

(於中華人民共和國注册成立的股份有限公司) 股份代號: 03396

# 2019 ENVIRONN

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT











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## **About the Report**

#### Scope

The Environmental, Social and Governance Report (the "ESG Report") aims to provide investors and other stakeholders with disclosures regarding the efforts of Legend Holdings and some of its subsidiaries on corporate culture and management, employee development, supply chain management, environmental protection, social responsibility and social welfare initiatives. For the purpose of presenting information on the subsidiaries that are considered to have significant environmental and social impacts on the Company, the ESG Report highlights Lenovo, Levima Advanced Materials, BIL and Raycom Property which manages Raycom Info Tech Park where Legend Holdings is headquartered. Save for Lenovo, information on the environmental and social performance of the aforesaid companies has been included in this ESG Report.

Unless otherwise stated, the information contained in the ESG Report covers the period from January 1, 2019 to December 31, 2019 (the "Reporting Period"). The data and information contained in the ESG Report sourced from the formal documents and statistic reports of the Company and the aforesaid subsidiaries.

#### **Directions**

The Company complies with the applicable laws and regulations that have significant impacts on us. Details of these laws and regulations are contained in Appendix I to this Report. Indexes to the content of the Environmental, Social and Governance Reporting Guide from the Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited issued by Hong Kong Stock Exchange are contained in Appendix II of this Report. Details on corporate governance and financial data are contained in relevant sections of the Company's 2019 Annual Report. The capitalized terms and expressions used in this ESG report shall have the same meanings ascribed to them in the definitions section of the Company's 2019 annual report. If there are discrepancies between Chinese and English version of this ESG report, Chinese version shall prevail.

#### **Reporting Standards**

This ESG Report has been prepared in accordance with the disclosure requirements in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited - "Environmental, Social and Governance Reporting Guide", and based on the reporting principles of materiality, quantitative, balance, and consistency. In addition, this Report has complied with the "comply or explain" provision in the Listing Rules.

#### **Responsibilities of the Board**

The Board of Directors of Legend Holdings is responsible for developing the Company's sustainability strategy, and balancing the needs and interests amongst significant stakeholders. The Board is committed to realizing the long-term interests of the Company's shareholders, the society and the environment. In addition, the Board assesses and identifies the risks associated with sustainability, and ensures the improvement and implementation of an appropriate and effective risk management and internal monitoring system. The Company, under the leadership of the Executive Directors, ensures that the decisions made on any significant matters are always premised on the compliance with the legal and regulatory requirements (including but not limited to those relating environment protection) of the regions in which the businesses operate. At the same time, Legend Holdings holds all its employees accountable to the implementation of international laws, regulations, standards and best practices and those in the regions where the businesses operate in terms of formulating the articles of association, policies and procedures.

The ESG Report has been approved by the Board of Directors on March 26,2020.

<sup>1</sup>Please refer to the "Lenovo 2018/19 Sustainability Report" published on the website of Hong Kong Stock Exchange



Corporate culture has a profound and comprehensive implication for an enterprise. A well-aligned match between culture and strategy is key to the long-term development of an enterprise. As an investment company that values its employees as its core assets, Legend Holdings regards it of vital importance to maintain a shared philosophy and vigorous morale within the Company.

The corporate culture of Legend Holdings evolves from its course of development and consists of core values, methodology and manifestations. The core values and methodology of Legend Holdings are drawn from past successful practices, and are proven to be effective and generally applicable in the course of development.

The Company's management and cultural sediment form its core competitiveness and lay a strong foundation for its sustainable development and continuous establishment of excellent businesses.

Core values are the key beliefs upheld by Legend Holdings over the long-term development, and represent the essence of its culture.



For Legend Holdings, the methodology is the way how its people think and solve problems under the guidance of its core values.





Purpose always comes first, and one should figure out the reason in advance, so as to "aim accurately" instead of "shooting blindly". During the process, one needs to think in the big-picture from time to time and figure out the role of each individual task plays in the attainment of the final goal without deviating from the original aspiration.

Goals cannot be achieved overnight. One should not treat a marathon as a 100m dash, and should figure out priorities, allocate resources, analyze boundaries and limits, set sub-goals and milestones and realize them in phases

One should conduct work review and summary, keep examining and fine-tuning goals, analyze successes and failures and draw lessons therefrom. In essence, the review methodology of Legend Holdings is self-reflection embedded in its core values, which emphasizes "open-mindedness, frankness, truth, self-reflectiveness and collective wisdom".





The manifestations of corporate culture, which are under the guidance of the Company's core values and methodology, are closely in line with the business characteristics of an investment company.

#### Memorabilia: Corporate culture construction



Following the general law of cognition for corporate cultural development, i.e. translating knowledge into actions, the Company placed focus on communicating with all the employees on the connotation of and specific requirements on self-reflection. In 2017 the new cultural requirements took firm root among the employees through a series of measures, for example, releasing the Corporate Culture Reader, organizing self-reflection among all the employees and collecting stories of role models, and incorporating cultural requirements into the annual performance assessment.

In 2018, in order to link the corporate culture with the actual work of the Company and allow the cultural requirements "Accountable, Creative, Professional and Collaborative" to better guide the actual work of the Company, all departments of Legend Holdings launched a "Culture Review" on the specific problems presented in daily work. This complied with the uniform requirements of the Executive Committee of the Company, and effectively unified the understanding of employees on the significance and specific requirements of rebuilding the culture.

In 2019, the Company organised a theme discussion activity named the "Cultural Roundtable", which focused on how the corporate culture could be realized in daily work, how employees could be motivated and led by the corporate culture in an extremely challenging external environment. Conducting 16 gatherings during a two-month period, the activity was joined by 80 employees and collected over 3,000 minutes of audio and video interview contents sand hundreds of real cases. The real and extensive sharings sand exchanges of idea made the employees believe that "becoming a problem solver" is the best way to embody the corporate culture in the behaviour of individuals.

Based on the features of an investment holding company, the new management has a deep understanding and makes a good use of the Company's three elements of leadership, namely "leadership formation, strategy setting and team building". The new management will continue to promote the Company's core values and methodology as guidance and continuously interpret the Company's corporate culture by using new cases. In addition, the new management will continuously strengthen the cultural establishment work with the mindset that constant efforts will eventually be rewarded. The Company will steadily further promote the cultural establishment work by closely following the strategic business requirements and being" accountable, professional, creative and collaborative" and solution-oriented.



Release of "Rebuilding the Culture" Reader 1.0

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Legend Holdings Cultural Conference in 2018





#### **Three Elements of Management**

Legend Holdings' management framework is divided into two aspects: operational and fundamental. The fundamental aspect consists of mechanisms, systems, corporate culture and the "Three Elements of Management" of Legend Holdings.

Legend Holdings' management philosophy can be summed up as "Leadership Formation, Strategy Setting and Team Building".



#### **Communication with Stakeholders and Materiality Assessment**

Legend Holdings values communication with stakeholders. We understand that listening to the needs and suggestions of our stakeholders will help to identify important issues of concern and are key to the continued success of our ESG efforts.

Through regular communication with stakeholders via questionnaires, performance evaluations, business exchanges and other communication channels, we assessed the materiality of different sustainability issues to stakeholders. Results of these assessments helped us to identify the major issues that needed to be disclosed.

The Company's business structure and key activities had not changed significantly during the Reporting Period. The Company, when preparing this Report, examined the 2018 materiality assessment and determined that the material issues were still applicable in 2019. The Company also commissioned an independent consultant to collect, count and quantify the data on key performance indicators.

Participating Stakeholders	Material Issues
<ul><li>Employees</li><li>Subsidiaries</li></ul>	Corporate governance, compliance with laws and regulations, risk and crisis management, communication
• Investors/ shareholders	with stakeholders, investment return, privacy, labor standards and practice, talent management, on-the-job training, internal communica-
• Suppliers	tion, energy efficiency, waste disposal and recycling,
• Business partners	charity and public welfare and community work

#### **Manpower Management: Philosophy and Mission**

Legend Holdings endeavors to put into practice its values, namely people-oriented and investing in people. The Company stresses on having a "Mutual Commitment" with its employees, and incorporates individual employee's pursuit into its long-term development. Through sharing the growth with its employees, the Company turns the commitment into a ioint undertaking.

#### **Protection of Rights**

Legend Holdings earnestly abides by various policies and regulations on the protection of employee rights, practices equal employment, improves compensation and welfare, and strictly fulfills corporate responsibility towards employees.

#### **Equal Opportunity Employment**

Adhering to open and equal employment, Legend Holdings follows an open and fair recruitment process and recruits employees based on job specifications and requirements, regardless of the age, gender or nationality of applicants or employees. In accordance with relevant laws and regulations of the regions where its businesses operate, Legend Holdings has formulated internal policies and implemented rules such as the Code of Conduct, Remuneration Management Regulations of Raycom Property Investment Co., Ltd., Welfare Management Regulations of Raycom Property Investment Co., Ltd., Attendance and Leave Management Regulations of Raycom Property Investment Co., Ltd., the Code of Ethics for Employees, the Code of Ethics of BIL group, and the Remuneration Regulations of BIL group, for the purposes of regulating salaries and dismissals, recruitments and promotions, working hours, holidays, equal opportunities, diversity, anti-discrimination as well as other entitlements and benefits for all job positions. Moreover, the Company strictly prohibits from employing child and forced labor.

