

WANKA ONLINE INC. 萬咖壹聯有限公司*

(Incorporated in the Cayman Islands with Limited Liability)
(於開曼群島註冊成立之有限公司)

Stock Code 股份代號 : 1762



2018

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT
環境、社會及管治報告



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ABOUT THE GROUP

Wanka Online Inc. is a fast-growing technology company. We connect smartphone users efficiently by utilising our core DAPG platform to optimise various customised promotions and deliver customised contents created by marketers to target smartphone users. Under the close strategic partnership with MHA in 2018, we were in a position to build an Android-based mobile ecosystem that serves industrial players through approaching the largest group of smartphone users in China at any time anywhere. The ecosystem we have built had helped our distribution channels, particularly those of smartphone manufacturers, to maximise their monetisation potential by matching online advertising opportunities with marketers seeking to advertise their contents. It also provides marketers with access to a massive user base accumulated by smartphone manufacturers in a cost-effective manner.

ABOUT THE REPORT

Overview

This is the first Environmental, Social and Governance (“ESG”) Report of the Company. Unless otherwise stated, this report should be read in conjunction with the 2018 annual report of the Company, in particular the Corporate Governance Report contained therein. Capitalised terms defined in the 2018 annual report of the Company shall have the same meanings when used in this ESG report, unless the context otherwise requires.

Reporting Reference

This report is prepared in compliance with the ‘comply or explain’ provision of Environmental, Social and Governance Reporting Guide (hereinafter referred to as the “ESG Guide”) as set out in Appendix 27 under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. Information as contained in this report is derived from the statistics, questionnaires, records and analytical results of the Group. An ESG Reporting Guide Content Index is set out in Appendix I of this report. The report is published in English and Chinese. In case of any conflicts between the two versions, the English version shall prevail.

有關本集團

萬咖壹聯有限公司是一家快速增長的科技公司。憑藉我們核心的DAPG平台，我們能夠高效地連接智能手機用戶，從而優化來自不同行業客戶的推廣工作，並向目標手機使用者投放由行業客戶創建的個性化內容。在二零一八年與硬核聯盟成員建立的緊密戰略合作下，我們可以隨時隨地接觸到中國最大的智能手機用戶群，構建了服務於行業參與者的安卓移動生態系統。我們構建的生態系統已幫助我們的分發渠道，尤其是智能手機製造商，通過將線上廣告機會與尋求發佈內容廣告的行業客戶進行精準匹配，使手機製造商的分發渠道實現變現能力的最大化。同時，我們亦推動行業客戶以成本效益方式利用智能手機製造商積累了龐大的用戶基礎。

有關本報告

概覽

這是本公司首份環境、社會及管治報告。除另有註明外，本報告應與本公司二零一八年年報（尤其當中所載的企業管治報告）一併閱讀。除文意另有所指外，本公司二零一八年年報所定義的詞彙，在本環境、社會及管治報告使用時具有相同涵義。

報告參照準則

本報告乃遵照香港聯合交易所有限公司證券上市規則附錄二十七所載的《環境、社會及管治報告指引》（下稱「環境、社會及管治報告指引」）的「不遵守就解釋」條文編製。本報告所載資料源自本集團的統計數據、問卷、記錄及分析結果。環境、社會及管治報告指引的目錄索引載於本報告附錄一。本報告以英文及中文版本刊發。兩個版本之間如有任何衝突，概以英文版本為準。

Reporting Scope and Extent

All information provided in this report covers the period from 1 January 2018 to 31 December 2018 (the “Reporting Period”), which is consistent with the financial year of the Company’s 2018 annual report. The policy document, declaration and data set out in this report cover the subsidiaries in Beijing and Shanghai, which are the core business operation places of the Group.

Feedback on This Report

We have taken into consideration the interests and requirements of our internal and external stakeholders. We have an effective communication channel with our stakeholders and we welcome any comments and suggestions you may have on this report. You may submit your feedback to us as stipulated in Appendix II of this report at: esg@wankaonline.com.

Approval

The Board reviews the ESG policy and oversees the execution of the Group’s ESG strategy. To the best of its knowledge, this report addresses all relevant material issues and fairly presents the ESG performance of the Group. The Board confirms that it has reviewed and approved the Report.

報告範圍及界限

本報告提供的所有資料涵蓋二零一八年一月一日至二零一八年十二月三十一日（「報告期」），與本公司二零一八年年報的財政年度一致。本報告所載的政策文件、聲明及數據涵蓋北京及上海附屬公司，均為本集團的核心業務經營地點。

本報告反饋意見

我們已考慮內部及外部持份者的利益及要求。我們與持份者保持有效的溝通渠道，並歡迎閣下對本報告提出任何意見及建議。如本報告附錄二所述，閣下可通過電郵 esg@wankaonline.com 向我們提交反饋意見。

批准

董事會審閱環境、社會及管治政策並監督本集團環境、社會及管治策略的執行情況。據董事會所知，本報告處理所有相關重大事宜，並公允呈報本集團在環境、社會及管治方面的表現。董事會確認其已審閱及批准本報告。

The Company's Core Value/Vision of Corporate Responsibility

Adhering to the vision of Interconnecting the Intelligent world, we aim at helping connect businesses from various industries to hundreds of millions of smartphone users. We promote harmony to different stakeholders, balancing the interests from the environment and the community.

We will continue to place more emphasis on ESG management, and encourage every individual, business partner and peer to take part in the implementation of our ESG strategy.

OUR ESG POLICY

We set the ESG policy which governs our business and operational decisions to consider our economic, environmental and social implications, in addition to ensuring that we fully comply with laws and regulations. Our ESG policy are reviewed regularly to ensure the relevance and appropriateness to our business. The ESG policy has been approved by the Board.

Our ESG policy states our vision and ESG's principles, which include the four main areas of our ESG strategy:

- 1) Marketplace
- 2) Ethics
- 3) Labour
- 4) Environment

Going forward, we will continue to integrate our ESG measures into our operations.

本公司的核心價值／企業責任願景

秉持「連接萬物互聯的智能世界」的願景，我們旨在幫助不同行業將業務與數以億計的智能手機用戶連接。我們促進不同持份者之間和諧共處，平衡環境與社區的利益。

我們將繼續提高注重環境、社會及管治的管理，並鼓勵每位個人、業務夥伴及同業參與實施我們的環境、社會及管治策略。

我們的環境、社會及管治政策

我們設定的環境、社會及管治政策，規範我們的業務及營運決策，除確保我們完全遵守法律及法規外，亦需考慮我們對經濟、環境及社會的影響。我們定期審閱環境、社會及管治政策，以確保對我們業務的相關及合適程度。有關的環境、社會及管治政策已獲董事會批准。

我們的環境、社會及管治政策，闡述我們的願景和環境、社會及管治原則，包括我們的環境、社會及管治策略的四個主要範疇：

- 1) 市場
- 2) 專業操守
- 3) 勞工
- 4) 環境

展望未來，我們會繼續將環境、社會及管治措施納入經營業務內。

STAKEHOLDER ENGAGEMENT

The Company aims to respond and provides feedback to any material concerns of our stakeholders on a timely manner. To evaluate our ESG performance, we communicated with our stakeholders through various communication channels. Their opinions are reflected in the ESG report.

