



KAISUN HOLDINGS LIMITED

凱順控股有限公司*

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 8203



2023

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

* For identification purpose only

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1. ABOUT THE REPORT

INTRODUCTION AND APPROACH TO ENVIRONMENTAL, SOCIAL AND GOVERNANCE AND REPORTING

Kaisun Holdings Limited and its subsidiaries (the **“Group”**) is pleased to present this Environmental, Social and Governance (**“ESG”**) Report (the **“ESG Report”**). This report involves environmental and social impacts, policies and initiatives of the Group to demonstrate its long-term commitment in ensuring that its activities, at all levels, are sustainable economically, socially and environmentally.

REPORTING PERIOD

The information in this ESG Report reflects the performance of the Group in the environmental and social aspects from 1 January 2023 to 31 December 2023 (the **“Reporting Period”**).

REPORTING SCOPE

The scope of the ESG Report covers the environmental and social performances of the principal operating activities of the Group’s headquarters in Hong Kong and subsidiaries in the People’s Republic of China (the **“PRC”**), which covers the Group’s three reportable segments, namely, coal mining business segment, consulting and media service business segment and corporate and investment business segment.

The Group will continue to assess the major ESG aspects and extend the scope of disclosures when and where applicable.

REPORTING FRAMEWORK

The ESG Report has been prepared in accordance with the Environmental, Social and Governance Reporting Guide (the **“ESG Reporting Guide”**) as set out in Appendix C2 to the Rules (the **“GEM Listing Rules”**) Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the **“Stock Exchange”**). Information relating to the corporate governance practices of the Group has been set out in the Corporate Governance Report on pages 44 to 67 of the Group’s 2023 Annual Report.

During the preparation of this ESG Report, the Group has applied the following reporting principles:

Materiality: Materiality assessment was conducted to identify material issues for the Reporting Period, and thereby adopting the confirmed material issues as the focus for the preparation of the ESG Report. The materiality of issues was reviewed and confirmed by the board of directors (the “**Board**”) and senior management. For further details, please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment”.

Quantitative: The standards, methodologies and applicable assumptions used in the calculation of key performance indicators (“**KPIs**”) data were supplemented by explanatory notes.

Consistency: Unless otherwise stated, the preparation approach of this ESG Report is consistent with the previous year for comparison. If there are any changes in the scope of disclosure and calculation methodologies that may affect comparison with previous reports, explanations will be provided to the corresponding data.

BOARD STATEMENT AND ESG GOVERNANCE STRUCTURE

The Group conducts a top-down management approach concerning its ESG issues. The Board holds the overall responsibility for the Group’s ESG issues and sets out ESG management approach, strategy, priorities and objectives. The Board is also responsible for ensuring the effectiveness of the Group’s risk management and internal control systems and approving disclosures in ESG reports.

The Board has delegated authority to the management in the execution of the ESG policy, the management has the responsibility for collecting and analysing ESG data, monitoring and evaluating the Group’s ESG performance, keeping track of and reviewing the progress made against the Group’s ESG-related targets, ensuring compliance with ESG-related laws and regulations, assisting in conducting materiality assessment and preparing ESG reports.

STAKEHOLDER ENGAGEMENT

With respect to relevant and material ESG matters regarding sustainability to our business, we identify the ESG issues that affects our stakeholders most in a continuous manner. We define our stakeholders as people who affect our business or who are affected by our business. In our daily business, we actively exchange information with our stakeholders through our transparent platform while we are devoted to continuous improvement of our communication system. We are committed to maintaining a long-term partnership with our stakeholders and are actively engaged in addressing their concerns with timely follow-up actions. The Group's key communication channels with its stakeholders and their respective expectations and concerns are as follows:

