is expected to worsen the frequency and impacts of extreme weather events, such as heavy precipitation and severe typhoons, it may result in destruction of the city infrastructure which can possibly impact the Group's productivity due to the absence of employees. The fluctuation in temperature could contribute towards an increase in energy consumption and associated costs for our operation. To mitigate the risk, the Group has adopted various energy-saving measures in order to reduce our carbon footprint.

Transition Risks (Market Risks)

Subject to the increasingly stringent environmental and climate-related standards and legislations together with the shift in client investment preferences, our natural resources advisory and asset management services face a certain level of impact on respective business development strategy.

Opportunity (New Market and Service Opportunities)

Realizing the potential shift in client bases, we have expanded our value chain by diversifying our services. We have been exploring opportunities to incorporate sustainability elements into our business, such as exploring green finance initiatives. Meanwhile, concerning the local government's goal to become carbon neutral before 2050, we anticipated that the demand for sustainability-related services is growing.

We have incorporated the climate-related risks and opportunities into our strategic plan by continuing to identify and report risks to the management and the Board. Although the identified risks have no immediate impacts to our business growth, we will continue to monitor and evaluate the risks to ensure they can be mitigated or transferred.









Stakeholder Engagement

Stakeholders play a critical role in the Group's establishment of the ESG management system and decision-making process. Understanding and responding to different stakeholders' concerns not only help to assess the impact of our decisions for ESG matters, but also shape and adjust our direction of development and growth.

We actively manage our relationship with stakeholders and always maintain close communication with them. We take different stakeholders into consideration, including individuals and organizations who affect, or are affected by our business directly and indirectly.

The Group communicates with different stakeholders, including but not limited to employees, investors and shareholders, customers, suppliers and consultants, government and regulatory bodies, communities, non-governmental organizations ("NGOs") and the media through various channels, and proactively responds to the opinions and requests of stakeholders in practice. The Group's key stakeholders, their interests and concerns, communication channels with respective frequency are set out on the right.

Interests and Concerns 	Key Stakeholders 	Communication Channels 	Frequency 
<ul style="list-style-type: none"> - Career development - Remuneration and benefits - Equal opportunities - Working environment 	Employees	<ul style="list-style-type: none"> Regular performance evaluations Training and seminars Departmental meetings Internal email 	<ul style="list-style-type: none"> Annually Regularly and when required Weekly Regularly
<ul style="list-style-type: none"> - Business strategies and performances - Compliant and sustainable operations - Investment returns - Corporate governance 	Investors and shareholders	<ul style="list-style-type: none"> Annual general meetings Financial reports Announcements and circulars 	<ul style="list-style-type: none"> Annually Annually, biannually, and quarterly Regularly and when required
<ul style="list-style-type: none"> - Service quality - Customer data and privacy protection 	Customers	<ul style="list-style-type: none"> Business development manager Conferences and company visits Social media platforms Hotline and email 	<ul style="list-style-type: none"> Daily Regularly Weekly Daily
<ul style="list-style-type: none"> - Payment schedule - Fair and open selection process - Business integrity and ethics 	Suppliers and consultants	<ul style="list-style-type: none"> Meetings and telecommunications Site visits 	<ul style="list-style-type: none"> Regularly and when required When required
<ul style="list-style-type: none"> - Performance in compliance with relevant laws and regulations - Business integrity and ethics 	Government and regulatory bodies	<ul style="list-style-type: none"> Announcements and circulars Financial reports 	<ul style="list-style-type: none"> Regularly and when required Annually, biannually, and quarterly
<ul style="list-style-type: none"> - Corporate governance - Environmental protection - Community engagement 	Communities, NGOs and the media	<ul style="list-style-type: none"> Donations and participation Newsletters ESG Reports 	<ul style="list-style-type: none"> Regularly Regularly Annually

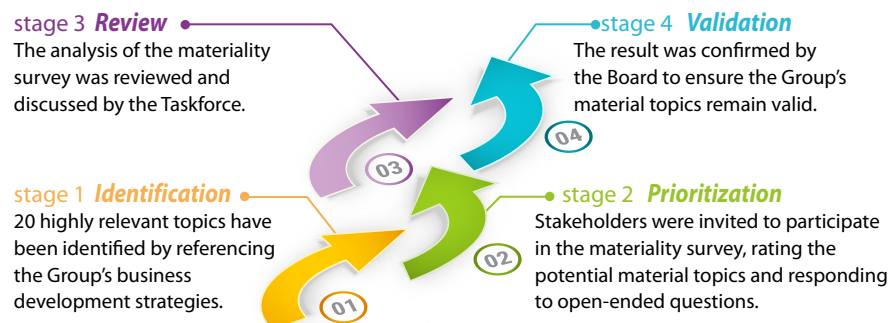




Materiality Assessment

The materiality assessments of Roma are conducted regularly in the form of survey. The materiality survey has been compiled in reference to the identified material ESG aspects to collect the information from relevant departments and business units of the Group. The following materiality assessment result of Roma was internally reviewed and confirmed in 2022/23.

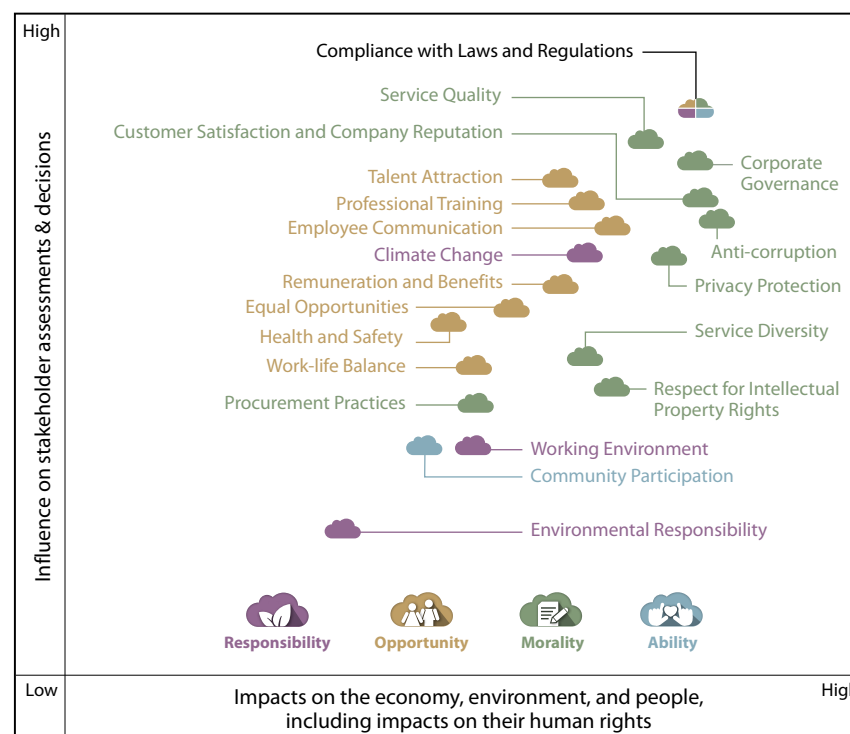
The systematic approach in evaluating our materiality topics is summarized in the diagram below:



The most concerned material topic of the Group is compliance with laws and regulations, which our effort in ensuring strict compliance can be found throughout the ESG Report. It is followed by topics related to business operations as most of the employment- and social-related topics are of relative importance.

The Group regards the result to be an important indicator for its future ESG planning and policy formation. Therefore, we reviewed the relevant ESG targets in 2022/23, aiming to ensure alignment with the results and continuous improvement in sustainable development.

During the Reporting Period, the Group confirmed that it has established appropriate and effective management policies for ESG issues and internal control system and confirmed that the information disclosed complies with the requirements of the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") contained in Appendix 20 of the GEM Listing Rules of the Stock Exchange.



INTRODUCTION

This ESG Report summarizes the initiatives, plans and performance of the Group in ESG aspects and demonstrates its commitment to sustainable development.

This ESG Report underwent an internal audit process and was reviewed by the Audit Committee. The most recent previous ESG Report was published on 23 August 2022 and covered the year ended 31 March 2022 ("2021/22").

REPORTING SCOPE

The reporting scope of this ESG Report is consistent with that of the annual report of the Company for the year ended 31 March 2023 (the "Annual Report 2022/2023"), which mainly covers the Group's core businesses located in Hong Kong. This ESG Report includes the Company and its subsidiaries, including but not limited to the following entities covered in the consolidated financial statements of the organization, namely Roma Appraisals Limited, Roma Oil and Mining Associates Limited, Roma Surveyors and Property Consultants Limited, Roma Credit and Risk Evaluation Limited, Roma Strategic Marketing Limited, M Success Finance Limited, B.I. Appraisals Limited, Yuen Meta (International) Securities Limited and Leo Asset Management Limited. The reporting scope is determined based on the materiality and revenue contribution of the business segments under the Group's direct operational control throughout the Reporting Period.

REPORTING PERIOD

This ESG Report detailed the activities, challenges and measures taken by the Group with respect to ESG aspects for 2022/23.