持份者的參與

本公司旨在對我們持份者的任何重大關注作出適時回應及提供反饋。為評估我們的環境、社會及管治表現，我們透過多種溝通渠道與持份者聯絡，所獲意見反映於環境、社會及管治報告內。

Stakeholders 持份者	Key Communication Channels 主要溝通渠道
Government bodies/regulatory bodies 政府機構／監管機構	<ul style="list-style-type: none"> Verbal and written communications on a need basis 按需要進行口頭及書面的聯絡溝通
Investors/shareholders/media 投資者／股東／媒體	<ul style="list-style-type: none"> Annual general meeting and notices 股東週年大會及通告 Regular corporate publications including financial statements 定期公司刊物(包括財務報表) Circulars and announcements whenever necessary 必要時的通函及公告 Direct communication via a designated email address 通過指定電郵地址直接溝通 Press release 新聞發佈 Meetings and responses to phone and written enquiries on a need basis 按需要對電話及書面查詢舉行會議及作出回應
Customers 客戶	<ul style="list-style-type: none"> Questionnaire 問卷 Customer meetings 客戶會議 On-site visits 實地考察

Stakeholders 持份者	Key Communication Channels 主要溝通渠道
Suppliers/business partners 供應商／業務夥伴	<ul style="list-style-type: none"> • Questionnaire 問卷 • Regular Meetings 定期會議 • On-site visits 實地考察
Employees 員工	<ul style="list-style-type: none"> • Monthly newsletters 每月通訊 • Questionnaire 問卷 • Regular intranet communication 定期內聯網溝通 • Internal staff training 內部員工培訓
Non-governmental organisations/industry associations 非政府組織／業界組織	<ul style="list-style-type: none"> • Regular meetings and correspondences with market practitioners and related associations 與市場參與者及相關組織舉行定期會議及進行書信往來

During the year, we conducted a comprehensive materiality assessment that included interviews and surveys with both our internal and external stakeholders. We identified 9 material areas from the materiality matrix, which the Company aims to manage and reports on.

年內，我們進行全面的重要性評估，包括向內部及外部持份者進行訪問及調查。我們從重要性矩陣中識別出本公司旨在管理及報告的九個重要範疇。

Materiality Matrix

重要性矩陣



Material Areas:
重要範疇：

7	Labour Standards and Labour Relations 勞工標準及勞工關係
9	Employee Development and Training 員工發展及培訓
10	Employee Safety and Health 保障員工職業健康安全
12	Development of New Services 新服務的開發
13	Quality 質量
14	Reliability of Services 服務的可靠性
15	Protection and Respect for Intellectual Property Rights 知識產權的保護與尊重
16	Customer Satisfaction 客戶服務滿意度
17	Protection of Personal Data and Customer Privacy 保護客戶的隱私及個人信息

HONOURS AND AWARDS

In January 2018, the Group received the 2017 Outstanding High-tech Company from China Financial Market.

In May 2018, the Group received the AAA Enterprise Credit Evaluation Certificate from China Software Industry Association.

In May 2018, the Group received the Innovation Award from Top Digital.

In June 2018, Mr. GAO Dinan, Chairman, Executive Director and Chief Executive Officer of the Company, received the Award "China's 20-Year Internet: Special Contribution to Mobile Internet".

In September 2018, Mr. GAO Dinan, Chairman, Executive Director and Chief Executive Officer of the Company, was named as one of the business elites in China Fortune's "40 Under 40" list.

In October 2018, the Group received the 2018 Ernst & Young Fudan China Most Potential Enterprise.

In November 2018, the Group received the Ram Charan Management Practice Award.

In November 2018, the Group received 2018 Deloitte Technology Fast 50 & China Rising Star.

In December 2018, the Group received the 2018 Best AI Service Platform from i China.

榮譽及獎項

二零一八年一月－本集團榮獲《中國融資》二零一七年度傑出科技公司。

二零一八年五月－本集團獲得中國軟件行業協會授予的AAA級信用企業證書。

二零一八年五月－本集團榮獲Top Digital創新大獎。

二零一八年六月－本公司主席、執行董事兼首席執行官高弟男先生榮獲「中國互聯網20年移動互聯網領域特殊貢獻」。

二零一八年九月－本公司主席、執行董事兼首席執行官高弟男先生入選《財富》二零一八年中國40位40歲以下商界精英榜單。

二零一八年十月－本集團榮獲二零一八安永復旦「中國最具潛力企業獎」。

二零一八年十一月－本集團榮獲拉姆•查蘭管理實踐獎。

二零一八年十一月－本集團榮獲德勤二零一八中國高科技高成長50強。

二零一八年十二月－本集團榮獲金i獎：二零一八年度最佳人工智能服務平台。

OUR PEOPLE

Our success depends on our ability to attract, retain and motivate qualified personnel. As at 31 December 2018, we had 326 employees, among which, 301 employees are based in Beijing and Shanghai. We are committed to providing a sound work environment, investing in staff well-being and offering our employees opportunities to learn, grow and reach their full potentials. We care for the well-being of our employees. For example, we celebrate special occasions with our employees, such as birthday party and anniversary events.

In order to balance work and family responsibility of our employees, we adopt flexitime practice, which allows our employees with family commitments do devote more time before or after work to take care of family matters.

During the Reporting Period, the monthly turnover rate of the employees is 5.76%. All our employment is voluntary and strictly complies with the applicable employment laws and we do not have any child labour and forced labour. The human resource department would inspect the identification documents of candidates during the recruitment process to prevent recruiting child labour. We are not aware of any non-compliance cases in relation to applicable employment laws and regulations, including Provision on the Prohibition of Using Child Labour of the PRC and the Labour Law of the PRC, during the Reporting Period.

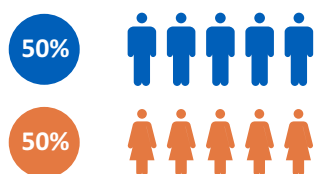
我們的員工

我們的成功取決於我們吸納、保留及鼓勵合資格人員的能力。於二零一八年十二月三十一日，我們聘用326名僱員，其中301名僱員駐於北京及上海。我們致力提供良好的工作環境，投資於員工福利並為僱員提供學習、成長及發揮其全面潛質的機會。我們關心僱員福祉。例如，我們為僱工慶祝特別日子，如生日派對及週年慶典。

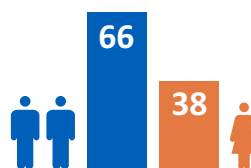
為使僱員在工作與家庭責任方面平衡發展，我們採納靈活工時制度，讓負起家庭責任的僱員可在上班之前或之後有更多時間照顧家庭事務。

於報告期內，僱員的每月流失率為5.76%。我們僱用的所有人員均屬自願，並嚴格遵守適用就業法律，亦沒有任何童工及強制勞工。人力資源部門會在招聘過程中檢查候選人的身份證件，以防止聘用童工。於報告期內，我們並不知悉存在任何有關適用就業法律及法規（包括《中華人民共和國禁止使用童工規定》及《中華人民共和國勞動法》）的違規情況。

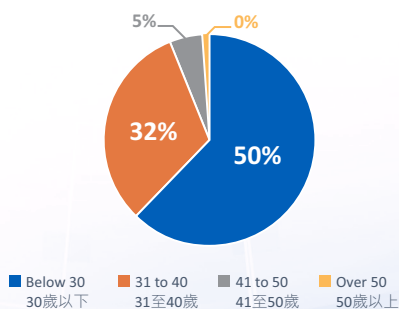
Total Workforce by Gender
按性別劃分員工總數



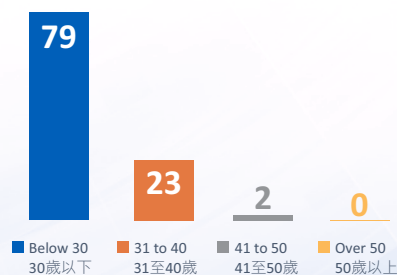
Number of Turnover by Gender
按性別劃分流失人數



Total Workforce by Age Group
按年齡組別劃分員工總數



Number of Turnover by Age Group
按年齡組別劃分流失人數



Compensation

As part of our human resources strategy, we offer employees competitive pay, welfare, performance-based cash bonuses and other incentives to attract and retain talent. The bonus system is performance-based and designed to reward employees with excellent performance. Appraisals are reviewed on annual basis to evaluate individual performance and contribution. The appraisal results are used as a reference for salary adjustment, the bonus and remuneration reward, promotion and placement. We also adopted share incentive schemes to motivate employees who have made contribution to the development of the Group.