Stakeholders	Key Communication Channels	Expectation and Concerns
The Board and senior management	<ul style="list-style-type: none"> ● Regular meetings ● Training, seminars and briefing sessions 	<ul style="list-style-type: none"> ● Complying with relevant laws and regulations ● Protection of the Group's rights and interests ● Economic performance ● Corporate sustainability
Investors and shareholders	<ul style="list-style-type: none"> ● Annual general meeting and other shareholder meetings ● Financial reports ● Announcements and circulars 	<ul style="list-style-type: none"> ● Complying with relevant laws and regulations ● Disclosing latest information of the corporate in due course ● Economic performance ● Risk management
Customers	<ul style="list-style-type: none"> ● Company website ● Meeting with customers 	<ul style="list-style-type: none"> ● Product and service quality ● Complaint handling mechanism ● Timely response

	<ul style="list-style-type: none"> ● Feedback from front-line employees 	
Suppliers	<ul style="list-style-type: none"> ● Meetings with suppliers ● On-site inspection ● Daily work review 	<ul style="list-style-type: none"> ● Fair and open procurement ● Supply chain management
Employees	<ul style="list-style-type: none"> ● Regular management communications ● Regular performance review or appraisal ● Training and employee activities ● Internal email communications 	<ul style="list-style-type: none"> ● Occupational health and safety ● Equal opportunities ● Remuneration and benefits ● Career development
The Community	<ul style="list-style-type: none"> ● Community investment ● Announcements ● ESG report ● Company website 	<ul style="list-style-type: none"> ● Enhancement of community environment ● Participation in charity ● Transparency

MATERIAL ESG ISSUES

With reference to the result of stakeholder engagement and the definition stated in the ESG Reporting Guide, the presentation of our ESG Report will divide those aspects and KPIs, which are considered to be relevant and material to the Group’s businesses and operations, into four subject areas: Environmental Protection, Employment and Labour Practices, Operational Practices and Community Contribution. A complete list of in compliance with the ESG Reporting Guide is also available at the end of this Report for reference.

FEEDBACK

This ESG Report has been uploaded to the website of the Stock Exchange and the website of the Group www.kaisun.hk. If you, as one of our stakeholders, have any questions about the content of the ESG Report or comments on the Group's sustainability issues, please contact us via admin@kaisun.hk

2. COMMUNITY INVESTMENT

We are one of the few pioneers of the Belt and Road initiative in Hong Kong, we contribute to establish a strong bond between Hong Kong and the Belt and Road countries through a series of exchange and sharing activities.

In order to enhance people's understanding on the Belt and Road policy and some of the countries in these frontier markets, the Group, together with different respectable establishments collaboratively and regularly organize various conferences and seminars in relation to the Silk Road Strategy. Through these events, in addition to raising the awareness of the Belt and Road initiative to the public, we are also promoting cultural exchange between Belt and Road countries and Hong Kong. We promoted cultural exchange between Hong Kong, Belt and Road Countries and Greater Bay Area in 2023 by supporting Silk Road Economic Development Research Centre. Major events in 2023 are as follow:

“Belt and Road Forum 2023 – Brave New World”, 14 April 2023

On 14 April 2023, Silk Road Economic Development Research Centre, together with the Maritime Silk Road Society and the One Belt One Road Research Institute of Hong Kong Chu Hai College of Higher Education to mark the 10th Anniversary of President Xi Jinping' Belt and Road Initiatives. The highlights of the forum were two-panel discussions on the future of Hong Kong's role in the Belt and Road development and how we can retain talents to stay on and also to attract talents to come into Hong Kong to strengthen the professional contingents of Hong Kong talent markets. Our Chairman, Mr. Joseph Chan gave a closing remark to call it a day and wish to see each others and the audience soonest in the next event.