As of December 31, 2019, Legend Holdings and its subsidiaries had a headcount of 87,000 (74,777 in 2018), of which 27,000 (20,708 in 2018) were overseas employees.











#### **Obeying Labour Rules**

The Company strictly abided by the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China and other relevant laws and regulations of the regions where the Company's businesses operated. The Company formulated relevant internal regulations and implementation rules, and standardised labour contract management by signing labour contracts with 100% of its employees. In compliance with the legal and regulatory requirements, the Company has drawn up the Employee Handbook, which embodies the Code of Conduct and the Code of Ethics for Employees, detailing the professional ethics that employees shall observe in terms of corporate culture, corporate ordinances (which specifies the line that staff are disallowed to cross), and work style and processes requirements. While the Employee Handbook and the Code of Ethics for Employees are both available on the Company's website, newly recruited employees will receive a copy of the Employee Handbook, and learn about the corporate culture and code of conduct in their orientation. Meanwhile, the Company held the "Rebuilding the Culture" campaign, such as the cultural conference, which enabled employees to truly understand the values that the Company pursues, to behave in a self-discipline and self-confidence way according to the Company's requirements, and to integrate the corporate values into employees' personal professional conduct. Each employee should understand his/her own responsibilities and take the initiative to abide by the professional ethics specified in the Code of Ethics for Employees.

In 2019, the Company and its subsidiaries have not violated any of the abovementioned laws and regulations. Please refer to Appendix I for the titles of relevant laws and regulations that the Company complies with and have significant impacts on the Company.

#### **Caring our Female Employees**

At Legend Holdings, female employees accounted for 55% of the workforce, while female senior executives accounted for 19% of all the senior executives. The Company creates an equal and good working environment for its female employees in strict accordance with the Special Provisions on Labour Protection of Female Employees. The Company provides labour insurance, medical treatment and other benefits for its female employees in pregnancy, such as maternity leave and breastfeeding leave. The Company's female employees enjoy 128 days of paid maternity leave, gift money for child birth and one-hour breastfeeding leave per day, and the Company has equipped with breast-feeding rooms. The Company's female employees have special-purpose medical screening items in their physical examinations. The Company also organises training for female employees irregularly, and sends them specially selected gifts and offers a half-day leave on the International Women's Day.



#### Lenovo

Lenovo's code of conduct applies to all of its employees around the world and communicates the concept of mutual respect to its employees. The code of conduct is an important part of Lenovo's ethics and compliance program. As part of the code of conduct, Lenovo assesses all the applicants and employees by their qualifications, skills and achievements, regardless of their race, color, religion, sex, gender identity or expression, nationality, ethnic identity, sexual orientation, sexual characteristics, age, physical disability, military service status, marital status or any other characteristics protected by local laws. Please refer to the Lenovo 2018/19 Sustainability Report published on the website of Hong Kong Stock Exchange for detailed information.









The Company acknowledges that a top-notch professional team with high efficiency is vital to the strategic and business development of a first-class investment holdings company. To attract and retain top-notch talents, the overall remuneration level has to be fairly competitive in the market. Therefore, the Company has established a general remuneration system, with market competitiveness and are compatible with the business features of the Company, for its core management members and general employees.

#### **Diversified Incentives Measures**

Legend Holdings has an all-round diversified incentive mechanism, comprising both short-term incentives (i.e. basic salary plus target bonus) and medium and long-term incentives (including. equity incentives and cash). Short-term incentives, consist of basic salary and annual target bonus, are based on the relative value of each job function. Medium and long-term incentives, consist of a combination of equity incentives and medium and long-term performance-linked bonus, are based on the accomplishment of the Company's medium and long-term strategic goals. These incentive measures ensure the value creators can gain an incentive growth along with the overall value growth of the Company.



In addition to monetary incentives, Legend Holdings also motivates the employees with moral incentives. For the purpose of praising excellent performance and creating a truth-seeking and energetic organizational atmosphere, Legend Holdings has set up grants and awards, such as Legend Holdings Awards, Professional Contribution Awards, Tripartite Joint Action Awards and Excellent Subsidiary Awards. These awards encourage teams and individuals, who make important contributions to the growth of the Company, to be dedicated to their work and excellent in performance, and to practice the corporate culture. The awards program is carried out once a year. Each department recommends the candidates, and the Human Resources Committee selects winners through evaluation.

#### **Diversified Welfare System**

Legend Holdings has established a sound welfare system for the employees. In addition to the social insurance benefits such as basic pension, basic medical insurance, housing provident fund, unemployment insurance, work injury insurance and maternity insurance that are mandatory under relevant laws, employees are also entitled to medical leave in case of illnesses or non-work-related injuries. Employees who suffer from work-related injuries are entitled to benefits as mandatory under relevant national or local regulations.

Apart from the statutory welfare required under relevant PRC laws and regulations, Legend Holdings constantly enriches, improves and increases employee benefits and provides employees with diversified supplementary welfare benefits and commercial insurances, including high-end medical insurance, supplementary medical insurance, critical illness insurance, accident injury insurance, life insurance and a medical care fund, based on the business performance and the actual needs of employees. It is the Company's aim to ease the medical burden of employees and leave all their worries behind. In the meanwhile, Legend Holdings also sets up a competitive enterprise annuity plan for employees to ensure and enhance their basic living standard after retirement. The annuity fund is well managed to hedge against inflation and to seek value appreciation.

Legend Holdings' welfare benefits also include various types of paid leaves, such as paid annual leave, paid sick leave and Spring Festival leave.

#### **Talent Development and Training**

Legend Holdings recognizes the importance of employee development. We are committed to providing our employees with predictable career development paths and a sound training and development system, and offering them the means to climb the career ladder.

#### **Career Development Path for Employees**

Legend Holdings advocates professional improvement and designs multiple career development paths for the employees based on the characteristics of different positions. With various career development paths in place, we help employees identify their status quo and future development directions, so that they can focus their effects and incorporate their personal growth into the long-term development of the Company.









#### **"7–2-1" Principle for Talent Development**

Legend Holdings emphasizes the cultivation of talents and facilitates their growth through a variety of internal training methods, e.g. real-world practice, coaching from professionals and classroom training. We also follow the "7–2-1" principle for talent development:

70% of employee capability enhancement comes from practice: Legend Holdings' strategic and business development provides employees with broad opportunities to practice. Heads of each business segment and department should assign challenging tasks, after taking individual capabilities and characteristics into account, to the employees to enhance their capabilities.

20% of employee capability enhancement comes from coaching: Legend Holdings has a coaching system in place, through which experienced executives or senior employees act as coaches, and provide personalized guidance for and experience sharing with employees in the course of career development.

10% of employee capability enhancement comes from training: In response to its business development and employee needs, Legend Holdings organizes and supports employees to attend all kinds of training programs so that they can improve competence and gain access to professional information.

In 2019, the Company organised six sessions of profession exchange, attracting more than 270 participants to share their views and to enhance their professional standards.





#### **Training to Subsidiaries**

#### "Modeling入模子" Training

As a professional investment holding company, Legend Holdings also attaches importance to the sharing of corporate culture, operation philosophy and management experience with our portfolio companies. To this end, the Company has established the "Legend Management Institute".

Legend Management Institute adopts the "Modeling" training program to present the development history, business status and management culture requirements of the Company for all the new recruits. These programs were of great significance to the participants, more than half of them came from subsidiaries, to understand the strategic goals, business models and cultural requirements of Legend Holdings. In 2019, totally 55 persons attended the 4-day "Modeling" training organized by the Legend Management Institute.



For the purpose of better helping the management of member companies to improve their leadership and management skills, and expand the horizontal links among member companies, the Legend Management Institute launched the "L Learning Union" leadership workshop for two consecutive years. In 2019, a "Re-union Day" was organized for members of these two workshops, 38 senior executives from enterprises including Legend Holdings, completed a 2-day study. They have also explored the methods of "Team building" with Mr. LIU Chuanzhi.

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"L Learning Union" re-union day

#### **Training to member companies of Legend Holdings**

As the Company's most prominent overseas investment, the cultural and business integration of BIL is of utmost importance to the Company's internationalisation strategy. In March 2019, Legend Management Institute invited senior consultants who were well experienced in cultural integration in multinational merger and acquisition to visit BIL. These consultants discussed with the BIL management team(including BIL chairman), about the Company's corporate culture and methodology. The activity was unanimously welcomed and recognized by the BIL management.



Exchange on corporate culture with BIL

The Legend Management Institute also proactively introduces the management experience of the Company to member companies and effectuates the "empowerment" concept in response to the business demands through all kinds of trainings. According to statistics, in 2019, over 1,000 participants from Legend Holdings and its subsidiaries spent a total of 22 working days in attending the learning activities of the Legend Management Institute.