Talent Recruitment

We primarily recruit our employees through recruitment agencies, on-campus job fairs and online recruiting channels, including our corporate website, job search websites and social networking platforms.

We emphasise the importance of equality of opportunities and commitment to ensure an equal employment environment for all staff, job applicants and other concerned parties. We would not discriminate any candidates on the grounds of gender, ethnicity, race, age, religious, sexual orientation or family status. Our selection process comprises written tests, comprehensive ability tests and interviews. We consistently applied to all job applicants the same requirements level, including education level, professional qualification, experience, skills and abilities.

Employee Departure

We value our relationship with our employees and handle employee departure (whether by resignation or dismissal) strictly in accordance with applicable laws and regulations. We arrange an exit interview with each of the departing employees to understand the reasons for their departure and welcome any of suggestions for future improvement of the Company.

薪酬

作為人力資源政策的一部分，我們為僱員提供具競爭力的薪酬、福利、按表現派發的現金花紅及其他獎勵以吸引及挽留人才。花紅派發制度以表現為基準，為獎勵傑出表現的員工而設。每年進行一次表現審查以評估個別人員的表現及貢獻。審查結果用作調整薪金、花紅及獎勵酬金、升級及調任的參考指標。我們亦採納股份獎勵計劃以鼓勵對本集團發展作出貢獻的員工。

招聘人才

我們主要通過招聘代理、校園就業展覽及網上招聘渠道，包括我們的公司網站、工作搜尋網站及社交網絡平台等聘用僱員。

我們強調平等機會及承擔的重要性，以確保所有員工、職位申請人及其他相關人士享有平等就業機會。我們不會因性別、族裔、種族、年齡、宗教、性取向或家庭狀況而歧視任何職位申請人。我們的甄選過程包括筆試、全面能力測試及面試。我們對所有職位應徵者採用相同的要求標準，包括教育水平、專業資格、經驗、技能及能力等。

僱員離任

我們珍惜與僱員的關係，並嚴格遵守適用法律及法規以處理僱員離任（無論屬於辭職或解僱情況）。我們為每名離任僱員安排離任面談以了解他們離任的原因，並歡迎他們提出任何建議，讓本公司日後作出改善。

Employee Training and Development

We nurture the capabilities of our employees with comprehensive training and continuous development program to ensure their knowledge and skills keep pace with the fast-changing technology environment. We have adopted a training protocol, pursuant to which we provided pre-employment and regular continuing management and technical training to our employees. All our new employees are compulsory to join the training courses to ensure their understanding on our culture, policies, rules and regulations.

During the Reporting Period, the Group organised over 20 training classes of various topics including the Group's services, the latest development of markets, rules and regulation and technical skills etc. to enhances our employees' overall competency. We conducted 3,368 total hours of training in the form of in-house training courses and training seminars for 274 of our employees.

Communication with Employee

We publish staff newsletter on a regular basis to keep all staff up to date with events and the latest business developments of the Group.

Our employees are encouraged to make suggestions or complaints in horizontal or vertical communications through our diverse communication channels, including complaint box, e-mail, routine meetings or announcements. To better respond, we have designated certain employees to handle complaints lodged inside the complaint box on confidential terms.

僱員培訓與發展

我們通過全面培訓及持續發展計劃以栽培僱員的能力，確保其知識及技能緊貼快速變化的科技環境。我們已採納一項培訓協定，據此，我們為僱員提供職前培訓以及定期持續管理和技術培訓。所有新入職僱員必須參加培訓課程，以確保他們對公司文化、政策、規則及規例的了解。

於報告期內，本集團已組織逾20次各種主題的培訓課，包括有關本集團的服務、市場、規則、規例及技術技能等方面的最新發展等，以提高我們僱員的整體能力。我們以內部培訓課程及培訓研討會形式為274名僱員提供了合計3,368小時的培訓。

與僱員溝通

我們定期出版員工通訊，讓全體員工獲得有關本集團各事項及最近期業務發展的最新消息。

我們鼓勵員工通過多元化的溝通渠道，包括投訴箱、電郵、定期會議或公告，以平行或由下至上的溝通方式提出建議或作出申訴。為作出更理想回應，我們已委派若干僱員以機密方式處理投訴箱內的投訴。

Caring for Employee Well-being

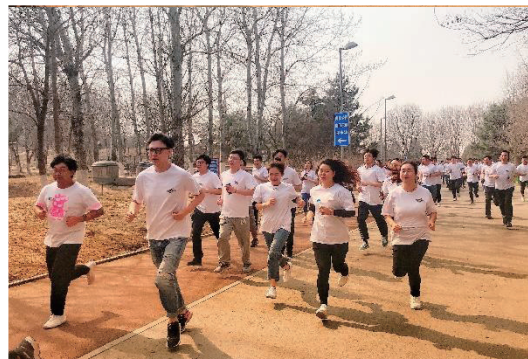
We place great emphasis on employee care. To encourage our employees to maintain a healthy lifestyle and to achieve work-life balance, we organised a variety of activities to raise employees' morale and increase their sense of belonging. We have running groups for our employees to participate. We also coordinate number of staff sports events, such as Wanka Long Distance Running held in April 2018.



Team building activity 團隊建立活動

關心僱員福祉

我們十分注重對僱員的關懷。為鼓勵僱員維持健康生活及達致作息平衡，我們舉辦各類活動以提高員工士氣及歸屬感。我們設有跑步組讓員工參與，亦協調組織若干員工體育活動，例如在二零一八年四月舉辦的萬咖長跑項目。



Wanka Long Distance Running 2018 二零一八年萬咖長跑項目

Health and Safety

Although the operation of the Group does not involve production, we strive to provide a safe and comfortable work environment for our employees. The Group complies with applicable laws and regulations, including the Labour Law of the PRC, the Labour Contract Law of the PRC, and the Implementation Regulations of the Labour Contract Law of the PRC in establishing and maintaining a safe and healthy workplace environment to secure our employees' interests and rights.

To ensure employee awareness of safe and healthy workplace behaviours, we organise regular fire drills and provide training on emergency management.

During the Reporting Period, we had not been subject to any fines or other penalties due to non-compliance with applicable health, safety or environment regulations.

健康與安全

儘管本集團的營運並不涉及生產，但我們致力為僱員提供一個安全舒適的工作環境。本集團遵守適用的法律及法規，包括《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及《中華人民共和國勞動合同法實施條例》，以建立及維持一個安全健康的工作環境，從而保障僱員的利益及權利。

為確保僱員明白安全健康的工作場所行為，我們定期舉行火警演習並提供應急管理的培訓。

於報告期內，我們並無因違反適用的健康、安全或環境法規而被判罰款或受到其他處罰。

SUPPLY CHAIN MANAGEMENT

We aim to build reliable supply chain relationships with our suppliers as we work together to distribute quality services and products. We collaborated with over 260 suppliers, including smartphone manufacturers and non-smartphone manufacturer distribution channel suppliers, primarily consisting of third party mobile app marketplaces and mobile news and social media content platforms. As the secretariat and official media partner of the MHA, we coordinated with China's major smartphone manufacturers, including Huawei, OPPO, vivo, Coolpad, Gionee, Lenovo and Meizu. All of our suppliers are based in the PRC.

The operation and development of suppliers are closely related to the business and the performance of the Group. Therefore, we have strict management rules on the selection and the continuous monitoring and management of the suppliers. When assessing new suppliers, we go beyond quality, cost, service and reputation to consider their business ethics, environmental protection, human rights and labour practices and performance by our strict assessment procedures prior to their engagement with us. We also undertake annual performance reviews on these aspects with our key suppliers.