REPORTING FRAMEWORK

Roma has reported with reference to the GRI Standards for 2022/23. It is also prepared in compliance with all applicable provisions set out in the ESG Reporting Guide.

The Group's governance structure and practices have been set out in the Corporate Governance Report in the Annual Report 2022/2023 and the "Governance Structure" section on page 9 of this ESG Report.

Reporting principles	Interpretation	Application of reporting principles
Materiality	The Group should focus on reporting the ESG issues that have an important impact on the Group and its stakeholders.	The Group determines the impact of various ESG issues on the Group's operations through the materiality assessment survey. Based on the results of the survey, the Group identifies material ESG issues and makes key disclosures in this ESG Report.
Quantitative	The KPIs must be measurable and clearly state the calculation criteria and methods.	This ESG Report is prepared in accordance with the ESG Reporting Guide and discloses KPIs in a quantitative manner. The KPIs are supplemented by explanatory notes to establish benchmarks where feasible.
Balance	The Group should objectively and truthfully report on its ESG performance during the Reporting Period.	This ESG Report is based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall performance of the Group in ESG aspects.
Consistency	The Group should use consistent disclosure statistical methods to help stakeholders analyze and evaluate the organization's past and current performance. The Group should also explain any changes to the method.	The statistical methodologies applied to this ESG Report were substantially consistent with the past which allow meaningful comparisons. If there are any changes that may affect comparisons with the Company's previous reports, the Group will explain the corresponding content.

CONTACT US

Your feedback will help us to continuously improve our ESG work and performance. If you have any questions or suggestions regarding this ESG Report and/or the Group's ESG work, please communicate with us via email to esg@romagroup.com.





Responsibility

Fulfilling corporate social responsibility of protecting the environment.

HIGHLIGHTS:

- Reduced the total GHG emissions by **4.9 %** year-on-year.
- Reduced the intensity (by revenue) of waste (in kg) by **22.1 %** year-on-year.
- Reduced the total energy consumption (in kWh) by **8.8 %** year-on-year.

Targets in 2021/22 **Status**

Reduce the intensity (by revenue) of total GHG emissions by at least 30% in 2024/25 compared to 2017/18.	⌚
Maintain or reduce the intensity (by revenue) of waste (in kg).	✓
Maintain or reduce the intensities (by revenue) of both petrol and electricity consumption (in kWh).	⌚
Inform staff on water-saving practices.	✓

Targets set in 2022/23:

Reduce the intensity (by revenue) of total GHG emissions by at least 30% in 2024/25 compared to 2017/18.

Maintain or reduce the intensity (by revenue) of waste (in kg).

Maintain or reduce the intensity (by revenue) of total energy consumption (in kWh).

Inform staff on water-saving practices.



Opportunity

Empowering our talents to reach their full potential.

HIGHLIGHTS:

- Had a proportion of female employees at **40.7 %**.
- Reached **424.5** total training hours for employees.
- Provided **7.2** hours of training for employees on average.

Targets in 2021/22 **Status**

Achieve average training hours of 15 hours per employee.	⌚
Maintain zero incidents of discrimination and harassment.	✓
Maintain zero incidents of work-related fatalities or serious physical injury.	✓

Targets set in 2022/23:

Achieve average training hours of 6 hours or above per employee.

Maintain zero incidents of discrimination and harassment.

Maintain zero incidents of work-related fatalities or serious physical injury.



Morality

Accomplishing social responsibility along the value chain with integrity.

HIGHLIGHTS:

- Spent **92.1 %** of the procurement budget on local suppliers.
- Zero** material service complaints for four consecutive years.
- Served over **668** listed companies.

Targets in 2021/22 **Status**

Spend over 90% of procurement budget on local suppliers.	✓
Maintain zero material complaints on our service.	✓
Maintain zero incidents of corruption and bribery.	✓

Targets set in 2022/23:

Spend over 90% of procurement budget on local suppliers.

Maintain zero material complaints on our service.

Maintain zero incidents of corruption and bribery.



Ability

Enriching the community and contributing to our society.

HIGHLIGHTS:

- Visited elderly people living alone and distributed gift bags to them.
- Participated in the **25th Standard Chartered Hong Kong Marathon**.
- Promoted **industrial synergy** to boost the development of sustainability in companies.

Targets in 2021/22 **Status**

Participate in at least 2 community events.	✓
Support at least 2 green campaigns held by NGOs.	⌚

Targets set in 2022/23:

Participate in at least 2 community events.

Support at least 2 green campaigns.

Keys: ✓ Target achieved

⌚ Progress on-going

⌚ The timeline for achieving this target is 2024/25



RESPONSIBILITY

*We take our responsibility as
a citizen of the Earth.*



4.9%

Year-on-year reduction
in our total GHG emissions



22.1%

Year-on-year reduction
in our intensity (by revenue)
of waste (in kg)



8.8%

Year-on-year reduction
in our total
energy consumption (in kWh)





Environmental Responsibility

As environmental threats brought on by climate change becomes imminent, demands for urgent actions through concerted efforts grew ever stronger. We understand the potential environmental impacts of our business activities, and therefore we take the initiative to shoulder the responsibility of protecting our environment and adhere to the mission of “giving back to our environment and society”. We formulated and implemented environmental protection policies which focus on waste management and emission reduction, and set up relevant environmental protection internal control mechanisms in our workplace. We also actively introduce environmentally friendly business practices into our operations to enhance our employees’ awareness of environmental protection and comply with related laws and regulations.

Over the course of our business operation, we are committed to upholding the principles of “Refuse”, “Reduce”, “Reuse”, “Recycle” and “Replace” (“5Rs”) and minimizing negative environmental impacts using the 5Rs principle. Meanwhile, we constantly seize the opportunities to devise and implement environmental protection measures within our policy framework to improve our environmental performance. Through implementing measures on emissions reduction and efficient use of resources, we believe we have set a good model for fulfilling corporate social responsibilities and established a corporate image of promoting environmental protection and low-carbon operation.

In 2022/23, the Group was not aware of any non-compliance with local environmental laws and regulations including, but not limited to, the Motor Vehicle Idling (Fixed Penalty) Ordinance, the Waste Disposal Ordinance and the Road Traffic Ordinance that would have a significant impact on the Group.



Climate Change

We are aware that climate change poses various risks and opportunities to our operations and development and have included climate change as one of our material topics. We have responded to the related climate change issues through the approaches of mitigation and adaptation. In addition, we have incorporated the climate-related risks and opportunities into our strategic plan by delegating the Taskforce to identify the risks. We will ensure the risks can be continuously monitored and evaluated so that they can be mitigated or adapted accordingly.

Mitigation

The Group has considered potential physical, market and reputation risks of climate change to our daily operation. We strive to mitigate the risks through the adoption of various policies and measures. Please refer to the section “Climate-related Financial Disclosures” on page 11 of this ESG Report for further details.

Adaptation

The Group has considered the potential impacts of climate change in our operations, such as extreme climatic effects. We have formulated related policies and measures in adapting to such risks. Such policies and measures have been communicated to all of our employees prior to their employment. In addition, the Group has been seeking opportunities to expand its climate-related information disclosures for a higher adaptability to future regulatory requirements.



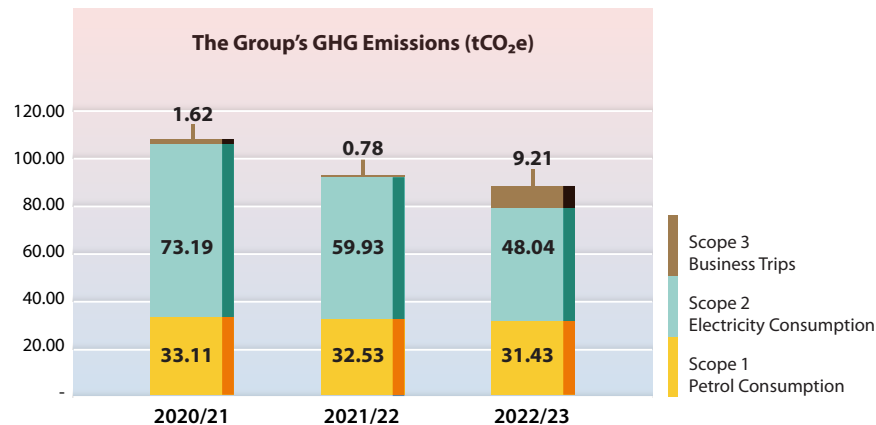
Responsibility p.18



GHG Emissions

The GHG emissions of the Group are mainly generated from petrol consumption of vehicles (Scope 1), electricity consumption (Scope 2), and business trips (Scope 3). In response to the local government's target to achieve carbon neutrality before 2050, the Group has set an emissions target of reducing its intensity (by revenue) of total GHG emissions by at least 30% in 2024/25, using approximately 1.81 tonnes of carbon dioxide equivalent ("tCO₂e") per million revenue in 2017/18 as the baseline. In 2022/23, the Group's total GHG emissions intensity (by revenue) was approximately 1.44 tCO₂e per million revenue, representing a decrease of approximately 20.44% compared to the baseline. The Group is on track to achieve its emissions target. The Group has actively adopted the following measures to reduce GHG emissions and promote energy conservation, these measures include:

- Encouraging employees to replace business air travels with telephone conferences or video conferences whenever possible to reduce the related GHG emissions; and

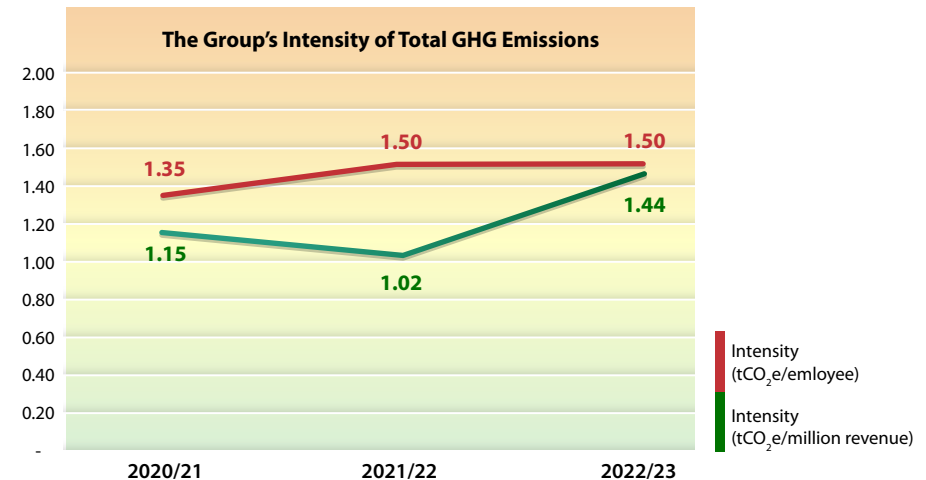


Exhaust Gas Emissions

Due to our business nature, we are not involved in any industrial production or possess any manufacturing facilities. Therefore, the Group does not generate a material amount of exhaust gas emissions during our operation.

- Adopting environmental-friendly measures to conserve resources. Please refer to the section headed "Energy Management" on page 20 of this ESG Report for further details.

In 2022/23, the Group's intensity (by revenue) of total GHG emissions was approximately 1.44 tCO₂e per million revenue (2021/22: approximately 1.02 tCO₂e per million revenue), representing a year-on-year increase of approximately 41.18%. The increase in the Group's intensity (by revenue) of total GHG emissions intensity was mainly due to the decrease in the Group's revenue in 2022/23.





Waste Management

Hazardous Waste

Due to the Group's business nature, the Group's operations do not directly generate hazardous waste.

Non-hazardous Waste

The Group adheres to the 5Rs principle and is committed to proper management and disposal of the non-hazardous waste generated from its operations. Due to our business nature, a relatively large amount of paper is consumed for printing valuation and consultancy reports. In 2021/22, the Group set a waste generation target of maintaining or reducing its intensity (by revenue) of waste (in kg) in 2022/23, using approximately 20.87 kg per million revenue in 2021/22 as the baseline. In 2022/23, the Group's intensity (by revenue) of waste (in kg) was approximately 16.26 kg per million revenue (2021/22: approximately 20.87 kg per million revenue), representing a year-on-year reduction of approximately 22.09%. The Group achieved its waste generation target and will continue its commitment to reduce its waste generation. The Group has set a waste generation target of maintaining or reducing its intensity (by revenue) of waste (in kg) in the year ending 31 March 2024 ("2023/24"), using approximately 16.26 kg per million revenue in 2022/23 as the baseline. To strive to minimize waste generation, we have regularly monitored our paper consumption and implemented the following waste reduction initiatives and measures:



- Setting up recycling boxes at offices to collect recyclable waste such as plastic bottles, aluminium cans and disposable lunch boxes from employees;
- Reducing paper consumption in the workplace through duplex printing;
- Promoting "paperless office" by encouraging employees to utilize electronic communication means; and
- Reusing paper, cardboard boxes, envelopes, and folders.

Waste management is a joint responsibility of the Group and our employees. We have been actively participating in the GREEN@COMMUNITY program organized by the EPD. We frequently bring the recyclables collected at offices to the Recycling Spots so that they can be delivered to the licensed recyclers for subsequent processing. In addition, our effort toward waste reduction was recognized by the committees of the Hong Kong Green Organisation Certification. In 2022/23, we were awarded the basic level of the WastewiSe Certificate. Please refer to the sections headed "Green Campaigns" and "Awards and Recognitions" on pages 4 and 5 respectively of this ESG Report for further details.



The Group's non-hazardous waste disposal was as follows:

Types of non-hazardous waste	Unit	2022/23	2021/22
Paper	kg	997.92	1,906.03
Intensity	kg / million revenue	16.26	20.87
	kg / employee	16.91	30.74



Energy Management



The Group's energy consumption is mainly composed of petrol consumption by vehicles and electricity consumption.



The Group regularly monitors the usage of energy to avoid excessive energy consumption. The Group has set an energy use efficiency target of maintaining or reducing its intensity (by revenue) of total energy consumption (in kWh) in 2023/24, using approximately 3,016.22 kWh per million revenue in 2022/23 as the baseline. The Group has formulated a series of policies and measures to achieve electricity conservation and energy efficiency. The specific measures are as follows:



- Installing energy-saving LED fluorescent tubes and motion sensors at offices;
- Encouraging employees to host telephone conferences or video conferences where possible to reduce the use of vehicles;
- Reminding employees to switch off idling lights and electrical appliances when they are not in use or after work;
- Monitoring energy consumption monthly and investigating any notable differences;
- Using energy-efficient functions of office equipment and computers;
- Maintaining and repairing electronic equipment to keep them in the best condition and achieve energy efficiency;
- Maintaining vehicles regularly to avoid low-efficiency petrol consumption or abnormal operation; and
- Purchasing standard petrol for vehicles, and checking vehicles annually to meet relevant emission standards.

Through these energy-saving measures, employees' energy-saving awareness has improved. In 2021/22, The Group set energy consumption targets of maintaining or reducing the intensities (by revenue) of both petrol and electricity consumption (in kWh) in 2022/23, using the intensity of petrol consumption of approximately 1,297.71 kWh per million revenue and the intensity of electricity consumption of approximately 924.12 kWh per million revenue in 2021/22 as the baselines respectively. In 2022/23, the Group's intensity (by revenue) of petrol consumption (in kWh) was approximately 1,865.24 kWh per million revenue (2021/22: approximately 1,297.71 kWh per million revenue), representing a year-on-year increase of approximately 43.73%. In 2022/23, the Group's intensity (by revenue) of electricity consumption (in kWh) was approximately 1,150.98 kWh per million revenue (2021/22: approximately 924.12 kWh per million revenue), representing a year-on-year increase of approximately 24.55%. The Group did not achieve its energy consumption targets mainly due to the decrease in the Group's revenue in 2022/23. Yet, the Group will continue its commitment to efficient energy use.

The Group's petrol and electricity consumption were as follows:

Types of energy		Unit	2022/23	2021/22
	Direct energy – Petrol	kWh	114,497.77	118,535.78
	Intensity	kWh / million revenue	1,865.24	1,297.71
		kWh / employee	1,940.64	1,911.87
	Indirect energy – Electricity	kWh	70,653.00	84,411.00
	Intensity	kWh / million revenue	1,150.98	924.12
		kWh / employee	1,197.51	1,361.47



Water Management

Due to the Group's business nature, we do not consume significant water resources in our operation. Therefore, our operation does not generate a material amount of sewage.

The water supply and drainage facilities of our offices are managed by the property management company, therefore the Group did not have water consumption record in 2022/23. Due to the business nature and operating locations of the Group, we do not encounter any significant issue in sourcing water that is fit for purpose.

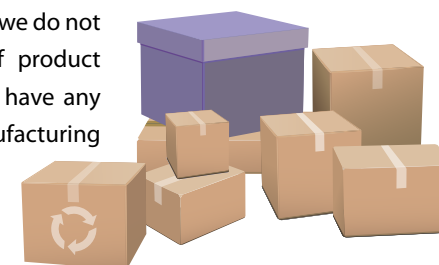


The Group is dedicated to promoting behavioral changes in water usage at offices and encouraging water conservation. Water conservation slogans and environmental signages with water-saving messages are placed in prominent places to remind employees to conserve water. In 2022/23, we distributed publicity materials to staff to inform them on water saving practices. As a result, we have achieved 2021/22's target relating to water efficiency awareness building. To reaffirm our commitment to water conservation, the Group has set a target of informing staff on water saving practices in the following year by distributing publicity materials to them and placing reminder signs in pantry and bathroom areas to remind them to use water wisely.



Use of Packaging Materials

Due to the Group's business nature, we do not consume a significant amount of product packaging materials as we do not have any industrial productions nor any manufacturing facilities.



Working Environment

The Group is committed to providing employees with a comfortable and green working environment to increase work efficiency. We strive to maintain a hygienic and neat environment in the workplace. Representatives from both the Group and the property management company inspect the office areas regularly to ensure a clean and tidy working environment. Problems within the workplace will be identified in a timely manner and preventative measures will be taken to minimize potential hazards. In addition, the Group regularly monitors the indoor air quality in the workplace and is dedicated to maintaining sound indoor air quality by cleaning the air-conditioning system regularly and equipping our offices with air purifiers.