These learning acitivites included: providing Zhengqi Financial with consultation support for its annual business plans and budget management; promoting OKR management and offering lectures on communication and review to Hony Capital; sharing corporate "growth logic" with the members companies under Lakala Payment; providing sharing and consultation services about "Review" methodology for the Company's affiliates and associates such as Better Education, Legend Star, Joyvio Group and Shichuhudong (時趣互動). Legend Management Institute also took advantage of its industry connections and resources to invite professionals from cross-sector businesses including DDI and Haidilao International (海底撈國際) to exchange their experience with the Company's invested companies. Moreover, activities facilitated professional exchanges and sharing among the invested companies were arranged so as to help upgrade the capabilities of related professional teams for organisational development and talent cultivation.



Organized professional sharing for a subsidiary

#### Talent Review

Through regular review on the quantity, quality and composition of its employees, the Company discusses and analyses key aspects of its talent management and appraises its employees on the basis of their performance and potential. The results of the review not only offer the basis for the formulation of talent development strategy, but also give clear guidance and help on the future growth of employees.



Visit to the prominent company Haidilao (海底撈)





#### **Raycom Info Tech Park**

In 2019, Raycom Property Investment provided diverse training to optimise employees' abilities, allowed them to discover their potential and developed their professional skills. The training included one-to-one training for new employees, and covered topics on financial and taxation knowledge, review skills, etc.

#### Levima Advanced Materials

In order to enhance the knowledge and skills of its employees in carrying out their duties and improve their learning motivation, Levima Advanced Materials assigned suitable work positions to its operation employees through skill competitions. Levima Advanced Materials also organised rotation training for group leaders, arranged skill competitions, star employee ratings and other training in various professional skills, and launched talent cultivation programs such as the Levima Talent Scheme and Levima Star Scheme. Additionally, Levima Advanced Materials strengthened staff training on occupational health and safety, and achieved a 100% passing rate in 2019.



Team Leader Business Training Course



**Skill** Competition



Talent training programs of Levima Materials

#### BIL

Talent development is at the core of the human resource policy of BIL, and also the foundation for forming its value creation and competitive advantages. To this end, BIL further strengthens the knowledge base of both current and new employees through designing career plans and providing corresponding training for them. The Luxembourg Bankers' Association ("ABBL") has formulated the Collective Bargaining Agreement for Bank Employees 2018-2020 for the purposes of regulating the labor relationships between Luxembourg-based banks and their employees, maximizing the protection and enhancement of the interests of its members and supplementing the provisions of relevant laws and regulations. The "Employability and Training Program" of the Agreement aims to maintain and preserve the current knowledge and skills of employees, guide companies on how to assess and define the training needs of employees, and standardize the training resources provided by the ABBL members. Based on this program, BIL provides customized training to employees and assists them in acquiring new knowledge and skills, thus optimizing the talent reserves, building and developing a highly-efficient workforce.

In 2019, BIL provided a total of 53,750 hours training for its 1,813 employees.



## Healthy Workplace and Caring for our Employees

Legend Holdings attaches great importance to the development of employees, and is committed to providing employees with a promising career development path, and a sound training and development system for their promotion.



#### (International Women's day, Mid-autumn festival and Christmas, etc.)

#### **Comprehensive Health-care Program**

Each year, Legend Holdings organizes comprehensive physical examinations for employees. We have established a health service system with green channels for hospital visits, health and disease prevention consultation, and at the same time organized healthcare events from time to time. We provide medical insurance for employees' underage children and spouses who have no medical insurance cover and thus ease the employees' worries.









#### Healthy and Safe Working Environment

Legend Holdings continued to strengthen the management of administrative process and to optimize the standards and models of employee services. At the same time, we constantly paid attention to the working environment health index, and increased the number of air purifiers and the frequency of inspections to create a safe and healthy working environment. The annual air quality level (PM2.5) was below 35. There are spacious and well-illuminated tea rooms in our offices which cater employees with afternoon tea refreshments and snacks.



#### **Caring for our Employees**

Legend Holdings is committed to passing on the Company's people-oriented care to all employees and creating a warm and happy working atmosphere through offering employees with a variety of cultural and recreational activities, as well as helping employees who are in difficulty time.

#### **Employment Care and Assistance Program**

Legend Holdings provides employees with cash gift for their marriage and giving birth, financial aid for their general injuries and diseases, and condolence money for the death of employees or their immediate family members. In 2018, Legend Holdings issued the Subsidy Measures for Employees in Difficulties. Employees can apply for financial aid from the Company in case the employees themselves, their spouses, children or parents have critical illnesses and their family cannot afford the medical expenses, or their family is in serious difficulty due to material losses from natural disasters, accidents and other special causes. In this way, the Company can effectively address the urgent needs of employees, and express our care for our employees.

#### **Energetic Cultural and Recreational Activities**

Legend Holdings encourages employees to participate in energetic cultural and sporting activities so as to enrich their spare time and raise their sense of belonging and unity.

#### Sports and health

 Sport activities like badminton and tennis events are organized regularly, while fun sports days are organized from time to time so that our employees can enjoy the happiness of working and living healthily.



#### Family day

 Legend Holdings organizes the Family Day in the second half of each year, and up to 2019 a total of nine Family Days have been arranged. The Family Day provides employees and their family members with a platform to understand the culture of Legend Holdings and come to know one another better.







#### New Yesr's Banguet

 At the end of each year, Legend Holdings organizes a "New Year's Banquet". All employees at the headquarters of Legend Holdings, as well as management members and employee representatives from various member companies (including those from Europe and Australia) gather together to welcome the new year.



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#### 16th Tree Planting Activity of Legend Holdings Family in 2019

On 20 April 2019, a total of more than 130 staff members and their family members, from companies including seven corporate members of the Legend Holdings family, CAS Holdings and Institute of Computing Technology Chinese Academy of Sciences, participated in the 16th annual tree planting activity of the Legend Holdings family at the Badaling section of The Great Wall. With their concerted efforts, the enthusiastic adult and child participants jointly planted 100 platycladuses, and added an area of greenbelt for Beijing. In the last 16 years, the tree planting activities of the Legend Holdings family together with approximately 2,000 volunteers from its employees and their families, planted more than 2,000 saplings. The annual tree planting activity, which has been held by the Legend Holdings family for 16 years, has made concrete contributions to environmental protection and acted as a platform for exchanges among members of this huge family.



The 16th Tree Planting Activity of the Legend Holdings Family in 2019

#### **Employees' Health and Safety**

Legend Holdings attaches great importance to employees' health and safety and strives to create a workplace environment that values "Health First". The details of employees' work process are reflected at the Employee Handbook and routine regulations. The Employee Handbook includes information safety, office environment and resource, and office rules. Legend Holdings also insures traffic accident insurance for each employee. Each subsidiary, after taking its business characteristics into consideration and observing relevant laws and regulations, sets up a series of working procedures and safety mechanisms to safeguard the personal and property safety of the employees. In 2019, neither the Company nor any of the subsidiaries violated laws and regulations related to providing a safe workplace and protecting employees from occupational hazards. Please refer to Appendix I for the titles of relevant laws and regulations that the Company complied with and have significant impacts on the Company.

#### Raycom Info Tech Park

In 2019, Raycom Property prepared and announced the Management Measures for Medical Leave for Employees in Raycom Property Investment Co., Ltd., which standardised medical leave management for its employees with long-term illnesses or were injured for non-work reasons. This management measures properly look after the company's employees who are on sick leave, safeguards the company's interests and protects the rights and benefits of its staff members. Raycom Property granted its employees medical leave normally ranging from 3 to 24 months based on employees' remaining actual work life or maximal remaining work time with the company. Where an employee suffers from special diseases such as cancer, psychiatric illnesses or paralyses and cannot recover within 24 months, their medical leave can be appropriately extended upon approval by the company and labour authority.

In order to trace the risk source of falling objects, the Raycom Info Tech Park installed comprehensive video surveillance systems that fully covered building exterior walls. This could clearly record the source of a falling object and ensure fast tracing in the event of objects falling or being thrown out of a window. Also, as long as the Raycom Info Tech Park identified the major sources of hidden risks of falling objects and summed up related solutions to address the issues, relevant details would be announced on the company's website and through its official WeChat account.



Video surveillance system

#### Levima Advanced Materials

Levima Advanced Materials, a manufacturer of new chemical materials, insists on the policy of "Safety First, Prevention Foremost and Comprehensive Control" as its work safety management. It formulated the Administration Measures on Safety Education and Training to enhance employees' awareness about work safety, increase safety publicity and introduce knowledge about safety to more employees. This creates a work-safety supporting environment and allows the idea of safe development to fully permeate into the workforce.

In compliance with the legal and regulatory requirements of the Production Safety Law of the PRC, Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, Measures for the Supervision and Administration of Employers' Occupational Health Surveillance, and Provisions on the Supervision and Administration of Occupational Health in the Workplace, Levima New Materials vigorously executed the standardisation of safety production, insisted upon the prevention and treatment of occupational diseases, and adopted the approach of prevention and treatment. All these created working environments and working conditions which meet the national occupational safety standards and health requirements for its staff. The main measures included: 1) continuously bolstering the management system and implementing workplace occupational health management and control measures; 2) conducting the "Three Simultaneities" system for occupational health, and selecting and applying the new technologies, new crafts, new facilities and new materials that are advantageous to occupational health; 3) regular monitoring of the work environment and ensuring the concentration level of harmful substances in the environment is below health-care standards; and 4) full coverage in occupational health monitoring, establishing occupational health monitoring files for every member of the company's staff, and implementing health monitoring advice. The above measures aimed to fully control and eliminate occupational diseases, and fulfill the major responsibilities involving in the prevention and treatment of occupational diseases of the company's employees.