“Doing business in Hong Kong in a Rapid Changing World” forum organized by the Law Society of Hong Kong, 11 July 2023

Our Chairman, Mr. Joseph Chan was invited to the forum “Doing business in Hong Kong in a Rapid Changing World” organized by the Law Society of Hong Kong

The poster features the Law Society of Hong Kong logo at the top left. The main title is "FORUM ON DOING BUSINESS IN HONG KONG IN A RAPIDLY CHANGING WORLD". Below the title are two 3D cube graphics. The event details are as follows:

11 JULY 2023 (TUESDAY)
09:00 – 18:00 (Hong Kong Time)
LANGUAGE: English (Supported by simultaneous interpretation in Putonghua)
1101, Hong Kong Convention and Exhibition Centre / Online
6.5 CPD points will be accredited.

With unprecedented disruptions arising from the pandemic, many countries and regions including Hong Kong are experiencing a rapid pace of change. Fortunately, with well-established legal infrastructure and financial system as well as direct access to the huge Mainland market and strong international connectivity, Hong Kong is able to thrive on change and remains resilient amidst unusual times.

Please join The Law Society of Hong Kong's Forum on "Doing Business in Hong Kong in a Rapidly Changing World", which aims at facilitating insightful exchange of experiences and ideas on Hong Kong's unique strengths and opportunities that can strengthen this city's status as a leading international legal and financial hub and a gateway to Mainland China for doing international businesses.

SCAN QR CODE
for registration and details

4 SESSIONS

- Hong Kong - Preferred Seat for International Commercial Arbitration and Preferred Place for International Mediation
- Hong Kong - Springboard for GBA Opportunities
- Hong Kong - An International Financial Centre
- National Security Law

Approximately 10 man-hours were devoted in the above activities.

3. ENVIRONMENTAL PROTECTION

The Group considers that a healthy environment is crucial to the well-being of human beings and every one of our society, through providing the foundation of a sustainable economy. Because of this, we, as part of the planet Earth, believe our planet deserves our best thinking and investment.

The Group continued to manage our environmental footprint via reducing our resource consumption and carbon emissions at all business levels throughout our operation.

In accordance with our environmental vision, the Group is committed to upholding high environmental standards to fulfil relevant requirements under applicable laws and regulations during the operation of our business. During the reporting period, no penalties had imposed upon the Group for violation of any environmental laws and regulations. The Group did not receive any complaints in relation to environment protection raised by the customers or other persons.

3.1 Energy Efficiency Management

Electricity consumption is one of the major contributions to our greenhouse gas emission and energy footprints. The Group adopted a number of energy-saving initiatives and efficiency practices to reduce greenhouse gas emission and conserve energy usage, encompassing:

- indoor temperature is maintained at an optimal level for comfort;
- LED lighting system is set in the offices;
- employees are encouraged to turn off the computers, monitors and other personal electronic devices before they leave the office;
- office machines such as copiers and TV monitors are set to turn off automatically after office hours;
- telecommunication system is encouraged to avoid unnecessary travel arrangement;
- signages are put on at appropriate areas to raise the awareness of energy saving.

3.2. Non-Hazardous Waste Management

We are as committed as ever to conserving precious resources, believing that every small step will make a difference. Besides implementation of energy saving initiatives in the office, the Group also promotes other eco-friendly measures to reduce disposal of non-hazardous waste in our operation.

Contributing to our efforts to reduce paper usage, we have encouraged paperless solution for the operation. The electronic information system is encouraged for documents storage, material sharing or internal administrative documents. It considerably improves operational efficiency while helping create a paperless operation system, thereby contributing to waste reduction and resource conservation. When using paper, employees are encouraged to use double-sided paper, black and white or recycled papers when printing or photocopying documents.



During the reporting period, the Group has generated approximately 22.08 tons (2022: 20.74 tons) of non-hazardous waste, approximately 0.07 tons per HK\$ million of revenue (2022: 0.08 tons per HK\$ million of revenue). The Group targets to reduce its non-hazardous waste intensity (per HK\$ million of revenue) by 5% by the year ending 31 December 2026, using 2022 as the baseline year.

3.3 Environmental Performance

Throughout our operation, we consider environmental stewardship as an essential component of our corporate responsibility and are therefore exceptionally committed to promoting environmental protection activities in harmony with economic development.