OPPORTUNITY

*We create opportunities
for our employees.*

Equal Opportunity Employer Recognition Scheme Awards Presentation Ceremony 「平等機會僱主嘉許計劃」頒獎禮



41%

Proportion of
female employees



424.5

Total training hours
for employees



7.2

Average training hours
per employee



Our Philosophy

As an enterprise engaging in the provision of valuation and advisory services, the Group understands that employees are the most valuable asset, and realizes employees as one of the most critical elements for our continuous success. We always adhere to the mission of “empowering our employees to reach their full potential”, and have adopted a people-oriented human resource management strategy, which focuses on attracting and retaining talents as well as investing in professional training. We also understand that cultivating employees’ sense of belonging is particularly important for the Group’s long-lasting and stable growth. We are committed to creating a comfortable working environment that makes employees feel respected and maintaining a unifying and harmonious corporate culture so that employees can develop their potential and grow together with Roma.

The Group respects and strives to protect the legitimate rights and interests of every employee. We proactively comply with local laws and regulations including but not limited to the Employment Ordinance, the Minimum Wage Ordinance, and the Employees’ Compensation Ordinance of Hong Kong. During the Reporting Period, the Group was not aware of any material non-compliance with employment related laws and regulations that would have a significant impact on the Group.



Employee Communication

The Group encourages communication between employees and the management. We implement the Open Door Policy and hold regular departmental meetings to encourage employees to share their opinions, raise questions, discuss and collaborate with the management to resolve problems; thereby building an atmosphere of mutual trust, cooperation and equality between employees and the management. The Group also acknowledges employees’ efforts and accomplishments by honoring their work through appreciation messages and organizing team gatherings. By adopting relevant policies and organizing employee activities, we aim to enhance our employees’ sense of belonging, thus fostering an encouraging workplace.



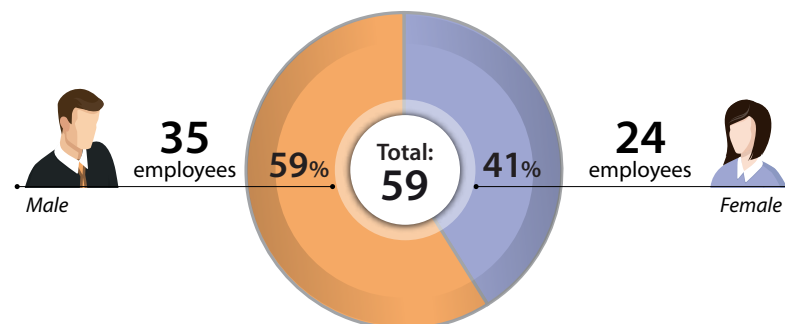


Equal Opportunities

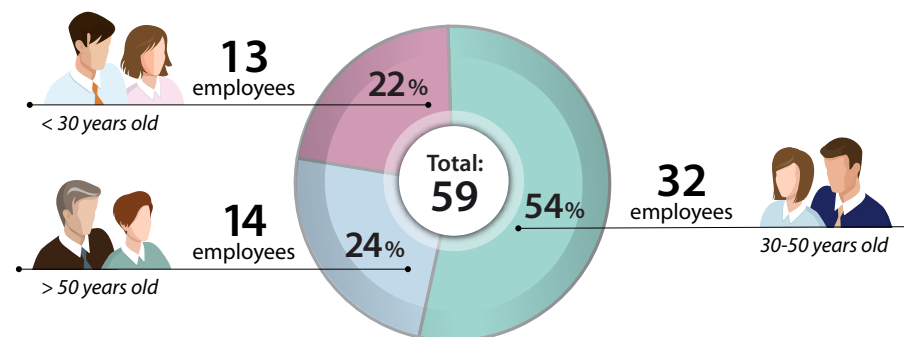
The Group has been committed to building and maintaining an inclusive and collaborative workplace. We adhere to the principles of equal opportunities and anti-discrimination in every aspect of our employees' careers, including recruitment, remuneration, promotion, and termination. We strictly comply with relevant laws and regulations, including but not limited to the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance, and the Race Discrimination Ordinance. We have formulated the Equal Employment Opportunity Policy, and the Non-discrimination and Anti-harassment Policy, which are documented in the Employee Handbook. The Equal Employment Opportunity Policy ensures employment is based upon personal capabilities and qualifications without any discrimination of protected characteristics stipulated by law. The Non-discrimination and Anti-harassment Policy has clearly defined harassment and provided guidelines for employees to report such incidents when they encounter any forms of harassment in the workplace.

We require all employees to respect each other and do not tolerate any discrimination, such as sexual harassment, verbal attack and assault, regardless of age, gender, race, color, social status, nationality, religious belief, disability, marital status, pregnancy, sexual orientation, union membership, political association, and other factors. Any employees violating the Equal Employment Opportunity Policy, or the Non-discrimination and Anti-harassment Policy will be subject to disciplinary sanctions up to termination of employment contract. Among the 59 employees as at 31 March 2023, all of them were permanent employees, including 35 males and 24 females. As at 31 March 2023, all employees were located in Hong Kong. As at 31 March 2023, all employees were full-time employees and the Group did not employ any part-time employees.

Employees by Gender



Employees by Age Group





Talent Attraction

Recruitment

The Group's success depends heavily on our ability to attract and retain talents. The principles of fairness, openness, and impartiality are upheld during the recruitment processes including interviews and written tests. In addition to posting job vacancies on online recruitment platforms, we also actively explore the potential of young talents by offering internship programs and recruiting undergraduate students from local universities. During the Reporting Period, we supported several career sharing programs and internship programs with local universities. Through these programs, we provide opportunities for the new generation to realize their full potential.

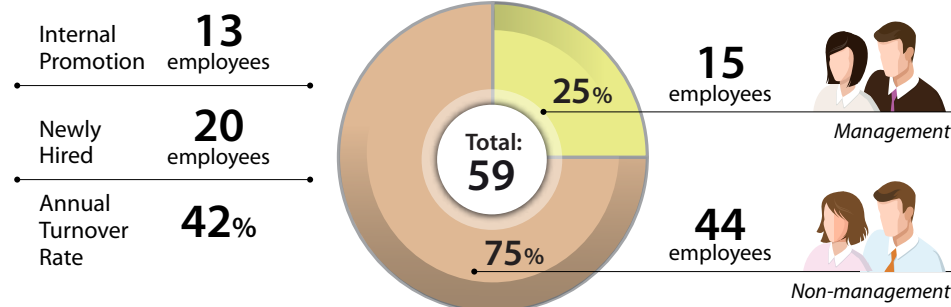
Dismissal

The dismissal process will only be proceeded with a reasonable basis. A warning letter must be issued prior to the dismissal and official dismissal will only be considered when the employee fails to demonstrate improvement after receiving the warning letter in order to protect the interests of our employees and avoid unjustifiable dismissal.

Promotion

Aside from rewarding outstanding employees through salary increments, we also provide a smooth career advancement path for our talents. The Group has established a fair internal performance evaluation and promotion system to recognize the contributions of our employees. We review and evaluate the performance of our employees through an annual appraisal which covers criteria including work efficiency, work quality, organizational capability, learning capability, problem-solving capability, personal quality, communication skill, team spirit, and innovative capability.

Employees by Employee Category





Remuneration and Benefits

To attract and retain talents for the Group's long-lasting and stable growth, we have developed a comprehensive remuneration, reward, and performance evaluation framework with reference to the industry practice. The Group provides its talents with competitive remuneration packages, which include basic salary and rewards. Our salary level is evaluated based on the industrial and regional standards, while employee remuneration is determined by employees' personal performance, contribution to the Group, and the Group's overall performance. Corresponding remuneration adjustments are subject to the changes of the Group's development strategy and annual performance.

In addition to salary and remuneration, our full-time employees are also entitled to a variety of benefits, including health care coverage, group insurance program, retirement provision and stock ownership through a share option scheme and share award plan. Different leave types are also provided for our full-time employees, including annual leave, paid sick leave, study leave, parental leave and compassionate leave. Apart from benefits provided to full-time employees, we also provide sufficient benefit coverage to our part-time employees.

All full-time employees are entitled to parental leave. During the Reporting Period, 3 employees took parental leave and returned to work after the leave ended, resulting in a 100% return to work rate. Moreover, 1 employee who took parental leave in 2021/2022 was still employed during the Reporting Period, resulting in a 100% retention rate.



Labor Standards

The Group is devoted to upholding ethical labor standards and forbidding the employment of child labor and forced labor. Applicants are required to provide true and accurate personal information during the entire recruitment process. Recruiters will scrutinize such information including identity documents and academic credentials in order to avoid employing child labor. Moreover, overtime working of our employees is on a voluntary basis, which effectively protects their rights and interests. In case child labor or forced labor is discovered, the Group will immediately stop the work of the child labor or forced labor and provide the necessary assistance for the affected individuals. In order to prevent child labor and forced labor in our value chain, the Group also prevents engagement with suppliers and consultants with such records in their operations. During the Reporting Period, the Group did not identify suppliers or consultants who employ child labor, arrange young workers to execute risky work, or employ forced or compulsory labor.