Pursuant to the requirements of the safe production standard system and on the basis of its hierarchical risk control and hazard identification management system, Levima Advanced Materials has formulated a number of work safety management rules, including the Provisions on Potential Hazard Identification and Management, the Provisions on Safety Management of Special Operations, and the Emergency Plan for Work Safety Accidents. These established work safety management systems together with a long-term effective mechanism for identification and management of potential hazards in work safety further strengthen the company's capabilities to respond to emergency.

#### BIL

BIL takes pride in creating a working environment that benefits employees and prevents occupational risks that would affect employees' health. The Director of Health and Safety cooperates with the Human Resources Department as well as the Security Department to fight against occupational risks and launch prevention activities. By formulating the Occupational Health and Safety Policy, BIL provides employees with regular health and safety training sessions to further enhance their awareness of potential risks. BIL also requires contractors to follow the in-house health and safety rules, so as to prevent accidents from occurring and to strengthen the safety management of contractors, pooling efforts to build a safe, healthy and comfortable working environment.

#### Lenovo

The policy"The Responsibility for Employee Health and Safety" of Lenovo highlights the framework for providing all of its employees around the globe with a safe and healthy working environment. In addition, Lenovo has established occupational health and safety management system in accordance with the OHSAS / ISO standards, which includes detailed planning, risk prevention, verification and continuous improvement commitments to ensure Lenovo's health and safety objectives are met. Please refer to the Lenovo 2018/19 Sustainability Report published on the website of Hong Kong Stock Exchange for detailed information.





## **Operating Practices**

#### Supply Chain Management

Legend Holdings has established an equal, fair and effective long-term cooperative relationship with business partners with a sincere and responsible attitude, and actively boosts the sustainability of partners for common development and shared success.

#### **Raycom Info Tech Park**

In order to manage the potential risks in the supply chain, Raycom Info Tech Park conducts annual review over fixed suppliers with suppliers' performance in abiding by laws and regulations, product quality and delivery timeliness as the main evaluation factors, and carries out routine work related practices in accordance with the "Tender Management Measures" to manage the daily work with suppliers.

#### Levima Advanced Materials

Levima Advanced Materials chooses suppliers that can offer reasonable prices, make timely deliveries and warrant the quality and quantity of products, through scientifically evaluating the suppliers' performance, maintaining moderate competition among suppliers and establishing strategic partnerships with suppliers. In addition to requiring its suppliers to be a legally operating company, Levima Advanced Materials also asks them to obey its management rules and accept its inspections. Besides, it keeps supplementing, revising and improving the procurement & supplier management rules in accordance with the latest rules and regulations (such as the Tender and Bidding Law of the PRC amended in 2019) such as the Supplier Management Measures and the New Supplier Management Measures to make them more realistic. Each year, Levima Advanced Materials organizes annual supplier ratings and invites important suppliers to pay site visits, and deletes unqualified suppliers from the Qualified Supplier List . Strictly according to the New Supplier Management Measures , it increases new suppliers through appraisal, creates the Annual New Supplier Ledger , updates and checks related qualification documents and suppliers' requests from time to time, and manages the Qualified Supplier List dynamically. Through the website of the National Enterprise Credit Information Publicity System, Levima Advanced Materials checks the suppliers' basic information, administrative penalty information and abnormal operation information, and updates its file data in time.

#### BIL

BIL encourages suppliers to adopt the best practices in human rights, health and safety, and environmental protection. BIL will send guidelines on how to respect and comply with laws and regulations related to human rights, labor, health and safety, ethics and the environment to its suppliers, and include an audit article in the supplier agreement, specifying that an audit should be performed in the place where the supplier operates if necessary. In addition, in order to ensure that suppliers comply with regulatory requirements and reduce the risk of engaging suppliers, BIL has developed the Outsourcing Regulations, which explicitly prohibits the outsourcing of strategic functions related to its core business to any third party for the purpose of mitigating the operating risk. In 2019, BIL also revised its procurement policy to further strengthen the management and efficiency of procurement by adjusting the scope and amount requirements that are subject to the approval of the



Suppliers of BIL (%)

procurement department.

BIL encourages its business offices to take the products of their local suppliers as the first choice, a move that will not only promote local employment and economic development, but also reduce the environmental impact of the procurement and transportation process. In 2019, most of the suppliers of BIL headquarters came from Luxembourg, however, the number of suppliers from non-EU countries has also been increased as a whole.

#### Lenovo

Lenovo has formulated strict supplier contractual requirements, a comprehensive supplier code of conduct and a large number of supplier validation programs. This includes rigorous implementation of the RBA Code of Conduct, respect for human rights and engaging suppliers with reduced environmental impact, responsible material procurement and financial stability. In the majority of procurements, Lenovo requires direct independent verification from the suppliers. Lenovo tracks overall supplier stability and sustainability performance and reports it to senior management. Please refer to the Lenovo 2018/19 Sustainability Report published on the website of Hong Kong Stock Exchange for detailed information.

#### **Product and Service Responsibility**

Legend Holdings offers a consistent guarantee, for every industrial sector we participate in, that each operating procedure of our products (covering the entire life cycle from development, production, sale, utilization and recycling) is in full compliance with the requirements of laws and regulations of the regions where we operate. Meanwhile, the Company pays special attention to the energy efficiency, materials and packaging of products and devotes unremitting efforts to improving the environmental performance of products with a series of technological updates and practices, and strives to minimize the impacts of products on the environment. In 2019, neither the Company nor any of the subsidiaries recorded any event that constituted violation of the laws and regulations concerning providing and using products and services of the Company (including but not limited to information and labeling, promotional newsletters (such as advertising, promotional sales and sponsoring), customer privacy and intellectual rights relating to the products and services). Please refer to Appendix I for the titles of relevant laws and regulations that the Company complied with and have significant impacts on the Company.

#### Levima Advanced Materials

With open, interactive and customer-oriented missions, Levima Advanced Materials sought to follow market trends, optimise its product structure and extensively apply its generated advanced polymer materials and special fine chemicals including DMTO, EVA, PP, EO and EOD to such areas as injection moulding, photovoltaic, cables, daily chemicals, textile, construction, roads and bridges, leather and coating.

Adhering to a service philosophy featuring "customer-orientation, enthusiasm, skilfulness and reliability", Levima Advanced Materials combined online and delivery services around the clock, achieved door-to-door safe delivery through a comprehensive logistics system, had customers' applications and feedback tracked by a professional sales team, and rapidly adjusted product indicators and crafts as per requirements, in order to offer customers services through personalised products.

#### BIL

Adhering to the principles of integrity, responsibility, fairness, transparency and prudence, BIL is committed to providing customers with a broad range of service channels, including the around-the-clock BILnet platform which offers both online and mobile banking services, telephone banking and 41 branches. BIL tries its best to provide the disadvantaged groups with more convenient services, such as the barrier-free access for people who are wheelchair-bound and others with reduced mobility, and provision of presentations and learning courses on how to use electronic tools for people







who are less familiar with such tools. In addition, to get more valuable comments and suggestions from customers, BIL analyzes the customer feedbacks received by the account managers and the opinions given by customers in the satisfaction surveys to tailor the services and products that meet the customers' demands. In 2019, BIL received 322 complaints about products and services, which included complaints relating to the current account, payment and ATM services, payment (transfer, automatic transfer, cheque, etc.), mortgage, investment, etc. In order to regulate the handling of customer inquiries and complaints, BIL has developed a complaint handling policy which defines the duties of the complaint handlers and the matters to be monitored and reported so as to take effective remedial actions and respond quickly.

In 2019, the European Parliament amended the EU Payment Accounts Directive 2014/65 (PAD) and introduced the conversion standards and procedures regarding payment accounts and the transparency and comparability of information on various payment account fees, as well as provisions for providing all EU consumers (regardless of their financial status) with basic banking services. To reduce financial and social exclusion, BIL already followed the provisions to ensure the compliance of the provided products and marketing materials with the relevant requirements and allow customers to understand the fees associated with the accounts.

In 2019, BIL amended the Code of Ethics for BIL group to remind its employees of their obligation to maintain information confidentiality and clarify the consequences of associated disclosure. Apart from that, all employees were prohibited from disclosing the personal details of the group's customers or staff members through communication channels unauthorised by the bank, such as instant messaging platforms and social media websites. To better respond to ever changing customer requirements and customise commercial products, BIL will collect the personal data of their customers during its daily operations; however, the General Data Protection Regulation (EU) 2016/679 forbids the sharing of information with any third party without authorisation by the related customer to protect the basic human rights in personal data privacy.