In accordance with the ESG Reporting Guide set out by the Hong Kong Stock Exchange, our environmental performance of “Energy Use and Emissions” and “Resource Use” during the reporting period are tabulated as below.

Table 1 – Emissions and Resources

Energy Use and Emissions	Unit	2023	2022
Electricity	kWh	362,200 Per HK\$ million of revenue: 1,211	311,921 Per HK\$ million of revenue: 1,168
Unleaded Petrol	L	31,082 Per HK\$ million of revenue: 104	17,741 Per HK\$ million of revenue: 66
Diesel	L	1,771 Per HK\$ million of revenue: 5.9	950 Per HK\$ million of revenue: 3.6

Greenhouse Gas Emissions	CO ₂ e (kg)	77,983	44,352
Scope 1 – Direct Emissions		Per HK\$ million of revenue: 261	Per HK\$ million of revenue: 166
Greenhouse Gas Emissions	CO ₂ e (kg)	223,053	191,733
Scope 2 – Indirect Emissions from Purchased Electricity		Per HK\$ million of revenue: 746	Per HK\$ million of revenue: 718
Nitrogen Oxides	Kg	334	144
		Per HK\$ million of revenue: 1.1	Per HK\$ million of revenue: 0.5
Sulphur Oxides	G	486	276
		Per HK\$ million of revenue: 1.6	Per HK\$ million of revenue: 1.0
Particulate Matter	G	28,892	13,804
		Per HK\$ million of revenue: 97	Per HK\$ million of revenue: 52

Note 1: Greenhouse gas emissions data are presented in terms of carbon dioxide equivalent and are based on “How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

Note 2: Revenue of the Group for 2023 and 2022 are approximately HK\$299 million and HK\$267 million respectively.

Resource Use	Unit	2023	2022
Paper	Piece (kg)	94,083	105,088
		(412)	(460)
		Per HK\$ million of revenue:	Per HK\$ million of revenue:
		315	393
		(1.4)	(1.7)

The Group's energy usage and emissions increased due to the increased operating activities arising the commencement of production and sales of coal during 2023. In the future, the Group will continue to raise employees' awareness in environmental protection on an ongoing basis and perform our business with an environmentally conscious approach. The Group targets to reduce its emissions and resources usage intensity (per HK\$ million of revenue) by 5% by the year ending 31 December 2026, using 2022 as the baseline year.

3.4. Climate Change

Climate change is one of the major challenges to businesses around the world in recent years. The Group has recognised the potential risks and impacts of changing climate that may adversely affect the Group business and financial performance. The Group may suffer from physical risks such as severe extreme weather events and the change of precipitation pattern, which may affect safety of the employees and Group's properties. The Group has developed mitigation measures to reduce the effect raised by extreme weather conditions such as typhoons on our employees, properties and our operation. For instance, in advance of expected extreme weather, the Group will release employees from work and ensure there is sufficient time for their journeys between

living place and working premises. The Group also enhances the resilience of the physical structure of properties through design and proper maintenance.

Climate change may also pose transition risks to the Group due to the increase in operation cost because of changes in regulatory, technological and market landscape due to climate change, including the tightening of national policies and listing rules. The Group reviews updates to policies and regulations in regions it operates and engages with internal and external stakeholders to identify and understand potential climate-related risks, and will take comprehensive measures to deal with changing situations.

4. EMPLOYMENT AND LABOUR PRACTICES

4.1 Employment and Labour

At the Group, we owe much of our success to a team of dedicated and talented workforce. We recognise that our people essentially form the foundation on which we fulfil goals and continuously drive our business to new levels of milestone. We are determined to provide a desirable workplace, continuous training and prospective career opportunities to our staff-members, focusing on getting the very best from the staff-members and helping them achieve their goals throughout their career path.