During the Reporting Period, we added 68 new qualified suppliers and we were not aware that any of our key suppliers had any significant actual and potential negative impacts on business ethics, environmental protection, human rights and labour practices, nor any non-compliance issues.

供應鏈管理

我們旨在與供應商合作分銷優質服務及產品以建立可信賴的供應鏈關係。我們與超過260名供應商合作，包括智能電話製造商及非智能電話分銷渠道供應商（主要包括第三方移動應用程式市集及移動新聞與社交媒體內容平台）。作為硬核聯盟的秘書處及官方媒體夥伴，我們與中國的主要智能電話製造商（包括華為、OPPO、vivo、酷派、金立、聯想及魅族）協調。我們所有供應商均以中國為基地。

供應商的經營及發展與本集團的業務及表現息息相關。因此，我們在甄選和持續監察及管理供應商方面設有嚴格的管理規則。在評估新供應商時，我們除了質量、成本、服務及信譽之外，在委聘與我們合作的供應商之前，亦通過嚴格的評估程序考慮其業務操守、環境保護、人權及勞工行為與表現。我們亦就上述各方面對主要供應商進行年度表現審閱。

於報告期內，我們增聘68名新合資格供應商，且我們並不知悉我們的任何主要供應商對業務操守、環境保護、人權及勞工行為有任何重大的實際及潛在負面影響，或有任何不合規情況。

SERVICES

We continue to strive to provide reliable products and services, by acting responsible and protecting the interests of various stakeholders. We were awarded “2018 Outstanding Contribution Award in Artificial Intelligence” held by 51CTO and “2018 Best Artificial Intelligence Service Platform Award” jointly sponsored by the Chinese Academy of Sciences “China Internet Weekly” and the Information Science Research Center of the Chinese Academy of Social Sciences.

System's Reliability

Due to the nature of our business, we highly depend on the performance and reliability of the Internet infrastructure in areas where we operate, which is maintained by telecommunications carriers. Our information technology network is configured with multiple layers to secure our databases and servers for continuous monitoring and system protection. To protect security throughout the various stages of our data analytics, all user data tagged and processed are stored on both our firewall-protected physical servers and our cloud-based storage system operated by a prominent third party cloud service provider. As of 31 December 2018, we had 136 self-owned physical servers located in the Internet data centre.

We have set up a dedicated data security team to monitor the information security. We have a data security policy which all our employees shall comply with. We organise cyber security related trainings for all employees from time to time to increase their awareness and share advanced technologies and experiences.

服務

我們持續致力提供可靠的產品及服務，以負責任的方式行事及保障不同持份者的利益。我們獲得51CTO舉辦的「2018年人工智能領域突出貢獻獎」以及中國科學院「中國互聯網週刊」與中國社會科學院信息研究中心聯合贊助的「2018年最佳人工智能服務平台獎」。

系統可靠度

由於我們的業務性質，我們高度依賴營運所在地區由電訊營運商維持的互聯網基礎設施的表現及可靠度。我們的信息技術網絡採用多層式結構以保障我們的數據庫及伺服器能進行持續監察及系統保護。為了在數據分析各階段保障安全，所有已標記及處理的用戶數據同時儲存在我們設有防火牆保護的實體伺服器及由知名第三方雲端服務供應商營運的雲端儲存系統內。截至二零一八年十二月三十一日，我們在互聯網數據中心擁有136個實體伺服器。

我們已成立一個專責的數據安全團隊以監察信息安全。我們設有全體僱員均須遵守的數據安全政策。我們不時為全體僱員舉辦與網絡安全相關的培訓，以提高其警覺性及分享先進技術與經驗。

We back up user data on a daily basis in separate and various secured data back-up systems to minimise the risk of user data loss or leakage. We also conduct frequent reviews of our back-up systems to ensure that they function properly and are well maintained. We have also implemented a variety of protocols and procedures, such as regular system checks, password policy, server access logging, network access authentication, user authorisation review and approval and data back-up, as well as data recovery test, to safeguard our data assets and prevent unauthorised access to our network.

During the Reporting Period, our systems maintained 100 per cent system reliability in serving the users and we did not receive any complaints which could have significant impact on the Group.

User Privacy

It is our responsibility to protect user data in our business and operation. We are in stringent compliance with the Network Security Law of the PRC, and we strictly keep confidential the user information and we take measures to safeguard the safe and stable operation of the network system. We have accessed to an extensive volume of anonymised user data from smartphone manufacturers with whom we cooperate. However, we do not collect any personally identifiable information from smartphone users. We only possess anonymised user data for data analytics and we would not identify any specific end user. All personally identifiable information of the end users, such as names, email addresses, contact information, identification numbers, cookies, device IDs, IP addresses, and other online identifiers, have been removed during the anonymisation process. We also would not outsource any of the anonymised data to any third parties for analytics, nor do we share the anonymised data with any third parties. Other business partners with whom we interact, including marketers, mobile app developers and other suppliers of distribution channels have no access to any personal data or anonymised data.

我們每日為用戶數據進行備份，儲存在獨立及多個安全數據備份系統內，從而將用戶數據損失或外洩的風險減至最少。我們亦經常覆核備份系統以確保其正常運作及維持良好狀態。我們亦實施多項規則及程序，如定期系統檢查、密碼政策、伺服器登入紀錄、網絡訪問認證、用戶授權審批及數據備份，以及數據復修測試，以保障我們的數據資產及防止未經授權登入我們的網絡。

於報告期內，我們的系統在服務用戶方面維持百分百的系統可靠度，且我們並無接獲任何對本集團可能造成重大影響的投訴。

用戶私隱

我們有責任在業務及營運過程中保護用戶數據。我們嚴格遵守《中華人民共和國網絡安全法》，且我們將用戶信息嚴格保密，並採取措施保障網絡系統的安全及穩定運作。我們可以取用跟我們合作的智能電話製造商持有的大量匿名用戶數據。然而，我們不會向智能電話用戶收集任何可辨識的個人資料。我們只管有匿名用戶數據作數據分析，且我們不會識別任何特定終端用戶。終端用戶的所有個人可識別資料，如姓名、電郵地址、聯絡資料、身份證號碼、cookies、設備識別碼、IP位址及其他網上可識別資料均已在匿名化過程移除。同時，我們不會將任何匿名數據外發給任何第三方進行分析，亦不會與任何第三方分享匿名數據。與我們互動的其他業務夥伴，包括營銷商、移動應用程式開發商及分銷渠道的其他供應商，均無法取得任何個人數據或匿名數據。

We treat all user data and developers' information as highly confidential. For example, for back-end storage of the information submitted by mobile app developers, we use various encryption technologies to protect the security and confidentiality of such information.

Only authorised staff on a need-to-know basis are allowed to access and process the data and access to data without authorisation is strictly prohibited. The use of data requires identity verification before the employees can access the data. Furthermore, we have also entered into confidentiality agreements with our employees who have access to any aforementioned privacy information. We require our employees not to misuse any of the confidential information while in office, to surrender all confidential information in possession while resigning, and to retain their confidential obligations after they have left office. Operation logs are required to be kept, and we have implemented disaster recovery and backup procedures to help ensure data integrity.

As part of our internal control mechanism, we also review the service agreements between our smartphone manufacturer partners and their users to confirm that they contain appropriate confidentiality provisions. We also sample check the process of how smartphone users receive such service agreements from smartphone manufacturers to understand if adequate mechanisms have been put in place to allow users to acknowledge and accept such service agreements before starting to use the devices.