BIL maintained close cooperation with sustainable financial groups corresponding to the Association of the Luxembourg Fund Industry and Luxembourg Bankers Association to jointly promote sustainable finance. At present, BIL has provided customers with comprehensive ESG solutions through funds and special funds approved by socially responsible investment and customised discretionary client contracts. In 2019, the BIL investment management team devised a blueprint on sustainable investment, based on which they formulated its ESG investment framework, which included options with different formulae and data requirements. In 2020, BIL will bolster its ESG safety integration operations and amend some of the investment policies on Undertakings for the Collective Investment in Transferable Securities funds, after which it will promote the ESG elements integrated into the funds and relevant topics regarding the United Nations' Sustainable Development Goals.

#### Lenovo

Lenovo delivers superior quality products and is committed to ensuring that its products are safe throughout their life cycle. Product Life Cycle Assessment principles guide Lenovo in ensuring that every stage of the product's life is taken into consideration, including development, manufacturing, transportation, installation, use, service and recycling. Lenovo's global Quality Management System has earned ISO 9001 (International Organization for Standardization) certification and we promise to ensure continuous enhancement of Lenovo's current and future products. Please refer to the Lenovo 2018/19 Sustainability Report published on the website of Hong Kong Stock Exchange for the information of Lenovo on product materials, packaging, environmental certification, logistics and recycling.

#### Anti-Corruption

Legend Holdings requires the management members and all the employees to strictly comply with the laws and regulations of the PRC and other countries where our portfolio companies operate as well as the Anti-Corruption Management Policy, the Code of Ethics for Employees and other internal control rules of the Company. This is to guarantee the law-abiding and compliance operation of the Company and guard against individual corruption behaviors. In 2019, neither the Company nor any of the subsidiaries violated the laws and regulations related to the fight against bribery, extortion, fraud and money laundering. Please refer to Appendix I for the titles of relevant laws and regulations that have a significant impact on the Company and the Company complies with.

Besides, the Company sets an anti-corruption whistleblowing mailbox according to the Anti-Corruption Management Policy. If an employee finds any fraudulent or unethical practice in the business of the Company, or his/her interests are infringed upon due to the Company's violation of relevant laws and regulations and code of conduct , he/she is entitled to complain and report such misconduct via the anti-corruption whistleblowing mailbox. The Company will handle the complaint or report subject to the permission of laws and regulations and in compliance with effective investigation. The Company keeps strictly confidential the personal information and all the data provided by the informer, and prohibits any retaliation against the informer in any form. Relevant personnel will be held accountable in case of a retaliation.

The Company pays consistent attention to cultural development and employee education in an attempt to prepare in advance for any possible offences. The Company has had "conclusive requirements" in place since 1990, which set forth certain unchallengeable bottom-lines for the employees including "strictly forbidden to take advantage of their work to seek personal gains". In addition, in order to raise the employees' sense of integrity, the Company requires all new recruits to attend the training course on the Code of Ethics for Employees and other on-boarding training, and further expands the training contents in the form of case studies on a regular basis.

#### **Raycom Info Tech Park**

To strengthen corporate governance and internal control, prevent corruption and reduce risks, Raycom Property devised the Anti-corruption Management System of Raycom Property Investment Co., Ltd. in July 2019. The system includes clear institutional guidelines and corruption concepts and forms, anti-bribery organisations and their responsibilities, and anti-corruption tasks.

#### Levima Advanced Materials

Levima Advanced Materials continuously improves its internal control system and divides and standardises its work procedures, in order to provide systematic protection for clean construction. Levima Advanced Materials adopted the combined method of internal self-construction and external agency assistance in actively constructing the internal control system and completing the formulation of the Internal Control Handbook and Internal Control Review Handbook. Moreover, Levima Advanced Materials included anti-commercial bribery clauses in its regular contract management, established a dedicated anti-bribery work system, which encompassed a special mailbox for bidding, as well as legal and auditing supervision, etc., and regularly launched dedicated internal auditing activities and annual evaluation and appraisal work for up-and downstream customers, so as to continuously enhance the integrity environment.

#### BIL

BIL upholds the strictest standards of transparency. Since 2012, BIL has been a signatory to the Charter of the International Capital Market Association. All its employees must abide by the Code of Conduct for BIL group, the Anti-Bribery and Corruption Regulations of BIL group, the Code of Ethics for BIL group, and the Financial Crime Prevention Regulations of BIL group. They are also subject to very strict procedures, whether it involves tax transparency, fight

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against money laundering, combating of terrorism financing, security and confidentiality, or anti-discrimination. In order to ensure that employees at all levels have a deep understanding of and comply with the procedures, BIL provides relevant training to employees and arranges regular reviews to ensure the applicability of the procedures.

#### Lenovo

Lenovo has a global ethics and compliance program, which is guided by its Code of Conduct . The Ethics and Compliance Office of Lenovo oversees ethics and compliance across the organization. Each newly hired employee receives training and information about the ethics and compliance program of Lenovo, and all employees are required to participate in subsequent mandatory training sessions held on a regular basis to reinforce Lenovo's commitment to compliance and to conducting business with integrity. In keeping with best practices, Lenovo has developed and implemented an Anti-Bribery and Anti-Corruption Policy, which reinforces provisions in the Code of Conduct. Please refer to the Lenovo 2018/19 Sustainability Report published on the website of Hong Kong Stock Exchange for other information on ethics and compliance.

#### **Our Environment**

#### **Environmental Policy**

The Company and its subsidiaries are committed to environmental protection, energy conservation and emission reduction and reasonable and efficient utilization of resources and energy in day-to-day operational activities and ensure the observation of local environmental laws and regulations and relevant industry emission standards in different regions. We are committed to constantly practicing environmental management and improving corresponding measures, including establishing a complete environmental emergency response system for specific business, providing feasible support for prevention and control of environmental accidents, and improving factory production process and equipping resource recycling system to effectively reduce energy consumption. In the meantime, we attach great importance to the environmental management in the office area. We actively cultivate staff's awareness of protecting the environment and saving office resources and energy and actively promote greening layout in plant areas and green building rating of office buildings. The Company and its subsidiaries will continue to strictly abide by relevant regulations on environmental protection, develop sustainability policies and design and strive to strike a balance among economic, social and environmental benefit.

As Legend Holdings makes strategic investments on all fronts, the environmental impact of the Company's activities has also become an increasingly important factor considered by investors. Legend Holdings requires its subsidiaries in all strategic investment sectors to ensure their strict compliance with local environmental laws and regulations where they operate. In 2019, the Company and its subsidiaries did not violate any laws and regulations relating to wastegas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste. Please refer to Appendix I for relevant laws and regulations that have a significant impact on the Company and the Company complies with.

In order to carry out environmental management and continuously improve relevant measures, Legend Holdings requires its subsidiaries in all strategic investment sectors to establish a sound environmental emergency system for specific businesses, provide solid support for prevention and control of environmental emergencies, and improve the factory processes and establish waste recycling system to reduce energy consumption. In addition, the Company has also formulated and implemented more detailed environmental protection policies in line with the local conditions of subsidiaries in all strategic investment segment, made gradual development of environmental sustainability policies, so as to achieve the harmony among economic, social and environmental benefits.

#### **Energy Conservation and Emission Reduction**

As climate change is increasingly affecting the world, Legend Holdings acts in an "environmentally responsible" manner and strongly supports diversified and effective energy conservation and emission reduction measures in various investment activities, in a bid to reduce the carbon footprint of operations. The environmental section of this ESG Report will primarily describe the performance of Legend Holdings' financial services (Banque Internationale à Luxembourg), investment property (Raycom Info Tech Park) and strategic investment (Levima Advanced Materials) in energy conservation and emission reduction.





#### Raycom Info Tech Park

#### **Energy conservation and emission reduction measures**

In order to reduce the emission of greenhouse gases, Raycom Property Investment renovated the lighting control in the service area and the garbage area of Raycom Info Tech Park from manual to vector detecting. A total of 103 renovations were made, "man out lights out" was achieved after the renovation, thus unnecessary energy waste was reduced. At the same time, Raycom Property Investment replaced the conventional lighting source for lighting in public areas on the building floor of Block C of Raycom Consulting Center with energy-saving LED light source. A total of1,200 lamps were replaced. After the replacement, the overall lighting power decreased and the electricity consumption decreased by 14.6% over the same period of last year.

#### Measures to reduce waste

Raycom Property Investment has signed a solid waste disposal agreement with Beijing Eco-Island Science and Technology Co., Ltd. According to relevant notices, policies and guidelines such as the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Waste, the Notice on Strengthening the Management of Chemical Hazardous Substances, the Notice on Strengthening the Environmental Management of Waste Electrical and Electronic Equipment, and the Administrative Measures for the Prevention and Control of Environmental Pollution Caused by Electronic Waste, hazardous waste such as mercury-containing lamps is centrally collected and



Waste sorting facilities

managed, and waste is regularly transferred for disposal. In 2019, Raycom Property Investment transferred and disposed 2,069 mercury-containing lamps. In addition, Raycom Property Investment improved the waste sorting facilities on floors of Blocks A, B and C of Raycom Info Tech Park, In July 2019, we sent an article on the knowledge of waste sorting to the building's WeChat public account to promote the knowledge of the relevant waste sorting to enhance our customers' awareness of waste sorting.