In our employee inclusion, we strictly follow the relevant laws and regulations and our employment policies to select candidates based on skillsets, experience and expertise. Equality and diversity is highly respected in our corporate philosophy during the process of employment, remuneration, promotion and termination.

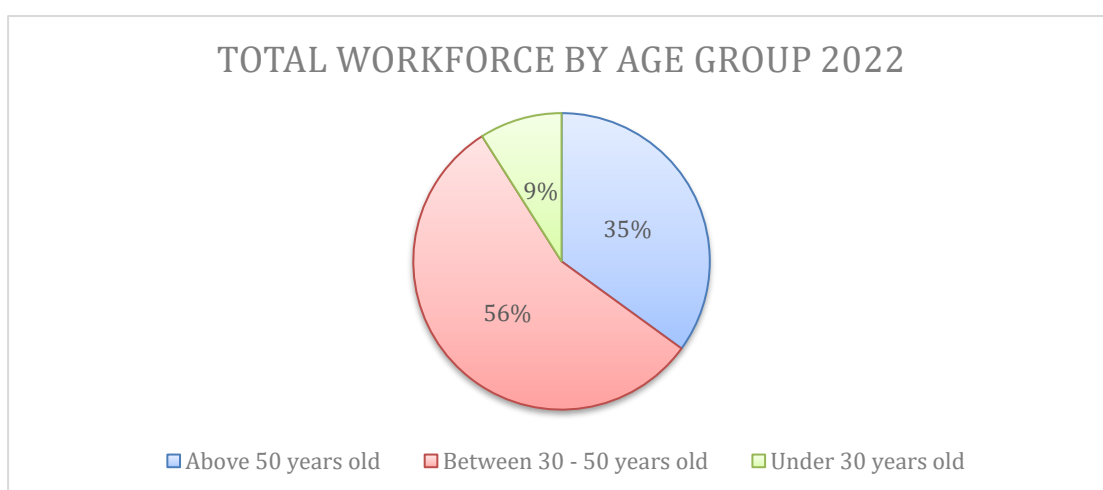
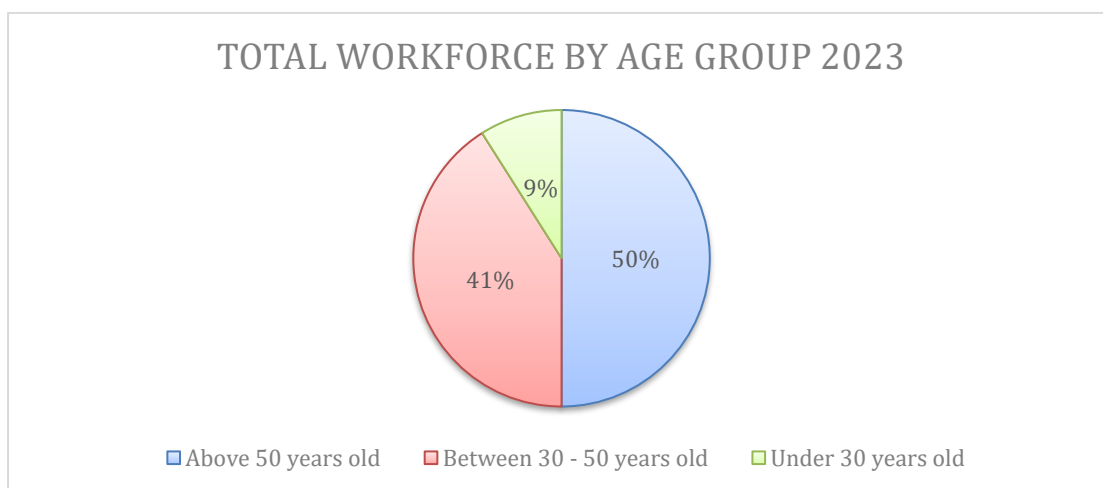
Our employees are mainly located in Hong Kong and the PRC, we safeguard the rights of our employees by strictly complying with the requirements of the Labour Law of Hong Kong, Labour Law of the PRC and employment regulations related to compensation, welfare, working hours, rest periods, anti-child labour and anti-force labour. We continue to participate in welfare schemes concerning pension insurance, unemployment insurance, maternity insurance, occupational injury insurance and medical insurance in accordance with the local regulations including the Regulations on the Administration of Housing Provident Funds and the Social Insurance Law of the PRC. In Hong Kong, we provide medical insurance, disability and invalidity coverage,