The Group strictly abides by relevant employment regulations, including but not limited to the Employment of Children Regulations and the Employment of Young Persons (Industry) Regulations under the Employment Ordinance of Hong Kong. During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labor related laws and regulations that would have a significant impact on the Group.

The Group is committed to following the highest standards of business ethics and upholding the principle of fair employment in the workplace and its supply chain. We have formulated the Fair Employment Policy, focusing on the rights that employees can exercise. The Fair Employment Policy is in line with the "United Nations Guiding Principles on Business and Human Rights". The Group also follows the relevant principles in the "International Bill of Human Rights" and the International Labor Organization's "Declaration on Fundamental Principles and Rights at Work" to formulate the Fair Employment Policy. We strive to create a safe, healthy workplace where everyone is treated with respect. We do not tolerate any form of corporal punishment, threats of violence, or any form of abuse in the workplace.





Work-life Balance

The Group fully recognizes the importance of maintaining a work-life balance for its employees to enhance employee morale and maintain employees' holistic well-being. Apart from providing free snacks and drinks in our pantry, we allow early leaving on festivals including Mid-Autumn Festivals, Christmas Eves and New Year's Eves. In order to promote the overall well-being of our employees, we reserve sports fields for employees to exercise regularly and actively organize various events. Such events include but are not limited to:

- Christmas party;
- Lunar New Year gathering;
- Family day;
- Sports activities in spare time; and
- Birthday parties for employees



Birthday parties for employees, Lunar New Year gathering and other celebrations

Purchase of ergonomic chairs for all employees

Sports activities in spare time

Free snacks and drinks at employee lounge





Professional Training

The Group has adopted the Employee Training Policy and offered training programs regularly to improve employees' knowledge and personal growth.

Internal training programs are provided at department-level and group-level. During 2022/23, our professionals received training and seminars relevant to their job nature, covering topics such as accounting standard, valuation methodology, anti-money laundering, counter-terrorist financing, agency and surveying, and sharing on financial market updates.

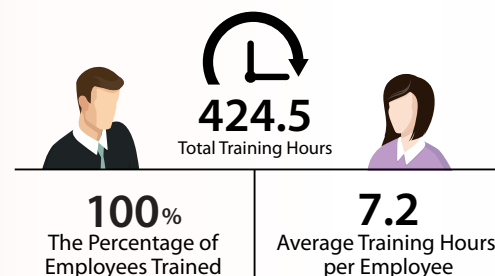
Apart from internal training, we encourage our employees to attend external training and certification exams by offering study and examination leaves as well as reimbursement of examination expenses. The Group also provides professional membership sponsorship to encourage employees to attain job-related professional membership.



Mentorship Program

To facilitate new joiners in adapting to the workplace and our culture, the Human Resource Department assigns a mentor to every new employee on his/her first day, and the mentors will assist their mentees to navigate the new working environment. The duties of mentors include but are not limited to:

- Providing suggestions to mentees on work-related issues;
- Identifying the strengths and weaknesses of mentees thus to improve their work performance;
- Providing challenges and opportunities for mentees to reach their full potential; and
- Fostering friendships and helping mentees to integrate into the Group.





Health and Safety

Although our business nature does not expose our employees to significant safety hazards, the Group acknowledges the importance of occupational health and safety, and therefore endeavors to provide our employees with a safe and pleasant working environment. A series of workplace health and safety policies and guidelines were formulated in accordance with relevant laws and regulations, and such policies and guidelines are reviewed regularly to ensure they are up-to-date. All our full-time employees are covered by the said policies.

To ensure the health of our employees, we provide ergonomic chairs and advanced electronic appliances, and conduct regular maintenance and cleaning for water dispensers, the air-conditioning system and the carpet. We also provide health-related benefits such as health care coverage with a monthly medical allowance. Additionally, first-aid boxes and over-the-counter medication are available and regularly replenished in the offices. Some employees have also enrolled in the first-aid course and examination hosted by the Hong Kong St. John Ambulance under our encouragement. We also organize sports activities in spare time to encourage employees to exercise.

Precautionary measures, such as flexible working hours under extreme weather, are implemented for any potential hazards that may jeopardize the health and safety of our employees. Employees are encouraged to report any work-related hazards to their supervisors through any means, including verbal reports, phone, or email. Their reports will be followed up immediately by the appropriate

persons. They are also encouraged to provide comments or suggestions on the said policies or any issues related to health and safety. With the above measures, the Group is capable of handling most emergencies relating to occupational health and safety.

During the Reporting Period, the Group did not record any accidents leading to fatality or serious physical injury, thus no claim or compensation was paid to employees due to such accidents. We were not aware of any material non-compliance with health and safety-related laws and regulations, including but not limited to the Occupational Safety and Health Ordinance, that would have a significant impact on the Group.



MORALITY

We uphold morality and integrity in our operation.



>668

Number of listed companies we have served as at 31 March 2023



0

Number of material service complaints for four consecutive years



92.1%

Procurement budget spent on local suppliers



Service Diversity

The Group has a long-standing tradition of specializing in the field of valuation and advisory services. We strive to maintain Roma's core competitiveness whilst diversifying our business. We recognize the importance of diversification and not being overly reliant on a single service line. Such diversification not only generates greater returns and appeals to a wider customer base but also provides customers with a more comprehensive service package. In the long run, the diversification of valuation and advisory services will allow the Group's business operations to be more sustainable. The Board remains committed to maintaining a leading position within the valuation sector in Hong Kong.

During the Reporting Period, the Group has continuously expanded its business in the provision of advisory and consultancy services as a means to further expand our client base and capture more opportunities in the market. The Group will continuously seek different opportunities to broaden our income stream and market presence.



Number of
listed companies
that the Group has
served as at
31 March 2023:
>668

During the Reporting Period, the services we provide include but are not limited to:



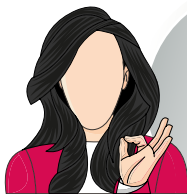
Morality p.32



Service Quality

Roma recognizes that its continuing success is dependent on employees' talents, qualifications and their dedication. Our valuation and advisory services are powered by experienced professionals. We have participated in and completed various international valuation projects by developing fair and accurate valuation plans for customers. Our professional valuation reports and technical advisory reports are extensively recognized by the Stock Exchange, financial advisors, bankers, lawyers, auditors, and investors and are in compliance with the accounting standards of Hong Kong and other regions of the world as well as relevant international standards, laws and regulations. Due to the Group's business nature, the Group was not involved in the manufacturing and sale of physical products, therefore disclosure on product recall procedures and number of products recalled are not applicable.

Our professional team regularly undertakes external training to familiarize themselves with newly updated legislations and regulatory guidelines and closely follows the latest developments within the industry. Our aim is to provide customers with high-quality value-added services and assist them to make the most thought-out and forward-looking business decisions.



Number of
material service
complaint:

0

The Group understands the importance of expertise for ensuring service quality. During the Reporting Period, our employees and most of the management team held related bachelor degrees or above and have obtained relevant professional qualifications including but not limited to:





Customer Satisfaction and Company Reputation

Customer satisfaction, customer loyalty and company reputation are intricately connected. In fact, the effect of company reputation on customer loyalty is completely mediated by customer satisfaction. Aligning with our mission to “provide high-quality service to our customers”, we attach great importance to maintaining a high customer satisfaction rate. Such is made possible by establishing stringent service quality control policies and processes, ensuring effective enforcement and periodically reviewing its efficacy. The diagram below depicts our meticulous approach towards establishing service quality control procedures. We firmly believe that our service quality reflects our unwavering commitment to maintaining a high customer satisfaction rate.

In addition, we are receptive to compliments and feedback on our performance as they are pertinent to our continuous growth and development. Therefore, we maintain various active communication channels with our customers to maximize our interactions. Please refer to the section headed “Stakeholder Engagement” on page 12 of this ESG Report for further details.

The Board remains committed to the continuation of the Group’s mission to maintain a leading position within the valuation sector in Hong Kong through dedication, perseverance and continuous innovation.

To guarantee the quality of the Group’s services and reports, each department has established a series of service quality control policies and processes as per industry standards, thereby ensuring the compliance, accuracy and expertise of our valuation and other reports.



Morality p.34



Corporate Governance

Solid corporate governance is the bedrock of the Group's growth and continuing success. The Board and the management of the Group recognize that sound and effective corporate governance practices are essential to its smooth operation.

We are committed to achieving and maintaining a high standard of corporate governance practices with an emphasis on a quality Board, an effective accountability system and a healthy and ethical corporate culture in order to safeguard the interests of the shareholders and enhance the business growth of the Group.

Corporate Governance Training

To strengthen our employees' and management's knowledge of corporate governance best practices, regular training by representatives from regulators or professionals are provided to relative parties. Training covers topics from industry best practices to case studies about preventive measures of the latest cases of corruption pitfalls and moral practices in corporate governance. During the Reporting Period, all of our directors have received a corporate governance training.