#### Increasing utilization rate of resources

Raycom Property Investment attaches great importance to environmental protection, energy conservation and emission reduction and reasonable and efficient use of resources and energy. In accordance with the Circular of the State Council on Issuing the Comprehensive Work Plan for Energy Conservation and Emission Reduction for the 13th Five-Year Plan Period, the Water Law of the People's Republic of China and other relevant laws and regulations, Raycom Property Investment formulated the Environmental Energy Efficiency Plan. Running water and water-consuming equipment was repaired and replaced by it in a timely manner through real-time monitoring of water consumption and inspection of sanitary ware. In addition, Raycom Property Investment also adjusts its heating operation strategy based on the weather conditions on a weekly basis and perform sophisticated management. In 2019, the total natural gas usage of Raycom Property Investment decreased by 24% as compared to that of 2018, and the thermal usage in 2019 also decreased by 24% as compared to 2018 year-on-year. Raycom Info Tech Park has confirmed that the LEED-EB certification for Blocks A and C will be carried out in 2020, and that the Three-Star Green Building Operation Certification will be granted to Block B. It is expected that a further evaluation of energy and water usage will be conducted during the certification process and corresponding upgrade plans will be implemented to improve the efficiency of resource utilization.

The environmental performance data of Raycom Info Tech Park<sup>1</sup> are summarized as follows:

Emissions	Туре	Unit	2019	2018	2017
Greenhouse	Scope 1 (Direct	t CO <sub>2</sub> e	108.90	107.66	106.32
Gas	Emissions) <sup>2</sup>	t $CO_2 e/m^{2/3}$	1.69 x 10 <sup>-3</sup>	1.57 x 10 <sup>-3</sup>	1.18 x 10 <sup>-3</sup>
Emissions	Scope 2 (Indirect	t CO <sub>2</sub> e	24,821.63	24,533.30	23,690.84
LIIIISSIOIIS	Emissions) <sup>4</sup>	t $CO_2 e/m^2$	0.38	0.36	0.26
	Nitrous Oxides	kg	32.49	41.54	25.63
	$(NO_X)$	kg/m <sup>2</sup>	5.03 x 10 <sup>-4</sup>	6.07 x 10 <sup>-4</sup>	2.85 x 10 <sup>-4</sup>
Air	Sulphur Oxides	kg	0.70	0.70	0.40
Pollutant	$(SO_X)$	$kg/m^2$	1.08 x 10 <sup>-5</sup>	1.03 x 10 <sup>-5</sup>	4.00 x 10 <sup>-6</sup>
Emissions <sup>5</sup>	Carbon	kg	369.92	304.60	142.44
Linissions	Monoxide (CO)	kg/m <sup>2</sup>	5.73 x 10 <sup>-3</sup>	4.45 x 10 <sup>-3</sup>	1.59 x 10 <sup>-3</sup>
	Particulate	kg	2.09	2.73	1.57
	Matter (PM)	$kg/m^2$	3.19 x 10 <sup>-5</sup>	3.99 x 10 <sup>-5</sup>	1.80 x 10 <sup>-5</sup>
Non-	Construction Waste	t	4,000.00	6,000.00	6,700.00
hazardous Waste	Domestic Waste	t	1,800.00	1,600.00	1,643.00
waste	Paper	sheets	717,500.00	620,500.00	600,000.00
	Discarded Tubes with Mercury	pieces	2,069.00	1,708.00	1,384.00
	Discarded Batteries	pieces	2,424.00	2,214.00	2,540.00
Hazardous Waste	Waste oil from cleaning air- conditioning systems	L	266.00	Not disclosed	
	Ink cartridge	cartridges	96.00		
Resource used	Туре	Unit	2019	2018	2017
	Purchased	MWh	35,283.06	34,873.20	33,675.68
	Electricity	MWh/m <sup>2</sup>	0.55	0.51	0.38
Enser	Petrol	L	47,112.00	45,369.00	34,511.00
Energy		$L/m^2$	0.73	0.66	0.38
Γ	D' 1	L	Not	1,200.00	1,200.00
	Diesel	$L/m^2$	Applicable <sup>6</sup>	1.75 x 10 <sup>-2</sup>	1.33 x 10 <sup>-2</sup>
Water	Ton Water?	m <sup>3</sup>	255,080.00	253,759.00	244,815.00
water	Tap Water <sup>7</sup>	$m^{3}/m^{2}$		3.71	2.72
Packaging Materials		Not Applicable <sup>8</sup>			







<sup>1</sup> As the headquarters of Legend Holdings are located at Raycom Info Tech Park, the environmental performance key performance indicators of Legend Holdings' headquarters are included in that of Raycom Info Tech Park.

<sup>2</sup> Requirements of the greenhouse gas emissions accounting and reporting – land transportation enterprise and industrial greenhouse gas emissions accounting and reporting- other industries issued by the National Development and Reform Commission of the People's Republic of China; and Greenhouse gas inventory guidance – direct emissions from mobile combustion sources issued by the United States Environmental Protection Agency (USEPA). The 2017 and 2018 Scope 1 greenhouse gas and air pollutant emissions in came from the vehicles and diesel backup generators owned by Raycom Info Tech Park. And 2019 Scope 1 greenhouse gas and air pollutant emissions came from vehicles owned by Raycom Info Tech Park.

<sup>3</sup> The calculation method of square meters is based on the non-rented area of Raycom Info Tech Park. This year's non-rented area was 3,824.74 square meters less than last year, which results in a change in density.

<sup>4</sup> 2011-2012 Regional Power Grid Average CO2 Emission Factors in China guidelines published by the National Development and Reform Commission of the People's Republic of China. Scope 2 emissions came from Raycom Info Tech Park's purchased electricity.

Non-road mobile source air pollutant emission inventory preparation technical guide and Road vehicles air pollutant emissioninventory preparation technical guide issued by the Ministry of Ecology and Environmentof the People's Republic of China. NOX, SOX, CO and PM emissions in 2017 and 2018 came from the operation of vehicles and diesel backup generators owned by Raycom Info Tech Park. NOX, SOX, CO and PM emissions in 2019 came from the operation of vehicles by Raycom Info Tech Park.

<sup>6</sup> Raycom Info Tech Park has not put diesel backup generators into use in 2019, and thus, this is not applicable.

<sup>7</sup> Raycom Info Tech Park sources its water from the municipal pipeline, and has no issues in sourcing waterfit for purpose.

<sup>8</sup> Raycom Info Tech Park does not involve the use of packaging materials for finished products, and therefore this is not applicable.

#### Levima Advanced Materials

As a high-tech manufacturer of advanced materials, Levima Advanced Materials persistently upholds the philosophy of sustainable development. Levima Advanced Materials, through innovations in production process, industrial organization, industrial layout and management mode, leads the green industries with green technology and tries its best to maintain harmony with the environment. Levima Advanced Materials is dedicated to becoming a green, efficient and environmentally friendly corporate citizen and creating more valuable products and services for the society, its customers and partners.

#### **Environmental Monitoring System**

Based on the actual demands in conducting environmental protection work, Levima Advanced Materials established an environmental monitoring and management body covering the whole plant and established the Health and Safety Executive (HSE) department. The department is in the charge of a senior vice president of Levima Advanced Materials and all the operation divisions are manned by environmental staff responsible for the operation of environmental facilities, environmental monitoring and wastewater discharge. In order to strengthen the wastewater management, Levima Advanced Materials established a wastewater treatment station with a treatment capacity of 300m<sup>3</sup>/h. The wastewater is not directly discharged after treatment, but goes through an in-depth treatment at wastewater treatment stations in the park before discharge.

Meanwhile, Levima Advanced Materials established a three-level emergency prevention and control system based on the production characteristics of chemical plants and relevant requirements, such as the 12,000 m<sup>3</sup> emergency catch basin and the 10,000 m<sup>3</sup> rainwater monitoring pool. Levima Advanced Materials regularly revises the Safety and Environmental Monitoring and Administration Policy, the Assessment Regulations on the Safety and Environmental Responsibility System and other special policies, including the Waste Gas Management Regulations, the Radiation Safety Management Regulations, the Solid Waste Management Regulations, the Environmental Facilities Management Regulations, the Environmental Monitoring Management Regulations, the Sewage Management Regulations and the Potential Environmental Risks and Hazardous Scrutiny Management Regulations. Levima Advanced Materials ensures that safety and environmental risks, and clarify the responsibilities of supervision of the HSE staffs.

In addition, Levima Advanced Materials is also equipped with real-time online monitoring and various monitoring functions, including video surveillance, the Distributed Control System (DCS) centralized control system, the Laboratory Information Management System (LIMS) quality analysis and testing system, inflammables/toxics alarming monitors, online monitoring and sampling monitoring on environmental emissions as well as other routine management. Levima Advanced Materials conducts risk assessment on environmental emergencies and prepared, revised on an annual basis and filed the overall environmental emergency plan and the onsite preparedness plan of departments in an orderly way.