maternity leave, Mandatory Provident Fund (MPF) Scheme, incentive and bonus to all our applicable full-time employees. In addition, we strive to provide an inclusive work environment free from harassment and discrimination.

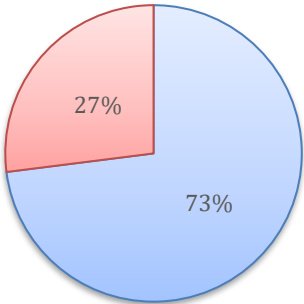
In accordance with the ESG Reporting Guide set out by the Hong Kong Stock Exchange, the details of the workforce of the Group during the reporting period are tabulated as well as presented in graphs below.

Table 3 - Our Workforce

KPI B1.1	2023	2022
Total Workforce	115	108

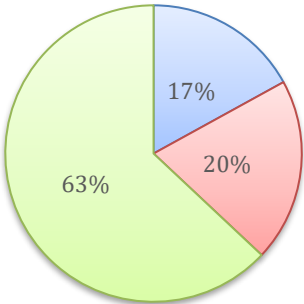


TOTAL WORKFORCE BY GENDER 2023 AND 2022



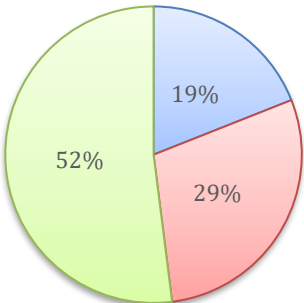
Male Female

TOTAL WORKFORCE BY EMPLOYMENT TYPE 2023

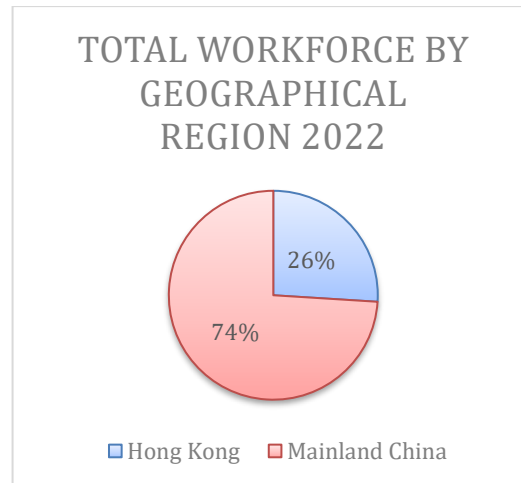
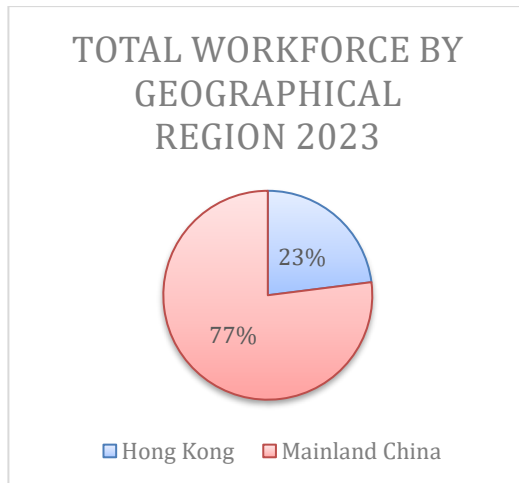


Senior Middle Junior

TOTAL WORKFORCE BY EMPLOYMENT TYPE 2022



Senior Middle Junior



	2023	2022
KPI B1.2 Turnover Rate		
Overall	24.35%	16.67%
By Gender		
Male	22.62%	10.13%
Female	29.03%	34.48%
By Age Group		
Below 30 Years Old	80.00%	30.00%
Between 30 and 50 Years Old	23.40%	0.00%
Over 50 Years Old	15.52%	10.82%

Note 1: Turnover rate are calculated based on “How to prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange.