我們將所有用戶數據及開發商資料高度保密。例如，在後端儲存移動應用程式開發商提交的資料時，我們使用各種加密技術以保障有關資料的安全及機密。

只有獲授權員工需要知道的情況下才獲准取用及處理有關數據，而未經授權取用數據乃被嚴禁。如要使用數據，僱員須認證身份後才可取用數據。此外，我們亦與有權取用任何上述私隱資料的僱員訂立保密協議。我們規定僱員不得在辦公室內不當使用任何機密資料，離任時須交出其持有的全部機密資料，並在離任後繼續履行保密責任。運作記錄須予保存，且我們已實施災後修復及備份程序以協助確保數據完整。

作為內部控制的部分機制，我們亦審閱智能電話製造商夥伴及其用戶之間的服務協議，以確認內含適當的保密條文。我們亦抽樣檢查智能電話用戶如何從智能電話製造商收取有關服務協議的過程，以了解是否備有充足機制讓用戶在開始使用設備之前確認及接納該等服務協議。

Health Cyberspace

In relation to the advertising content delivered by us, we have established the Advertising Audit Protocol according to the Advertisement Law of the PRC to ensure that all information published by us is not false, fraudulent, misleading, and in full compliance with the Advertisement Law of the PRC and the other applicable laws and regulations.

Our customers are required to sign a service agreement with us to confirm their responsibilities of the authenticity of their advertisements. We would also conduct review of advertisers for their proper qualifications. For advertising content related to certain types of products and services, such as alcohol, cosmetics, automobile, pharmaceuticals and medical, we would confirm that the advertisers have obtained requisite government approvals, including operating qualifications, proof of quality inspection for the advertised products, government preapproval of the content of the advertisements and filings record with the local authorities.

We specify the requirements and standards of advertising descriptions to avoid misrepresentation and exaggerated descriptions. We would also review the advertising contents to ensure compliance with the Advertisement Law of the PRC and the other applicable PRC laws and regulations. For advertisements involving presentation of patents, logo, copyrights and trademarks, we would request the advertisers to provide the registered documents of such patents, logo, copyrights and trademarks for declaration of originality to ensure the proper authorisation and to avoid infringement of any third-party intellectual property rights.

健康網絡空間

就我們發送的廣告內容而言，我們已根據《中華人民共和國廣告法》成立廣告主審機制，以確保我們發佈的所有資料不存在虛假、欺詐、誤導成份，並全面遵守《中華人民共和國廣告法》及其他適用法律及法規。

客戶須與我們簽訂服務協議，確認其對廣告真實性的責任。我們亦會檢討廣告商是否具備適當資格。有關若干產品及服務類別的廣告內容，如酒類、化妝品、汽車、藥物及醫療等，我們需確認廣告商已取得所需政府批文（包括經營資格）、廣告產品的質檢證明、政府對廣告內容的預先批文及向地方機關作出備案的記錄。

我們訂明廣告描述的規定及標準，以避免失實陳述及誇大描述。我們亦會審閱廣告內容，以確保遵守《中華人民共和國廣告法》及其他適用的中國法律及法規。廣告如涉及呈報專利、標誌、版權及商標，我們會要求廣告商提供宣告其原創性的該等專利、標誌、版權及商標的註冊文件，以確保適當授權及避免侵犯任何第三方知識產權。

We have embedded an anti-cheating system to monitor fake Internet traffic to prevent fraud that may distort the effectiveness of our business operations and the quality of our services. We have a dedicated team of 23 persons that is responsible for the day-to-day management of the system. Whenever an anomaly is detected (such as the advertisement only have download pattern but no exposure time or a single user switch different IP addresses during a day), the system would report the incident to the Group for further verification.

Respecting the Intellectual Property Rights

We respect and strive to protect the intellectual property rights. Each of our employees must enter into a confidentiality agreement acknowledging that all inventions, trade secrets, developments and other processes generated by them on our behalf are our property, and assigning to us any ownership rights that they may claim in those works. We obtain marketers approval on the use of logos and names before the advertisement distribution. In case of any non-compliance of intellectual property rights is found in our distribution channel, we would remove the disputed content immediately.

As at 31 December 2018, we held 46 software copyrights registered with the State Copyright Bureau of China and 12 trademarks in various categories and registered with the China Trademark Office. As at 31 December 2018, we had nine pending patent applications, including three relating to our DAPG platform, with the State Intellectual Property Office of China.

During the Reporting Period, we did not have any material disputes or any other pending legal proceedings of intellectual property rights with third parties.

我們已裝置反欺詐系統來監察虛假的互聯網流量，以防止可能扭曲業務營運效力及服務質素的詐騙情況。我們擁有一支由23人組成的專責團隊，負責系統的日常管理。在偵測到不尋常情況時（例如廣告只有下載模式但並無曝光時間或者單一用戶在同一天內轉換多個不同IP地址），系統會向本集團報告有關事件以作進一步驗證。

尊重知識產權

我們尊重及致力保護知識產權。各僱員必須簽訂保密協議，確認其代表本公司產生的所有發明、商業機密、發展及其他程序均屬本公司財產，並向我們轉移其於有關工作中可能聲稱的任何所有權。在廣告發佈前，我們就使用標誌及名稱取得營銷商批准。倘若發現分銷渠道出現任何侵犯知識產權的不合規情況，我們會立即移除具爭議的內容。

於二零一八年十二月三十一日，我們持有46項已向中國國家版權局註冊的軟件版權及12項已向中國商標局註冊的各類商標。於二零一八年十二月三十一日，我們有九項專利申請（包括三項有關我們DAPG平台的申請）等候中國國家知識產權局批准。

於報告期內，我們並無任何與第三方有關的知識產權重大爭議或任何其他待決法律訴訟。

Customer Service and Satisfaction

Our customers include marketers seeking mobile advertising, online-video distribution and game co-publishing services. We introduced our core technology platform, DAPG, in October 2016, which consists of a cluster of multiple interrelated technological platforms underpinned by our cutting-edge technologies such as data mining, data analytics and scenario analysis. The DAPG platform precisely and efficiently targets Android-based smartphone users, and deliver personalised, real-time and scenario-based contents from our marketers through smartphone manufacturers' self-owned mobile apps and user interfaces.

Development of New Services

We are committed to provide excellent services. We strive to expand into additional markets to promote and deliver different contents and services to smartphone users in more efficient and innovative manners.

During the Reporting Period, we strategically acquired Shanghai ChiLe and started to provide online video distribution services to a large number of marketers. We also began to provide one-stop game co-publishing services for mobile game developers, which include game optimisation, marketing, promotion, distribution, monetisation and other user-related services. During the Reporting Period, we co-published 13 games.

Together with 10 leading Chinese smartphone manufacturers, namely vivo, Huawei, OPPO, Xiaomi, Lenovo, Gionee, Meizu, ZTE, Nubia and OnePlus, we co-founded the QAA in March 2018. As the eco-platform service provider of the QAA, we have launched official guidelines to the Quick App development. In addition, we have published comprehensive Quick App development kits and related technical files which are available on Quickapp.cn, the official website for Quick App development administered by us, providing Quick App developers solutions to a host of issues they face in developing Quick Apps. Following the launch of the Quick App, we continue to assist smartphone manufacturers in improving the functions of Quick App so that they are easier for users to detect and promote the development process. During the Reporting Period, the Quick App developers in China exceeded 10,000, and approximately 1 billion Android-based devices support Quick App functions.