#### Measures to reduce emissions of air pollutants and discharge of wastewater

In October 2018, Levima Advanced Materials completed the filing of a biological deodorization facility technical transformation project for the biochemical tank of the wastewater treatment plant, and carried out the performance appraisal and acceptance of the project in August 2019. The emission of SO<sub>2</sub>, NOx and dust from boiler flue gas decreased by 68.8%, 14.3% and 54.2%, respectively, as compared to that in 2017. At the same time, Levima Advanced Materials continued to carry out the whole plant Leak Detection and Repair (LDAR), which achieved a reduction in volatile organic compounds (Volatile Organic Compounds) emissions of of 510.18 kg/year for. Through the optimisation of the reclaimed water treatment facilities, the control of the reclaimed water reuse system was strengthened, the operation indicators were strictly controlled, and the effluent water quality indicators were guaranteed. The recycled water consumption amounted to 1.046 million tons, representing an increase of 0.98 million tons over the same period of last year.



Reclaimed water treatment facilities

#### Waste disposal

Levima Advanced Materials conducted the identification, storage, plan application and handling measures on hazardous waste to ensure they were all legally and appropriately handled. In October 2018, Levima Advanced Materials completed the approval process for the construction of a technical improvement temporary storage project for the hazardous waste in the plant, and commenced construction in June 2019, which is now completed. The sludge from the treatment of wastewater is categorized as general waste according to the environmental assessment. It is temporarily placed at the sludge depository at the wastewater treatment station and is taken to boilers for incineration once a month. Levima Advanced Materials entrusts qualified agencies with the disposal and comprehensive utilization of boiler slag and flue-gas gypsum. Domestic wastes are placed at a designated place and are collected together. Local environmental authorities will clear and conduct harmless treatment in time and regularly sterilize and clear the waste storage place to prevent the breeding of bacteria and the transmission of diseases.



Sewage treatment plant



Hazardous waste temporary storage





#### Improving the efficiency of resource use

Pursuant to the "ISO5001 Energy Management System Requirements and Usage Guidelines", Levima Advanced Materials continued to optimize its energy management system and review its energy conservation feasibility strategies and measures so as to identify opportunities to improve the efficiency of resource utilization. In January 2019, in order to increase the liquid rich temperature of the analytical/purification tower and to reduce the consumption of medium-pressure steam, Levima Advanced Materials invested in the E-342C board for the EO devices. After its application, the amount of steam used is reduced by 5.15 t/h, which is expected to reduce the steam consumption by 45,000 tonnes a year.



EO Devices

## The environmental performance data of Levima Advanced Materials are summarized as follows:

Emissions	Туре	Unit	2019	2018	2017
Greenhouse GasEmissions	Scope 1 (Direct Emissions) <sup>i</sup>	t co <sub>2</sub> e	634,115.76	640,430.68	580,908.10
		t co <sub>2</sub> e/revenue (millions of RMB) <sup>ii</sup>	111.76	107.73	119.14
	Scope 2 (Indirect	t co <sub>2</sub> e	432,067.21	432,867.00	384,091.90
	Emissions) <sup>iii</sup>	t co <sub>2</sub> e/revenue (millions of RMB)	76.15	72.81	78.77
	Nitrous Oxides	t	135.20	144.38	166.35
	$(NO_x)$	t/revenue (millions of RMB)	2.37 x 10 <sup>-2</sup>	2.43 x 10 <sup>-2</sup>	3.41 x 10 <sup>-2</sup>
Γ	Sulphur Oxides	t	27.45	23.91	77.56
	Sulphur Oxides (SO <sub>x</sub> )	t co <sub>2</sub> e/revenue (millions of RMB)	4.84 x 10 <sup>-3</sup>	4.02 x 10 <sup>-3</sup>	1.59 x 10 <sup>-2</sup>
Air	Carbon Monoxide (CO)	kg	419.65	625.37	666.15
Pollutant Emissions <sup>iv</sup>		kg/revenue (millions of RMB)	7.40 x 10 <sup>-2</sup>	0.11	0.14
	Dust (PM <sub>75</sub> )	t	8.78	5.64	13.61
		t/revenue (millions of RMB)	1.55 x 10 <sup>-3</sup>	9.49 x 10 <sup>-4</sup>	2.79 x 10 <sup>-3</sup>
	Dust (PM <sub>10</sub> )	kg	20.34	34.36	36.82
		kg/revenue (millions of RMB)	3.58 x 10 <sup>-3</sup>	5.78 x 10 <sup>-3</sup>	7.55 x 10 <sup>-3</sup>
	Wastewater Discharge	t	2,353,937.00	2,229,284.00	2,094,778.00
Discharge and		t/revenue (millions of RMB)	414.86	374.98	429.61
Emissions	Chemical Oxygen · Demand (COD)	t	270.83	309.54	394.75
from Other Pollutants –		t/revenue (millions of RMB)	4.77 x 10 <sup>-2</sup>	5.21 x 10 <sup>-2</sup>	8.10 x 10 <sup>-2</sup>
	Ammonia Nitrogen	t	3.87	3.16	2.20
		t/revenue (millions of RMB)	6.82 x 10 <sup>-4</sup>	5.32 x 10 <sup>-4</sup>	4.51 x 10 <sup>-4</sup>
Non- hazardous Waste		Not Applicable <sup>v</sup>			

Emissions	Туре	Unit	2019	2018	2017
General	Wastewater	t	1,389.00	686.00	875.00
Waste	Treatment Sludge <sup>vi</sup>	t/revenue (millions of RMB)	0.24	0.12	0.18
	VA Refined	t	1,976.50	1,706.54	1,401.91
HazardousResidual Liquid, Waste LubricatingWasteOil, Waste Initiator, Waste Packaging, etc.		t/revenue (millions of RMB)	0.35	0.29	0.29
Use of resources	Туре	Unit	2019	2018	2017
	Purchased Electricity	MWh	488,598.00	492,357.00	458,356.00
		MWh/revenue (millions of RMB)	86.11	82.82	94.00
	Coal	t	247,644.83	246,426.00	225,084.00
Energy		t/revenue (millions of RMB)	43.65	41.45	46.16
	Diesel <sup>7</sup>	L	66,107.86	23,977.00	21,004.00
		L/revenue (millions of RMB)	11.65	4.03	4.31
	Petrol <sup>8</sup>	L	34,447.10	41,938.00	49,158.00
		L/revenue (millions of RMB)	6.07	7.05	10.08
Water	Tap Water <sup>°</sup>	m <sup>3</sup>	4,525,987.00	4,611,066.00	3,892,639.00
		L/revenue (millions of RMB)	797.67	775.62	798.33
Packaging Materials	Molding, automatic filling, sealed FFS Film	t	791.35	628.00	728.42

<sup>1</sup> Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions of China's Petrochemical Enterprises (Trial) and Guidelines for the Accounting and Reporting of Greenhouse Gas Emissions of China's Power Generation Enterprises (Trial) issued by the National Development and Reform Commission of the PRC. Scope 1 greenhouse gas emissions came from Levima Advanced Material's fuel combustion (coal, diesel (diesel generators, vehicles), natural gas (canteens), DMTO units that produce fuel gas and torch emissions), emissions from combustion of torch and emissions from industrial processes (continuous burnt flue gas emissions from DMTO units, emissions from EO units, desulphurized calcium carbonate emissions). The 2018 greenhouse gas emissions have been appropriately adjusted based on third-party audited greenhouse gas emission figures published in Levima Advanced Materials Carbon Emissions Report2017-2018.
<sup>2</sup> This figure is the 2019 revenue of Levima Advanced Materials.

<sup>3</sup> 2011-2012 Regional Power Grid Average CO2 Emission Factors in China Guidelines and the Requirements of the greenhouse gas emissions accounting and reporting – industrial enterprises in other industries (trial) published by the National Development and Reform Commission of the People's Republic of China. Scope 2 emissions came from Levima Advanced Material's purchased heat/electricity.

 <sup>4</sup> Road vehicles air pollutant emission inventory preparation technical guide.NOx and SOxemissions came from the operation of Levima Advanced Materials' production facilities and owned vehicles, PM75 emissions came from the operation facilities of Levima Advanced Materials, and CO and PM10 emissionscame from vehicles owned by Levima Advanced Materials.
 <sup>5</sup> Relatively less non-hazardous waste generated during the reporting period compared with generated hazardous waste andpollutant emissions, hence this has not been disclosed.
 <sup>6</sup> In 2019, there was an increase in generated sludgerelative to 2017 and 2018 as the wastewater treatment system underwent remodelling in the second half of 2018. Prior to remodelling, catalyst wastewater inDMTO unitswas transferred to pollution rainwater tanks, and subsequently to wastewater treatment plants, and catalyst powder was retained in the pollution rainwater tanks. After remodelling, catalyst powder was transferred to wastewater treatment plants, formed sludge.
 <sup>7</sup> In 2019, there was an increase in diesel consumption relative to 2017 and 2018. This was due to project remodelling undertaken in 2019, wherein existing stocks of diesel tanks were cleared and disposed of.

<sup>8</sup> Petrol consumption figures for 2017 and 2018have respectively been restated in this report to accurately reflect actual consumption by Levima Advanced Materials. The figures in this report shall prevail.