In the future, we intend to maintain a high level of integrity within the Group, maintain compliance regarding anti-corruption, and keep the record of the year of no concluded legal cases regarding corrupt practices brought against the Group or our employees.

For more details of corporate governance of the Group, please refer to the Corporate Governance Report in the Annual Report 2022/2023.



Business Ethics

We place a strong emphasis on operating with high ethical standards and ensuring strict compliance with relevant laws and regulations. This is done by maintaining and regularly revising relevant policies and standards, arranging internal and external anti-corruption and corporate governance training and ensuring that our employees abide by the code of professional conduct of their respective professional institutions.



Morality p.35



Anti-corruption

The Group reaffirms its zero-tolerance policy on corruption, bribery, extortion, money laundering, and fraud, which not only violate laws and regulations of Hong Kong but also jeopardize the Group's corporate integrity, image and reputation. All employees are expected to refrain from engaging in corrupt practices, graft, and acceptance of bribes, speculative practices, intentional omissions, and abuse of power to seek personal gain. Policies relating to the prevention of bribery, extortion, fraud and money laundering between shareholders and related parties in its business activities have been formulated and documented in the internal control manual of the Group. The Group also arranges regular anti-corruption training delivered by regulators and/or professionals to all employees to maintain employees' awareness of best practices.

The Group regularly conducts mandatory anti-corruption and ethics training for all its directors and employees. The training aimed at familiarizing directors with their roles and responsibilities in ethics management, managerial staff with their roles of managing staff integrity, assessing the risks and preventing corruption in the workplace, and the general staff with the skills to prevent corruption at work. The Group's directors and employees have received anti-corruption training in the form of reading materials at least once. The Group's Employee Handbook includes guidelines for enhancing employees' understanding of integrity behaviors in the workplace. The Group provides the Employee Handbook with guidelines for anti-corruption for every new employee.



Anti-money Laundering and Counter-terrorist Financing

As a financial services provider, we recognize the responsibility to prevail the integrity of the financial system bears within us. We are highly vigilant of signs of money laundering and financial crimes. Apart from complying with local legislations and guidelines set up by regulatory authorities, the relevant subsidiary of the Group has a Compliance Manual in place that details the policies and procedures for preventing money laundering activities, such as conducting background investigation and customer due diligence. These comprehensive policies are regularly reviewed and revised where necessary, aiming to safeguard the interests of the Group, prevent unnecessary legal complications, and ensure that risks identified are appropriately mitigated. Anti-money laundering and counter-terrorist financing training is also arranged regularly for relevant employees to ensure that they are familiar with their statutory obligations and are given sufficient guidance to identify and subsequently report suspicious money laundering and terrorist financing activities.



Morality p.36



Whistle-blowing Policy

The Group reaffirms its commitment to maintaining and achieving the highest standards of openness, probity and accountability. The Whistle-blowing Policy has been established to encourage employees to report any fraudulent and/or illegal activities anonymously to the Audit Committee or the Board by using an anonymous email address. The whistle-blowing reporting channel is also published on the Group's website. The Board or members of the Audit Committee intend to protect the whistle-blower from common concerns such as confidentiality and potential retaliation or discrimination. Therefore, the employee reporting in good faith under the whistle-blowing mechanism can be assured of the protection against unwarranted disciplinary actions, and unfair dismissal or victimization, even if the reports are subsequently proved to be unsubstantiated.

The chairman of the Audit Committee may request to convene Board meetings to investigate the reported incident promptly, fairly and confidentially. The Board may also decide whether to engage external consultants (including but not limited to lawyers and certified public accountants) to handle the incident. All details and results of the investigation will only be shared with individuals on a need-to-know basis.



Conflict of Interest

Policies on conflict of interest are stated in the Employee Handbook, which sets out the procedures of identification, documentation, and management of conflict of interest. Employees are responsible for exercising sound judgment and discretion whilst identifying conflict of interest on an ongoing basis. They are obligated to immediately notify the Human Resource Department and the management of the existence and general nature of the conflict of interest. Employees failing to report potential conflict of interest may be subject to disciplinary actions. The management will determine whether such act constitutes conflict of interest and provide guidelines to corresponding parties.

During the Reporting Period, all of the Group's operations were assessed for risks related to corruption. There were no concluded legal cases regarding corrupt practices brought against the Group or its employees during the Reporting Period. The Group was also not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud, and money laundering, including but not limited to the Anti-Money Laundering and Counter-Terrorist Financing Ordinance and the Prevention of Bribery Ordinance of Hong Kong that would have a significant impact on the Group.





Procurement Practices

We are committed to creating a sustainable relationship with our suppliers and consultants through operating in an open and fair manner. Our major suppliers include business consultants and office items suppliers; we also have other suppliers providing relevant supporting services in relation to daily business operations. To align with our mission of “giving back to our environment and society”, it is important to recognize and mitigate environmental and social risks embedded in the supply chain. We have established the Sustainable Procurement Policy to better govern the selection criteria of our suppliers and give priority to suppliers that implement good labor practices, safeguard human rights, and incorporate environmental consideration into procurement decisions. During the Reporting Period, all of the Group’s 155 suppliers were qualified suppliers that met the Group’s standards as stated on the Sustainable Procurement Policy.

Socially Responsible Procurement

Within the Group’s Sustainable Procurement Policy lies the provision of “Socially Responsible Procurement”, we have set stringent procedures for selecting suppliers and consultants to ensure that the suppliers meet our requirements in regard to quality, environmental and social standards. Prior to making any procurement decisions, we will conduct due diligence and assessments on suppliers and consultants to avoid environmental and social risks. We maintain a list of approved suppliers and consultants; they may be suspended or removed from the approved list if they fail to fulfill the agreed standards. During the Reporting Period, there were no material changes in the locations of the Group’s primary suppliers, supply chain structure, and relationship with suppliers (including selection and termination).

Local Procurement

The Group has formulated the “Local Procurement” provision within the above-mentioned policy. We strive to support local companies in order to support local economic development and create job opportunities for our local community by selecting local suppliers for our business operation. We also give priority to suppliers who use eco-friendly products and services during our selection procedure, as we strive to minimize potential environmental and social risks along the supply chain. We will continue to regularly review the performance of suppliers along our supply chain and monitor relevant environmental and social standards. For suppliers who commit any material violations of laws and regulations, we will consider terminating our business relationship with them.

 Number of
local suppliers
of the Group

150

 Number of
overseas suppliers
of the Group

5

 Proportion of procurement
budget spent on
local suppliers

92.1%



Fair and Open Procurement

The Group has formulated rules and procedures to ensure that suppliers and consultants participate and compete in a fair and open manner. The Group has implemented the following practices on supplier engagement for all suppliers. The Group places strong emphasis on engaging with suppliers and consultants who uphold integrity, have good business track records, and do not have any material violations of laws or business ethics in the past. We strictly monitor and prohibit any kinds of business bribery and discrimination against any suppliers or consultants. The Group has monitored whether the supply chain management practices are properly implemented to ensure its effectiveness.





Privacy Protection

At all times, the Group is committed to protecting clients' privacy. We strictly abide by privacy-related laws and regulations, including but not limited to the Personal Data (Privacy) Ordinance. We inform clients in advance on how the collected data will be used and explicitly state confidential terms and privacy policy statements in our contracts to notify our clients of the general policies and practices on the collection, storage, and use of personal data.

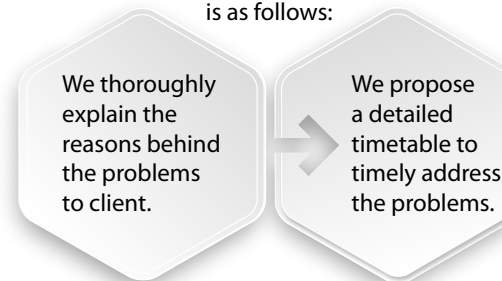
Except for keeping clients' company names in our client list for future commercial promotional purposes, our conversations with clients, transaction records, documents provided by them and contents of reports (if not to be publicized) are kept confidential, and any disclosure of client data to third parties without authorization from the clients is strictly prohibited. Meanwhile, clients always have the rights to review and revise their data and opt out of any direct marketing events. A strong commitment to protecting customers' privacy has enabled the Group to stay competitive in the market.



To complement our data privacy protection process, we also safeguard clients' data through the use of up-to-date anti-virus software and the activation of automatic protection features (e.g. password-protected screen saver) in our servers, workstations, and computer terminals to prevent unauthorized usage.

In addition, the Group highly values its clients' feedback as they are the driving force behind sustainable business development and service quality assurance of the Group. Upon receiving customers' complaints, we promptly deal with the issues in accordance with relevant handling processes. The responsible teams will take follow-up measures to swiftly handle any underlying issues and gain clients' trust and confidence. During the Reporting Period, the Group did not receive any material complaints concerning breaches of customer privacy, nor any identified leaks, thefts, losses of customer data.