客戶服務及滿意度

我們的客戶包括尋求移動廣告、網上視頻發佈及遊戲聯合發行服務的營銷商。我們於二零一六年十月推出核心科技平台DAPG，由多個相互關聯的科技平台組合而成，並得到我們的先進科技支持，如數據挖掘、數據分析及場景分析。DAPG平台精準及高效率地以安卓智能電話用戶為目標，並透過智能電話製造商自有的移動應用程式及用戶介面，發佈來自營銷商的個性化、實時及基於場景的內容。

發展新服務

我們矢志提供卓越服務。我們致力擴展至其他市場，以更高效兼創新的方式向智能電話用戶推廣及提供不同的內容和服務。

於報告期內，我們有策略地收購上海池樂，並開始向大量營銷商提供網上視頻發佈服務。我們亦開始為移動遊戲開發商提供一站式遊戲聯合發行服務，包括遊戲優化、營銷、推廣、發佈、貨幣化及其他用戶相關服務。於報告期內，我們聯合發行了13款遊戲。

我們於二零一八年三月聯同10名領先的中國智能電話製造商，包括vivo、華為、OPPO、小米、聯想、金立、魅族、中興、努比亞及一加，聯合創辦「快應用聯盟」(QAA)。作為快應用聯盟的生態平台服務供應商，我們已推出快應用開發的官方指引。此外，我們亦已發行全面的快應用開發工具及於Quickapp.cn可供查閱的相關技術檔案。Quickapp.cn乃快應用開發的官方網站，由我們所管理，為快應用開發商提供其開發快應用所面對多項問題的解決方案。在快應用推出後，我們繼續協助智能電話製造商改善快應用的功能，使用戶較易偵測及推廣開發程序。於報告期內，中國的快應用開發商數目超過10,000名，同時約有10億台基於安卓的設備支持快應用功能。

ANTI CORRUPTION

To govern the conduct of our employees, we have adopted an internal anti-bribery and anti-corruption policy, which clearly conveys the message of zero tolerance in relation to fraudulent activity to all the employees and suppliers/potential suppliers and have identified certain forbidden conducts in these policies, including, among others, the prohibition to acceptance of bribes or rebates, embezzlement or misappropriation of our assets, and forgery or alteration of our accounting records. We have developed a monitoring system to implement anti-bribery and anti-corruption measures so as to ensure that our employees comply with our policies. We also conduct a fraud and bribery risk assessment on an annual basis and our audit committee reviews and approves our annual risk assessment results and policies.

We have also adopted a whistleblowing policy and set up the audit department to encourage all employees and suppliers to report genuine concerns about any potential fraudulent activities. The whistleblowing policy outlines the whistleblowing channels by phone and e-mail and we will ensure that informants and whistle-blowers are protected when assisting in the investigation. The Group complies with the relevant laws and regulations, such as the Criminal Law of the PRC and Punishing Corruption and Regulations of the PRC. During the Reporting Period, there were no cases of non-compliance and we did not receive any reports on corruption.

ENVIRONMENT

We recognise the importance of environmental protection and conservation of natural resources in our business operations. We have implemented a number of energy-saving measures. Environmental considerations are one of our key priorities. As a leading Internet company in the industry, we actively promote green energy-saving and environmentally friendly concepts, and strictly comply with relevant laws, regulations and industrial policies of the PRC.

Although the Group has immaterial impact on the environment and does not involve in the production of products and the use of packaging materials, it still actively promotes measures of green office, and endeavours to minimise the consumption of energy resources and production of emissions in its daily operations.

The majority of greenhouse gas emissions are indirectly generated from electricity consumed at the Group's workplace.

反貪腐

為規範僱員行為，我們已採納一套內部反賄賂及反貪腐政策，向所有僱員及供應商／潛在供應商清晰表達對欺詐行為零容忍的訊息，並在該等政策中識別若干嚴禁行為，其中包括禁止接受賄賂或回佣、侵佔或挪用本公司資產，以及虛假或篡改會計記錄。我們已開發一個監察系統以實施反賄賂及反貪腐措施，從而確保我們的僱員遵守政策。我們亦每年進行一次欺詐及賄賂風險評估，並由我們的審核委員會審批我們的年度風險評估結果及政策。

我們亦已採納一項舉報政策及成立審核部門，以鼓勵所有僱員及供應商報告有關任何潛在欺詐活動的真正憂慮。舉報政策概述以電話及電郵方式作出舉報的渠道，且我們會確保提供資料者及舉報人在協助調查時獲得保護。本集團遵守相關法律法規，例如《中華人民共和國刑法》及《中華人民共和國懲治貪污條例》。於報告期內，並無不合規情況且我們並無接獲任何貪腐報告。

環境

我們認識到環境保護及天然資源保育對我們業務營運的重要性。我們已實施多項節約能源措施。對環境的考慮是我們的主要優先事項之一。作為業內領先的互聯網公司，我們積極提倡綠色節能環保概念，並嚴格遵守中國的相關法律法規和行業政策。

儘管本集團對環境的影響不大，且並不涉及製造產品和使用包裝材料，但仍積極提倡綠色辦公室措施，並致力於在日常營運過程中盡量減少能源消耗及產生排放。

大部分溫室氣體排放乃因本集團工作場所耗電而間接產生。

During the Reporting Period, the Group was not aware of any non-compliance with the Environmental Protection Law of the PRC and the law of the PRC on Prevention and Control of Atmospheric Pollution and other relevant standards, rules and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

Use of Water

In view of principal business activities of the Group, we do not consume significant amounts of water. We mainly operate in office premises and we did not encounter any problems in sourcing water for our operations. Although water consumption is considered as minimal, we have policies to save water such as regular checking for any water leakage in offices and the use of automatic water tapping. We also encourage saving water by driving behavioural changes in the workplace.

General Waste and Hazard Waste

Our approach to waste management consists of 4Rs: reduce, reuse, recycling and replace which aims to implement proper waste treatment and waste disposal. We have set up recycling boxes to promote the recycling of used toner, ink cartridges and paper.

We produced limited hazardous waste, which are offices batteries and florescent tubes. The Group's office generates a small amount of domestic wastewater. All the wastewater has been connected to the municipal sewage pipeline network and entered the urban sewage treatment plant, which is discharged according to the required standards.

於報告期內，本集團並無發現任何不合規情況，違反《中華人民共和國環境保護法》、《中華人民共和國大氣污染防治法》及有關廢氣及溫室氣體排放、向水及土地的排污，以及產生有害及無害廢棄物的其他相關標準、規則及規例，因而對本集團造成重大影響。

用水

鑑於本集團的主要業務活動性質，本集團不會耗用大量水資源。我們主要在辦公物業經營且我們就經營並無遭遇有關求取水源的任何問題。儘管用水視為極少，我們訂有節約用水政策，如定期檢查辦公室是否漏水並使用自動水龍頭。我們亦在工作場所提倡改變行為以節約用水。

普通廢棄物及有害廢棄物

我們的廢棄物管理方式由4R步驟組成：即減少、再用、再生及取代，旨在實踐適當處理廢棄物及處置廢棄物。我們設有回收箱以推動回收碳粉盒、墨盒及紙張。

我們產生有限數量的有害廢棄物，包括辦公室的電池及日光燈管。本集團的辦公室產生少量生活廢水。所有廢水已連接至市政污水管道網絡以進入城市污水處理廠，並根據規定標準排放。

Energy Saving Measures

The Group takes energy saving control measures aiming to reduce the energy consumption and carbon emission. Our environmental protection measures include:

- to keep the office room temperature at 26°C;
- to turn off all lighting and air conditioners when not in use;
- to encourage the use of public transport;
- to support paperless operation; and
- to encourage video conferences in replacement of business trips.

During the Reporting Period, the Group's measures to mitigate waste emissions have achieved initial success in reducing the intensity of water, air and greenhouse gas emissions. Also, our wastes have been properly treated according to the aforesaid measures.

COMMUNITY

We endeavour to build a better community which we serve. The Group provides strong support for charitable events. Before participation in a charitable event, we would consider the reputation of the charitable organisations, their proposed target groups, track records and comparability with our community investment initiatives.