The Group did not record any work-related fatalities and lost days due to work injury during the period from 1 January 2021 to 31 December 2022. During the year ended 31 December 2023, the Group did not record any work-related fatalities, the lost days due to work injury for the Group during the year ended 31 December 2023 was 7 days.

4.2. Training and Development

The Group see each of the position is of unique professional and technical needs. Thus, we ensure that our professional training and development programs continuously evolve and create a listening culture through support and coaching.

For every new joiner, we provide a proper orientation training and mentoring in order to help them adapt to the new working environment quickly. Continuous internal training is committed by the Group in different ways including comprehensive training for specific skill developments and professional training for relevant employees.

Furthermore, the Group offers continuous training programs to the employees. Many on- and off-the-job training courses and programs are provided to help employees develop and maintain consistency, proficiency and professionalism. Structured training programs including courses, seminars and workshops available for staff at all levels with an objective of grooming and unleashing their full potential as well as facilitating organisational development and team synergies. Employees are encouraged to actively participate in these programs so as to equip themselves with updated skill-sets and knowledge for expanded career opportunities within the Group.

In accordance with the ESG Reporting Guide set out by the Hong Kong Stock Exchange, the details of the of training and development programs provided by the Group to employees during the reporting period are tabulated.

	2023	2022
Percentage of Employees who received Training		
Overall	75.65%	68.52%
Breakdown of trained Employees - By Employment Level		
Senior	75.00%	61.90%
Middle	68.18%	90.32%
Junior	78.08%	58.93%
Breakdown of trained Employees – By Gender		
Male	73.81%	64.56%
Female	80.65%	79.31%

	2023	2022
KPI B3.2 Average Training Hours Received by All Employees		
Overall	17.75	8.56
By Employment Level		
Senior	37.45	7.62
Middle	30.36	9.16
Junior	8.55	8.61
By Gender		
Male	14.52	8.19
Female	26.48	5.03

Note 1: Percentage of employees who received training and average training hours received by all employees are calculated based on “How to prepare an ESG Report – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange.

Sense of belonging and morale of the employees drives the healthy growth of the Group. The Group constantly encourages open and direct communication between employees and management. Before the outbreak of COVID-19 pandemic, the Group also organizes charitable and staff-friendly activities for employees, such as annual dinner and birthday gatherings, which are vital to strengthen staff relationship.

4.3 Health and Work Safety

Bearing in mind that the operational efficiency of an enterprise and the maintenance of a healthy and safe working environment for all employees are closely related, the Group has been attaching great importance to a comfortable and safe working environment for our employees which protect them from any potential occupational hazards.

The Group has offered various facilities to address the health and safety needs of our employees, encompassing:

- installing air purifiers in areas where are relatively crowded such as conference and meeting rooms;
- ensuring ample space between workstations and clean and tidy common space such as corridors and pantry;
- maintaining sufficient ventilation and lighting system in the offices;
- offering adjustable chairs and monitor screens for eye protection at each individual workstation.

5 OPERATING PRACTICES

5.1 Supply Chain Management

As a responsible corporate citizen, one of our missions is to continuously integrate sustainability into our core business. In case we need to select our suppliers and contractors in the process of our business operation, we do not just consider economical and commercial factors in the tendering processes but whether they comply with all the applicable laws and regulations; safeguard workers' health and safety; and mitigate environmental impacts or not are also taken into account. In addition, the Group encourages all business partners to develop energy-saving and consumption-reducing policies in order to work together in our pursuit of sustainable development.