Our complaint handling process is as follows:





Advertising and Labeling

As a professional valuation and advisory services provider, the Group has limited activities in advertising and labeling matters. The Group strives to ensure information disseminated such as company brochures and newsletters are complete, accurate, clear, and in compliance with relevant laws and regulations, including but not limited to the Trade Descriptions Ordinance. Employees should obtain written approval from the legal and compliance personnel before the publication of any advertisement or sales literature. This is to ensure that the Group's advertisements do not contain false and deceptive statements, commitments, and forecasts, and to ensure that the information provided to customers is true, accurate, not misleading, and complies with relevant laws and regulations.

In addition, we have strict specifications to monitor the behavior of sales. We prohibit high-pressure sales tactics to induce customers from using our services to prevent customers from making business decisions under pressure or haste. Also, we provide enough room for customers to understand the materials, consider them carefully and seek independent third-party advice, if necessary, before making any business decisions. During the Reporting Period, the Group did not identify any incidents of non-compliance with laws and regulations concerning product health and safety, product and service information, labeling, marketing communications (including advertising, promotion, and sponsorship) that would have a significant impact on the Group. Related laws and legislations include but are not limited to the Personal Data (Privacy) Ordinance and the Trade Descriptions Ordinance of Hong Kong.



Respect for Intellectual Property Rights

The Group has established the Information Technology Policy and Procedure Manual to govern the use of information technology and the protection and enforcement of the Group's intellectual property rights as well as the intellectual property rights of its customers. In addition, the Employee Handbook sets out the Intellectual Property Policy and clearly defines the intellectual property relations between the Group and its employees. All creations of employees (including trademarks, inventions, patents, designs, and copyrights) during the employment period are exclusively owned by the Group.



The Group's Intellectual Property Policy aims to protect third-party intellectual property and not to infringe any third-party interests. We obtain proper licenses for software and information the Group uses in its business operation. Duplication or downloading of information, software, and images from the Internet must be approved by relevant department(s). Furthermore, we closely monitor the infringement actions in the market and combat any infringement behaviors, such as counterfeit trademarks. As at 31 March 2023, the Group had 4 registered trademarks; the domain names were also registered. The Group regularly monitors to ensure that intellectual property rights are not being infringed upon.



ABILITY

*We help the community
to the best of our ability.*



Visited elderly people
living alone and
distributed gift bags to them



Sponsored our employees
to participate in the
25th Standard Chartered
Hong Kong Marathon



Promoted industrial synergy
to boost the development of
sustainability in companies





Community Participation

The Group adheres to the mission of “giving back to our environment and society”. As a responsible corporate citizen, the Group bears the social responsibility to serve and make ongoing efforts by actively participating in charitable activities and encouraging employees to take part in community events. The Group follows its Environmental, Social and Governance Policy to undertake a wide range of philanthropic efforts as well as community initiatives that are catered to the needs of the communities where it operates. Focus areas of the Group’s potential community initiatives include employee volunteerism, education and elderly care.

Caritas Community Centre – Visiting the Elderly

In 2022/23, the Group participated in a community activity hosted by Caritas Community Centre – Caine Road before Mid-Autumn Festival to visit elderly people living alone. We distributed gift bags containing mooncakes, cookies, surgical masks, tea and white flower oil to the elderly. During our visit, the elderly chatted with our employees and shared stories of their daily lives. Our employees cherished deeply the time they spent with the elderly and hoped their visit could brighten up the elderly’s celebration at Mid-Autumn Festival.



The 25th Standard Chartered Hong Kong Marathon



We sponsored our employees to participate in the 25th Standard Chartered Hong Kong Marathon in 2022/23. Our employees successfully completed the 10km run in the 25th Standard Chartered Hong Kong Marathon with their strong commitment and determination. Our participation in the 25th Standard Chartered Hong Kong Marathon demonstrated our support of sporting events in society, helped to bring positive energy to the community and promoted a healthy lifestyle.

Industrial Synergy and Promotion of Sustainability in Companies

In addition to improving our own ESG management capabilities, we have established communication mechanisms with our peers to share our knowledge, experiences and strategic layout for ESG matters. In 2022/23, we hosted a number of seminars and webinars to help professionals stay up-to-date on the latest trends in the ESG field. We also participated in a webinar to exchange ideas about green loan financing and the latest trend in the green loan market. We are pleased to promote the development of ESG work through industry exchange activities.



PERFORMANCE SUMMARY

Environmental	Units	2022/23	2021/22	2020/21
GHG Emissions¹				
Direct GHG emissions (Scope 1) – Petrol consumption	tCO ₂ e	31.43	32.53	33.11
Energy indirect GHG emissions (Scope 2) – Electricity consumption	tCO ₂ e	48.04	59.93	73.19
Other indirect GHG emissions (Scope 3) – Business trips ²	tCO ₂ e	9.21	0.78	1.62
Total GHG emissions	tCO ₂ e	88.68	93.24	107.92
GHG emissions intensity ^{3, 4}	tCO ₂ e/ million revenue	1.44	1.02	1.15
	tCO ₂ e/employee	1.50	1.50	1.35
Non-hazardous Waste				
Paper	tonnes	1.00	1.91	1.10
Paper intensity	tonnes/ million revenue	0.016	0.021	0.012
	tonnes/employee	0.017	0.031	0.014

Notes: 1. GHG emissions data are presented in terms of tCO₂e and are based on, but not limited to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainable Development, “How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange, the latest released emission factor in the “Sustainability Report 2022” published by HK Electric Investments and HK Electric Investments Limited, and the “Global Warming Potential Values” from the IPCC Fifth Assessment Report, 2014 (AR5).

2. Business trip data include business trips taken by the Group’s employees, suppliers or contractors and reimbursed by the Group. It does not include business trips reimbursed by clients.

Environmental	Units	2022/23	2021/22	2020/21
Energy Consumption				
Direct energy – Petrol ⁵	MWh	114.50	118.54	120.63
Petrol intensity	MWh/ million revenue	1.87	1.30	1.28
	MWh/employee	1.94	1.91	1.51
Indirect energy – Electricity	MWh	70.65	84.41	103.09
Electricity intensity	MWh/ million revenue	1.15	0.92	1.10
	MWh/employee	1.20	1.36	1.29
Water Consumption				
Total water consumption	Water supply and draining facilities are managed by the property management company.			
Use of Packaging Materials				
Packaging materials	The Group does not consume significant amount of packaging materials due to the Group's business nature.			

Notes: 3. As at 31 March 2023, the Group had a total of 59 employees (31 March 2022: 62 employees). These data are used for calculating other intensity data.

4. In 2022/23, the Group’s total revenue was approximately HK\$61,385,000 (2021/22: approximately HK\$91,342,000). These data are used for calculating other intensity data.

5. The unit conversion calculation is based on the conversion factors in “How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange and “Energy Statistics Manual” issued by the International Energy Agency.

Social	Units	2022/23	2021/22	2020/21
Total Full-time Employees (as at 31 March)	number	59	62	80
By Gender				
Male	number	35	32	40
Female	number	24	30	40
By Age Group				
Under 30	number	13	19	25
30-50	number	32	32	42
Over 50	number	14	11	13

Social	Units	2022/23	2021/22	2020/21
By Employee Category				
Management	number	15	12	19
Non-management	number	44	50	61
Total New Employee Hires⁶	number (%)	20 (33.90)	24 (38.71)	15 (18.75)
By Gender				
Male	number (%)	10 (28.57)	13 (40.63)	3 (7.50)
Female	number (%)	10 (41.67)	11 (36.67)	12 (30.00)
By Age Group				
Under 30	number (%)	10 (76.92)	18 (94.74)	10 (40.00)

PERFORMANCE SUMMARY (CONT'D)

Social	Units	2022/23	2021/22	2020/21
By Age Group				
30-50	number (%)	9 (28.13)	4 (12.50)	4 (9.52)
Over 50	number (%)	1 (7.14)	2 (18.18)	1 (7.69)
Rate of Employees Receiving Regular Career Reviews	%	100	100	100
By Gender				
Male	%	100	100	100
Female	%	100	100	100
By Employee Category				
Management	%	100	100	100
Non-management	%	100	100	100
Internal Promotion Rate	%	22	32	15
Total Number and Rate of Employee Turnover⁷	Number (%)	25 (42.37)	25 (40.32)	11 (13.75)
By Gender				
Male	number (%)	9 (25.71)	13 (40.63)	4 (10.00)
Female	number (%)	16 (66.67)	12 (40.00)	7 (17.50)
By Age Group				
Under 30	number (%)	14 (107.69)	11 (57.89)	6 (24.00)
30-50	number (%)	11 (34.38)	12 (37.50)	5 (11.90)
Over 50	number (%)	- (-)	2 (18.18)	- (-)
Governance Bodies Members⁸	number	5	5	5
By Gender ⁹				
Male	%	80.00	80.00	80.00
Female	%	20.00	20.00	20.00
By Age Group ⁹				
Under 30	%	-	-	-
30-50	%	60.00	60.00	60.00
Over 50	%	40.00	40.00	40.00
Employees Who Took Parental Leave	number	3	1	2
Health and Safety				
Total man hours worked	hours	97,760	131,040	137,280
Work-related fatalities	number	-	-	-
Lost days	days	-	-	-
Lost-time injuries	number	-	-	-
Absentee days	days	187.00	214.00	233.50
Development and Training				
Total training hours	hours	424.50	378.00	861.50
Average Training Hours¹⁰	hours/employee	7.19	6.10	10.77