能源節約措施

本集團採取能源節約控制措施，目的在於減少能源耗量及碳排放量。我們的環保措施包括：

- 保持辦公室溫度在攝氏26度；
- 所有照明和空調不使用時會關閉；
- 鼓勵使用公共交通工具；
- 支持無紙化營運；及
- 鼓勵以視像會議代替公幹。

於報告期內，本集團的廢棄物減排措施取得初步成功，已減少廢水、廢氣及溫室氣體排放。此外，我們已按照上述措施妥善處理廢棄物。

社區

我們致力於將我們所服務的社區建立得更加美好。本集團大力支持慈善活動。於參與慈善活動前，我們會考慮慈善機構的聲譽、其擬定服務對象、往績記錄及是否符合我們的社區投資計劃。

We actively support in charity projects in relation to our next generation in the PRC in these years. During the Reporting Period, we donated RMB312,000 to Sanya HuiKang Children's Rehabilitation Center under the charity program from Hainan Provincial Charity Federation. This charity program targeted the children with hearing, mental retardation and autism.

近年來，我們積極支持有關中國下一代的慈善項目。於報告期內，我們捐贈人民幣312,000元予海南省慈善總會舉辦的慈善計劃現下的三亞惠康兒童康復中心。該慈善計劃的對象是有聽障、智障及自閉症的兒童。



Donation to Hainan Provincial Charity Federation
向海南省慈善總會捐款

KEY PERFORMANCE INDICATORS

關鍵績效指標

Workforce

員工

By gender 按性別劃分		
Male 男性		149
Female 女性		152
By age group 按年齡組別劃分		
Below 30 30歲以下		189
31 to 40 31至40歲		95
41 to 50 41至50歲		16
Over 50 50歲以上		1
By employee category 按僱員類別劃分		
Senior management 高級管理層	Male 男性	27
	Female 女性	14
Middle management 中級管理層	Male 男性	37
	Female 女性	28
General staff 普通員工	Male 男性	79
	Female 女性	106
Contract and temporary staff 合約及臨時員工	Male 男性	6
	Female 女性	4

Employee Turnover

僱員流失率

By gender 按性別劃分		
Male 男性		66
Female 女性		38
By age group 按年齡組別劃分		
Below 30 30歲以下		79
31 to 40 31至40歲		23
41 to 50 41至50歲		2
Over 50 50歲以上		0
By employee category 按僱員類別劃分		
Senior management 高級管理層	Male 男性	0
	Female 女性	0
Middle management 中級管理層	Male 男性	13
	Female 女性	9
General staff 普通員工	Male 男性	47
	Female 女性	26
Contract and temporary staff 合約及臨時員工	Male 男性	6
	Female 女性	3

Health and Safety

健康及安全

Number of reportable injuries 申報受傷數目	0
Number of lost days due to work injury 因工傷損失工作日數	0

Training and Development

培訓及發展

Average hours of training by employee category 按僱員類別劃分的平均培訓時數		
Senior management 高級管理層	Male 男性	51
	Female 女性	42
Middle management 中級管理層	Male 男性	29
	Female 女性	23
General staff 普通員工	Male 男性	4
	Female 女性	3
Contract and temporary staff 合約及臨時員工	Male 男性	7
	Female 女性	7

Resources Management

資源管理

Electricity 電力		
Total Electricity consumption 總耗電量	kWh 千瓦時	63,121
Electricity consumed per floor area 每建築面積單位耗電量	kWh/m ² 每平方米千瓦時	34.6
Paper 紙		
Total paper consumption 總耗紙量	kg 千克	3,060
Total paper collected for recycling 紙張收集供循環再生總量	kg 千克	614
Water 水		
Total water consumption (note) 總耗水量(附註)	m ³ 立方米	2,397
Water consumed per floor area 每建築面積單位耗水量	m ³ /m ² 立方米/平方米	1.3
Non-hazardous waste 無害廢棄物		
Waste disposed to landfill for general office waste 運往一般辦公室廢棄物堆填區處置的廢棄物	tonnes 噸	1.9

Note: The amount of water consumed represents the amount of water consumed according to the water bills received.

附註：耗水量指根據接獲水費單所示的耗水量。

GHG Emission

溫室氣體排放

Scope 1 Direct emissions (note 1) 範圍1直接排放(附註1)	tonnes of CO ₂ e 噸二氧化碳當量	1.6
Scope 2 Energy indirect emissions (note 2) 範圍2能源間接排放(附註2)	tonnes of CO ₂ e 噸二氧化碳當量	43.6
Scope 3 Other indirect emissions (note 3) 範圍3其他間接排放(附註3)	tonnes of CO ₂ e 噸二氧化碳當量	11.7
Total emissions (Scope 1,2 and 3) 總排放(範圍1、2及3)	tonnes of CO ₂ e 噸二氧化碳當量	56.9
Total emissions (Scope 1,2 and 3) per floor area 每建築面積單位總排放(範圍1、2及3)	tonnes/m ² 每平方米噸	0.03

Notes:

附註：

- | | | | |
|---|---|---|---------------------------|
| 1 | The data covers emissions from combustion of fuels in mobile sources controlled by the Group. | 1 | 數據涵蓋來自本集團所控制移動源燃料燃燒產生的排放。 |
| 2 | The data covers emissions resulting from the generation of the electricity which the Group purchased. | 2 | 數據涵蓋本集團所購電力發電產生的排放。 |
| 3 | The data covers emissions from paper consumption and use of fresh water and sewage discharge. | 3 | 數據涵蓋來自紙張消耗及用水產生的排放以及污水排放。 |

APPENDIX I – ESG REPORTING GUIDE CONTENT INDEX

附錄一—環境、社會及管治報告指引 內容索引

Subject Area, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露及關鍵績效指標		Disclosures or Remarks 披露或備註
A. Environmental A.環境		
Aspect A1: Emissions 層面A1: 排放物		
General Disclosure 一般披露	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 greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Environment 環境
KPI A1.1 關鍵績效指標A1.1	The types of emissions and respective emission data 排放物種類及相關排放數據。	Key Performance Indicators 關鍵績效指標
KPI A1.2 關鍵績效指標A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity 溫室氣體總排放量(以噸計算)及(如適用)密度。	Key Performance Indicators 關鍵績效指標
KPI A1.3 關鍵績效指標A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity 所產生有害廢棄物總量(以噸計算)及(如適用)密度。	Not applicable 不適用
KPI A1.4 關鍵績效指標A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity 所產生無害廢棄物總量(以噸計算)及(如適用)密度。	Key Performance Indicators 關鍵績效指標
KPI A1.5 關鍵績效指標A1.5	Description of measures to mitigate emissions and results achieved 描述減低排放量的措施及所得成果。	Energy Saving Measures 能源節約措施
KPI A1.6 關鍵績效指標A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved 描述處理有害及無害廢棄物的方法、減低產生量的措施及所得成果。	General Waste and Hazard Waste 普通廢棄物及有害廢棄物

Aspect A2: Use of Resources 層面A2: 資源使用		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials 有效使用資源(包括能源、水及其他原材料)的政策。	Energy Saving Measures Use of Water 能源節約措施 用水
KPI A2.1 關鍵績效指標A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity 按類型劃分的直接及/或間接能源總耗量(以千個千瓦時計算)及密度。	Key Performance Indicators 關鍵績效指標
KPI A2.2 關鍵績效指標A2.2	Water consumption in total and intensity 總耗水量及密度。	Key Performance Indicators 關鍵績效指標
KPI A2.3 關鍵績效指標A2.3	Description of energy use efficiency initiatives and results achieved 描述能源使用效益計劃及所得成果。	Energy Saving Measures 能源節約措施
KPI A2.4 關鍵績效指標A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved 描述求取適用水源上可有任何問題，以及提升用水效益計劃及所得成果。	Use of Water 用水
KPI A2.5 關鍵績效指標A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Not applicable 不適用
Aspect A3: The Environment and Natural Resources 層面A3: 環境及天然資源		
General disclosure 一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources 減低發行人對環境及天然資源造成重大影響的政策。	Energy Saving Measures 能源節約措施
KPI A3.1 關鍵績效指標A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Energy Saving Measures 能源節約措施