As the core of our business, our trading and supply chain management service team not only considers commercial benefits during the tendering processes, but also assess their track records in relation to compliance with legal, ethical and social aspects such as use of child and forced labour, workplace health and safety, hours of work, compensation, benefits and wages, mitigation of environmental impacts, workplace and product safety, protocols against sexual and gender discrimination, protocols against harassment and abuse.

During the Reporting Period, the Group had 125 suppliers and all of them are in China.

We have developed a vendor and supplier selection mechanism in which we require our potential suppliers to comply with all the applicable laws and regulations and confirm their compliance with respect to safety, environment and social aspects. To maintain a good corporate control and governance, inspection and assessments may be conducted by the Group if deemed necessary.

5.2 Anti-corruption

The Group established its anti-corruption and whistleblowing policy, for details, please refer to the Corporate Governance Report 2023 which included in the Annual Report 2023 of the Group.

During the reporting period, there have been no cases of prosecution against the Group due to violation of any relevant laws.

6. HKEX ESG GUIDE CONTENT INDEX

Aspects	Description	Relevant Section in the ESG Report	Remarks
Aspect A1: Emissions			
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</p> <p>relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste</p>	Environmental Protection	
KPI A1.1	The types of emissions and respective emissions data	Environmental Protection	
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Environmental Protection	
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity	-	The Group has not identified any hazardous waste was produced in our core business

KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity	Environmental Protection	
KPI A1.5	Description of emission target(s) set and steps taken to achieve them	Environmental Protection	
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	Environmental Protection	
Aspect A2: Use of Resources			
General Disclosure	Policies on efficient use of resources including energy, water and other raw materials	Environmental Protection	
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	Environmental Protection	
KPI A2.2	Water consumption in total and intensity	-	The Group believes that our water consumption is mainly used for domestic purpose and no issues have been identified at this moment.

KPI A2.3	Description of energy use efficiency targets set and steps taken to achieve them	Environmental Protection	
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target set and steps taken to achieve them	-	The Group believes that our water consumption is mainly for domestic use and no issues have been identified at this moment.
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	-	Use of packaging material is not applicable to our core business
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	Environmental Protection	
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Environmental Protection	
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	Environmental Protection	

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	Environmental Protection	
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	Employment and Labour Practices	
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	Employment and Labour Practices	
KPI B1.2	Employee turnover rate by gender, age group and geographical region	Employment and Labour Practices	

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	Employment and Labour Practices	
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Employment and Labour Practices	
KPI B2.2	Lost days due to work injury	Employment and Labour Practices	
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Employment and Labour Practices	
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Employment and Labour Practices	

KPI B3.1	The percentage of employees trained by gender and employee category	Employment and Labour Practices	
KPI B3.2	The average training hours completed per employee by gender and employee category	Employment and Labour Practices	
Aspect B4: Labour Standards			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Employment and Labour Practices	
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	Employment and Labour Practices	
KPI B4.2	Description of steps taken to eliminate such practices when discovered	-	No such incidents were reported during the reporting period.

Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain	Operating Practices	
KPI B5.1	Number of suppliers by geographical region	Operating Practices	
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Operating 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	Operating 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	Operating 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	-	Not identified as material aspect
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	-	Not identified as material aspect
KPI B6.2	Number of products and service related complaints received and how they are dealt with	-	Not identified as material aspect
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	-	Not identified as material aspect
KPI B6.4	Description of quality assurance process and recall procedures	-	Not identified as material aspect

KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	-	Not identified as material aspect
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	Operating Practices	
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	-	No concluded legal cases regarding corrupt practices were brought against the Group or its employees during the reporting cases.
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored	Operating Practices	.
KPI B7.3	Description of anti-corruption training provided to directors and staff	Operating Practices	

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 takes into consideration communities' interests	Community Investment	
KPI B8.1	Focus areas of contribution	Community Investment	
KPI B8.2	Resources contributed to the focus area	Community Investment	