Social	Units	2022/23	2021/22	2020/21
By Gender ¹¹				
Male	hours/employee	5.61	6.34	10.03
Female	hours/employee	9.50	5.83	11.51
By Employee Category ¹¹				
Management	hours/employee	12.70	6.25	11.39
Non-management	hours/employee	5.32	6.06	10.57
Percentage of Employees Trained¹²	%	100	100	100
By Gender ¹³				
Male	%	100	100	100
Female	%	100	100	100
By Employee Category ¹³				
Management	%	100	100	100
Non-management	%	100	100	100
Procurement				
Local suppliers	number	150	208	224
Overseas suppliers	number	5	16	19
Ratio of local procurement	%	96.77	92.86	92.18
Proportion of spending on local suppliers	%	92.12	89.26	90.06
Product Responsibility				
Products and service related complained received	number	-	-	-
Anti-corruption				
Concluded legal case regarding corrupt practices	number	-	-	-
Community Investment				
Donations	HK\$	-	142,000	15,000

Notes: 6. Employee new hire rate = (total number of new hires during that reporting period ÷ total number of employees at the end of that reporting period) × 100%. All new hires were located in Hong Kong.

7. Employee turnover rate = (number of departures during that reporting period ÷ number of employees at the end of that reporting period) × 100%. All turnover employees were located in Hong Kong.

8. Governance bodies refer to the Board.

9. Breakdown of governance bodies member = (number of members in that category at the end of that reporting period ÷ total number of members at the end of that reporting period) × 100%.

10. Average training hours = total training hours during that reporting period ÷ total number of employees at the end of that reporting period.

11. Average training hours by category = training hours in that category during that reporting period ÷ number of employees in that category at the end of that reporting period.

12. Percentage of employee trained = (total number of trained employees during that reporting period ÷ total number of employees at the end of that reporting period) × 100%.

13. Percentage of employee trained by category = (number of trained employees in that category during that reporting period ÷ number of employees in that category at the end of that reporting period) × 100%.

CONTENT INDEX OF THE ESG REPORTING GUIDE OF THE STOCK EXCHANGE ("HKEX ESG CONTENT INDEX")

Mandatory Disclosure Requirements	Requirement	Section	Requirement	Section	Requirement	Section
	Governance Structure	Governance Structure	Reporting Principles	Reporting Framework	Reporting Boundary	Reporting Scope

Aspect, General Disclosure and KPIs	Description	Section(s)
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 GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Responsibility
KPI A1.1	The types of emissions and respective emissions data.	Exhaust Gas Emissions (Not applicable)
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	GHG Emissions; Performance Summary
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Waste Management (Not applicable)
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Waste Management; Performance Summary
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Sustainability Highlights; Greenhouse Gas Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled and a description of reduction target(s) set and steps taken to achieve them.	Sustainability Highlights; Waste Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Responsibility
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Energy Management; Performance Summary
KPI A2.2	Water consumption in total and intensity.	Water Management; Performance Summary (Not applicable)
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Sustainability Highlights; Energy Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Packaging Materials; Performance Summary (Not applicable)
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Responsibility
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Working Environment
Aspect A4: Climate Change		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate-related Financial Disclosure; Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate-related Financial Disclosure; Climate Change
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.	Opportunity
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Equal Opportunities; Performance Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Summary
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.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety; Performance Summary
KPI B2.2	Lost days due to work injury.	Performance Summary
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety

HKEX ESG CONTENT INDEX (CONT'D)

Aspect, General Disclosure and KPIs	Description	Section(s)
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Professional Training
KPI B3.1	The percentage of employees trained by gender and employee category.	Professional Training; Performance Summary
KPI B3.2	The average training hours completed per employee by gender and employee category.	Professional Training; Performance Summary
Aspect B4: Labor 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 preventing child and forced labor.	Labor Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Labor Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labor Standards
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Procurement Practices
KPI B5.1	Number of suppliers by geographical region.	Procurement Practices; Performance Summary
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Procurement Practices
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Procurement Practices
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Procurement Practices
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.	Morality
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Service Quality (Not applicable)
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Service Quality; Performance Summary
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Respect of Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Service Quality; Customer Satisfaction and Company Reputation
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Privacy Protection
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.	Morality
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.	Conflict of Interest; Performance Summary
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Whistle-blowing Policy
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption; Anti-money Laundering and Counter-terrorist Financing
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 Participation
KPI B8.1	Focus areas of contribution.	Community Participation
KPI B8.2	Resources contributed to the focus area.	Community Participation; Performance Summary

GRI CONTENT INDEX

Statement of Use	Roma has reported the information cited in this GRI content index for 2022/23 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location / Statement
General Disclosure		
GRI 2: General Disclosures 2021	2-1 Organizational details	<ul style="list-style-type: none"> Nature of ownership: publicly owned Legal form: incorporated entity Location of the Group's headquarters: Hong Kong The Group's countries of operation: China and Singapore
	2-2 Entities included in the organization's sustainability reporting	Reporting Approach
	2-3 Reporting period, frequency and contact point	Reporting Approach; Reporting frequency: annual
	2-4 Restatements of information	Nil
	2-5 External assurance	Nil
	2-6 Activities, value chain and other business relationships	Our Business
	2-7 Employees	Equal Opportunities
	2-8 Workers who are not employees	The Group did not have workers who were not employees in 2022/23.
	2-9 Governance structure and composition	Our Business
	2-10 Nomination and selection of the highest governance body	Annual Report 2022/2023 – Corporate Governance Report
	2-11 Chair of the highest governance body	Annual Report 2022/2023 – Corporate Governance Report
	2-12 Role of the highest governance body in overseeing the management of impacts	Annual Report 2022/2023 – Corporate Governance Report
	2-13 Delegation of responsibility for managing impacts	Annual Report 2022/2023 – Corporate Governance Report
	2-14 Role of the highest governance body in sustainability reporting	Our Business
	2-15 Conflicts of interest	Annual Report 2022/2023 – Corporate Governance Report
	2-16 Communication of critical concerns	Annual Report 2022/2023 – Corporate Governance Report
	2-17 Collective knowledge of the highest governance body	Annual Report 2022/2023 – Corporate Governance Report

GRI Standard	Disclosure	Location / Statement
General Disclosure		
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Annual Report 2022/2023 – Corporate Governance Report
	2-19 Remuneration policies	Annual Report 2022/2023 – Management Discussion and Analysis
	2-20 Process to determine remuneration	Annual Report 2022/2023 – Management Discussion and Analysis
	2-21 Annual total compensation ratio	Annual Report 2022/2023 – Notes to the Consolidated Financial Statements
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Strategy
	3-2 List of material topics	Sustainability Strategy
Procurement Practices		
GRI 3: Material Topics 2021	3-3 Management of material topics	Procurement Practices
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Procurement Practices; Performance Summary
Anti-corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	Conflict of Interest; Anti-corruption
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Conflict of Interest
	205-2 Communication and training about anti-corruption policies and procedures	Anti-corruption
	205-3 Confirmed incidents of corruption and actions taken	Conflict of Interest; Performance Summary
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy Management
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management; Performance Summary
	302-3 Energy intensity	Energy Management; Performance Summary
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	GHG Emissions
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	GHG Emissions; Performance Summary
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions; Performance Summary
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions; Performance Summary

GRI CONTENT INDEX (CONT'D)

GRI Standard	Disclosure	Location / Statement
Emissions		
GRI 305: Emissions 2016	305-4 GHG emissions intensity	GHG Emissions; Performance Summary
	305-5 Reduction of GHG emissions	GHG Emissions
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management
	306-2 Management of significant waste-related impacts	Waste Management
	306-3 Waste generated	Waste Management; Performance Summary
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Attraction; Remuneration and Benefits
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Attraction; Performance Summary
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	Remuneration and Benefits
	401-3 Parental leave	Remuneration and Benefits; Performance Summary
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety
	403-3 Occupational health services	Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety
	403-5 Worker training on occupational health and safety	Health and Safety
	403-6 Promotion of worker health	Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Health and Safety

GRI Standard	Disclosure	Location / Statement
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Health and Safety; Performance Summary
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	Professional Training
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Professional Training; Performance Summary
	404-2 Programs for upgrading employee skills and transition assistance programs	Professional Training
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Summary
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Equal Opportunities
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Summary
Child Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Labor Standards
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Labor Standards
Forced or Compulsory Labor		
GRI 3: Material Topics 2021	3-3 Management of material topics	Labor Standards
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labor Standards
Marketing and Labeling		
GRI 3: Material Topics 2021	3-3 Management of material topics	Advertising and Labeling
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Advertising and Labeling
	417-3 Incidents of non-compliance concerning marketing communications	Advertising and Labeling
Customer Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Privacy Protection
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy Protection



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