B. Social B. 社會		
Aspect B1: Employment 層面B1: 僱傭		
General Disclosure 一般披露	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 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our People 我們的員工
KPI B1.1 關鍵績效指標B1.1	Total workforce by gender, employment type, age group and geographical region 按性別、僱傭類型、年齡組別及地區劃分的僱員總數。	Our People Key Performance Indicators 我們的員工 關鍵績效指標
KPI B1.2 關鍵績效指標B1.2	Employee turnover rate by gender, age group and geographical region 按性別、年齡組別及地區劃分的僱員流失比率。	Our People Key Performance Indicators 我們的員工 關鍵績效指標
Aspect B2: Health and Safety 層面B2: 健康與安全		
General Disclosure 一般披露	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 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標B2.1	Number and rate of work-related fatalities 因工作關係而死亡的人數及比率。	Key Performance Indicators 關鍵績效指標
KPI B2.2 關鍵績效指標B2.2	Lost days due to work injury 因工傷損失工作日數。	Key Performance Indicators 關鍵績效指標
KPI B2.3 關鍵績效指標B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Health and Safety 健康及安全

Aspect B3: Development and Training 層面B3：發展及培訓		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Employee Training and Development 僱員培訓及發展
KPI B3.1 關鍵績效指標B3.1	The percentage of employees trained by gender and employee category 按性別及僱員類別劃分的受訓僱員百分比。	Key Performance Indicators 關鍵績效指標
KPI B3.2 關鍵績效指標B3.2	The average training hours completed per employee by gender and employee category 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Key Performance Indicators 關鍵績效指標
Aspect B4: Labour Standards 層面B4：勞工準則		
General Disclosure 一般披露	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 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Our People 我們的員工
KPI B4.1 關鍵績效指標B4.1	Description of measures to review employment practices to avoid child and forced labour 描述檢討招聘慣例以避免童工及強制勞工的措施。	Our People 我們的員工
KPI B4.2 關鍵績效指標B4.2	Description of steps taken to eliminate such practices when discovered 描述在發現違規情況時消除有關情況所採取的步驟。	Our People 我們的員工

Operating Practices 營運慣例		
Aspect B5: Supply Chain Management 層面B5: 供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目、以及有關慣例的執行及監察方法。	Supply Chain Management 供應鏈管理
Aspect B6: Product Responsibility 層面B6: 產品責任		
General Disclosure 一般披露	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 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Services 服務
KPI B6.1 關鍵績效指標B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Services 服務

KPI B6.2 關鍵績效指標B6.2	Number of products and service related complaints received and how they are dealt with 接獲關於產品及服務的投訴數目以及應對方法。	Services 服務
KPI B6.3 關鍵績效指標B6.3	Description of practices relating to observing and protecting intellectual property rights 描述與維護及保障知識產權有關的慣例。	Services 服務
KPI B6.4 關鍵績效指標B6.4	Description of quality assurance process and recall procedures 描述質量檢定過程及產品回收程序。	Services 服務
KPI B6.5 關鍵績效指標B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Services 服務
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	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 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti Corruption 反貪腐
KPI B7.1 關鍵績效指標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 於報告期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti Corruption 反貪腐
KPI B7.2 關鍵績效指標B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti Corruption 反貪腐

Community 社區		
Aspect B8: Community Investment 層面B8: 社區投資		
General Disclosure 一般披露	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 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community 社區
KPI B8.1 關鍵績效指標B8.1	Focus areas of contribution 專注貢獻範疇。	Community 社區
KPI B8.2 關鍵績效指標B8.2	Resources contributed to the focus area 在專注範疇所動用資源。	Community 社區

APPENDIX II – FEEDBACK

Thank you for your concern and reading the ESG Report of Wanka Online Inc. We will appreciate your feedback on the content of this Report so that we can improve our CSR performance and reporting.

Please send your comments to us at: email: esg@wankaonline.com

1. Which of the following best describes you and your relationship to Wanka Online Inc.?

- Shareholders
股東
- Employees
僱員
- Government bodies/regulatory bodies
政府機構／監管機構
- Industry Association
行業組織
- Suppliers
供應商
- Customers
客戶
- Bankers
銀行家

2. How would you rate the content of our ESG Report in terms of quality and quantity of information? (5= Excellent, 1= Poor)

5 ○ 4 ○ 3 ○

3. What potential ESG aspect would you like us to elaborate in the future reporting?

4. Would you like to share your suggestions to improve the sustainable development and communication with stakeholders of Wanka Online Inc.?

附錄二 – 反饋

感謝閣下關心及閱讀萬咖壹聯有限公司的環境、社會及管治報告。希望閣下對本報告內容提供寶貴意見以助我們改善企業社會責任的表現及報告。

請用電郵將閣下意見送交：
esg@wankaonline.com

1. 以下哪一項是形容閣下及閣下與萬咖壹聯有限公司之間關係的最佳描述？

- Potential or past investors
潛在或過往投資者
- Non-governmental organizations
非政府組織
- Academia
學術人士
- Business partners
商業夥伴
- Media
媒體
- Analysts
分析員
- Others: _____
其他：_____

2. 閣下對本環境、社會及管治報告內容的質量及數量資料如何評價？(5=非常好，1=差劣)

2 ○ 1 ○

3. 閣下希望我們在日後的報告內詳述環境、社會及管治哪個可能層面？

4. 閣下是否希望將建議與萬咖壹聯有限公司的持份者分享以改善可持續發展及溝通？

5. What ESG issues would you think are most important and least important to you? Please rate the following issues in terms of their importance to you.

(5 = Very important, 1= Not important at all)

5. 閣下認為有哪些環境、社會及管治問題對閣下最重要及最不重要？請按問題對閣下的重要性來評分。

(5 = 非常重要，1= 完全不重要)

	5	4	3	2	1
Carbon Emission 碳排放	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Energy Efficiency 能源效益	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Green Office (Policies for Efficient Use of Resources, Use of Paper) 綠色辦公室(資源使用效益及紙張使用的政策)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of Water Resources 水資源運用	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Waste Management 廢棄物管理	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labour Standards and Labour Relations (Child labour, Forced labour) 勞工標準及勞工關係(童工、強制勞工)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equal rights (including Workforce Diversity, Equal Opportunities) 平等權利(包括員工多元化、平等機會)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Development and Training 僱員發展及培訓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Safety and Health 僱員安全及健康	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee Welfare 僱員福利	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	5	4	3	2	1
Anti-Corruption and whistleblowing 反貪腐及舉報	○	○	○	○	○
Service Quality 服務質素	○	○	○	○	○
Provision of Stable Services 提供穩定服務	○	○	○	○	○
Protection and Respect for Intellectual Property Rights 保護及尊重知識產權	○	○	○	○	○
Development of New Services 發展新服務	○	○	○	○	○
Customer Satisfaction 客戶滿意度	○	○	○	○	○
Protection of Personal Data and Customer Privacy 保障個人資料及客戶私隱	○	○	○	○	○
Health Cyberspace 健康網絡空間	○	○	○	○	○
Supply Chain Management 供應鏈管理	○	○	○	○	○
Social Welfare 社會福利	○	○	○	○	○
Communication and Participation with Neighboring Community 與毗鄰社區的溝通及參與	○	○	○	○	○
Serving Local Economy 為本地經濟服務	○	○	○	○	○

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萬咖壹聯有限公司*