<sup>9</sup>Levima Advanced Material's water is sourced from the municipal pipeline network, and has no problems in sourcing water fit for purpose.







#### BIL

BIL attaches great importance to environmental management and strives to take measures to reduce electricity consumption and waste generation, thereby fulfilling its environmental responsibilities.

#### **Energy conservation and emission reduction measures**

Energy consumed at the headquarters of BIL is mainly electricity. In 2019, the headquarters of BIL replaced 110 outdoor lamps with LED lamps to reduce power consumption of 38,000 KWh. In addition, BIL has updated the motors of the headquarters' HVAC system and optimized the cooling, heating and dehumidification processes to reduce the consumption of electricity and natural gas. The Commercial Transportation Policy prepared by BIL encourages employees to use teleconferencing or video conferencing to reduce their frequency of air, train or car travels. In addition, BIL also subsidizes employees' annual public transportation to encourage them to use public transportation.



Outdoor lamps of BIL

#### Measures to reduce waste

Since 2008, BIL has adopted the SuperDrecksKëscht Fir Betriber labeling method for waste management. According to this method, wastes are sorted into 43 types for storage and disposal, thereby increasing the amount of recycled waste and minimizing the amount of waste. BIL examines and verifies whether the measures under this method have been fully implemented each year to correct mistakes and omissions in a timely manner, giving full play to its role in waste reduction. In 2019, BIL became the signatory bank of the "Zero Single-Use Plastic Manifesto", for which it has implemented its support for sustainable alternatives and the application of the principles of circular economy. As part of its commitment to the Manifesto, the headquarters of the BIL replaced all disposable plastic items, including cups, water bottles, trays, etc., with reusable items. By adopting the measures described above, the annual collection of hybrid packaging by BIL was reduced by approximately 40%.

#### Improving the efficiency of resource use

For higher power efficiency of air conditioners in summer, BIL remind employees to keep windows closed where possible through its internal network information system. In addition, the windows are also equipped with automatic sunshade curtains to isolate the office from solar heat and keep the temperature stable in offices. Since 2008, BIL has installed 110 measurement points to monitor the consumption of electricity, natural gas and water resources on an ongoing basis. It prepares monthly monitoring data reports and compare them with past data to better identify and correct abnormities, thus using resources more efficiently. In addition, in order to significantly reduce its daily water consumption, in 2019, BIL also added a low-water flush button to its existing flushing system within its PLM building. The environmental performance data of BIL's headquarters are summarized as follows:

Emissions	Туре	Unit	2019	2018	
	Scope 1 of Emissions (Direct	t co <sub>2</sub> e	17.31	19.02	
Countrate Cas Emissions	Emissions) <sup>1</sup>	$t  co_2 e/m^{22}$	4.87 x 10 <sup>-4</sup>	5.35 x 10 <sup>-4</sup>	
Greenhouse Gas Emissions		t co <sub>2</sub> e	5,670.13	5,880.35	
	Scope 2 (Indirect Emissions) <sup>3</sup>	$t \cos_2 e/m^2$	0.16	0.17	
		kg	48.65	48.15	
	Nitrogen Oxides(NO <sub>x</sub> )	kg/m <sup>2</sup>	1.37 x 10 <sup>-3</sup>	2.58 x 10 <sup>-4</sup>	
F		kg	0.11	0.12	
	Sulphur Dioxides(SO <sub>2</sub> )	kg/m <sup>2</sup>	3.10 x 10 <sup>-6</sup>	1.36 x 10 <sup>-3</sup>	
Air pollutant Emissions		kg	11.35	9.16	
Air pollutant Emissions <sup>4</sup>	Carbon Monoxide(CO)	kg/m <sup>2</sup>	3.19 x 10 <sup>-4</sup>	2.78 x 10 <sup>-5</sup>	
		kg	1.16	0.99	
	Dust(PM <sub>2.5</sub> )	kg/m <sup>2</sup>	3.26 x 10 <sup>-5</sup>	3.30 x 10 <sup>-6</sup>	
	Paper and Cardboard Boxes				
Γ	Paper and Cardboard Boxes		96,190.00	90,520.00	
	Recycled				
	Domestic Waste		86,100.00	85,580.00	
Non-hazardous Waste <sup>5</sup>	Food Residue	1	28,293.00	29,771.00	
-	Recycled Food Residue Glass	kg		,	
	Recycled Glass		14,860.00	13,360.00	
	Mixed Packaging		0.051.00		
F	Recycled Mixed Packaging		8,071.00	4,549.00	
TT 1 W/ /	Waste Bulbs and Lamps		117.00	72.00	
Hazardous waste	Ink Cartridges		5,600.00	Not disclosed	
Use of resources	Туре	Unit	2019	2018	
		MWh	7,529.32	7,772.80	
	Purchased Electricity	MWh/m	0.21	0.22	
F		M <sup>3</sup>	285,305.00	304,396.00	
_	Natural Gas	$m^{3}/m^{2}$	8.03	23.30	
Energy		m <sup>3</sup>	87.00	178.00	
	Coal Gas <sup>6</sup>	$m^{3}/m^{2}$	$2.45 \times 10^{-3}$	$2.15 \times 10^{-3}$	
		L	6,420.00	7,051.00	
	Diesel	$L/m^2$	0.18	0.20	
	7	m <sup>3</sup>	26,727.00	39,895.00	
Water	Tap Water <sup>7</sup>	$m^3/m^2$	0.75	1.12	
		Not Applicable <sup>8</sup>			







ion inventory guidebook issued by the European Monitoring and Evaluation Programme (EMEP) and the European Environment Agency (EEA). Scope 1 greenhouse gas emissions came from vehicles owned and operated by BIL.

 $^{2}$  m<sup>2</sup> calculations are based on the net internal floor area of BIL's headouarter offices. This year's net internal floor area was 35,530 m<sup>2</sup>

Scope 2 emissions came from BIL's purchased heat/electricity, natural gas and coal gas

<sup>4</sup> Air pollutant emission inventory guidebook issued by the EMEP and EEA. NOx, SOx , CO and PM, emission came from the operation of vehicles owned by BIL's headquarters

<sup>5</sup> In 2019, inaccordance with its sustainable development policy. BIL refined the methodology for assessing generated waste, differentiating between the weight of bags of waste generated by the canteen provider and those generated by employees. This was performed to better reflect the actual waste generated by BIL.

<sup>6</sup> Coal gas feeds into a hearth located in the executive restaurant, and the use of the hearth depends on the number of visitors and guests of the bank received there, as well as weather conditions. In 2019 less coal gas was fed into the hearth compared with 2018

BL's water is sourced from the municipal pipeline network, and has no problems in sourcing water fit for purpose. In 2019, in accordance with its energy reduction plan, BIL took a range of energy conservation and water conservation measures, leading to a reduction in water consumption

8 BIL does not use packaging material for finished products, and thus, this is not applicable

#### Lenovo

Lenovo manages environmental issues in its business processes through the global Environmental Management System (EMS), which covers the global product development and manufacturing activities of Lenovo's personal computers, workstations, servers, storage, mobile device hardware, smart devices, displays and accessories. The coverage of the EMS is the same as that of the Lenovo's subsidiaries and/or its affiliates. Lenovo has been accredited with ISO 14001:2015 certification for all premises within the scope of the EMS. For details and KPIs, please refer to the "Lenovo 2018/19 Sustainability Report" published on the website of Hong Kong Stock Exchange.

#### **Environment and natural resources**

As Legend Holdings is mainly engaged in investment business, businesses under its direct operation barely have any impact on the environment and natural resources. Nonetheless, the Company actively supports the green and sustainable development projects. Raycom Info Tech Park and BIL have adopted measures such as using energy-efficient LED lights and introduced a waste sorting system, etc. aiming to reduce impacts on the environment and natural resources. Levima Advanced Materials, in addition to improving its productivity, has also effected the sustainable development concept featuring energy conservation and emission reduction. Levima Advanced Materials aims at sharing a winwin result through its technological innovation practice.

## **Actively Assuming Social Responsibility**

#### A legacy of 16 years of public welfare activities by Legend Holdings

Legend Holdings has incorporated public welfare work into its overarching corporate strategy since 2004. The Company focuses its public welfare undertakings on "Supporting Education", "Fostering Startups" and "Promoting Social Integrity". It forged its public welfare undertakings based on the principle of "system design, long-term persistence". In the last 16 years, the charitable team of Legend Holdings had gradually become a professional organization and acquired the capability to solve social problems effectively.

Throughout the years, many successful enterprises have chosen to contribute to public welfare, fulfill their social responsibilities and create greater social value when they have the ability to make contributions to society. But there are also public welfare initiatives that fall short of scientific planning as well as persistence. The founder and Honorary Chairman of Legend Holdings, Mr LIU Chuanzhi, has chosen to follow a path of public welfare that has been handed down from generation to generation. In Legend Holdings, he is the proponent of the concept of public interest, the designer of public interest structure, and the practitioner of public welfare activities. He has devoted himself to public welfare as his career, and has involved all his staff in public welfare for 16 years.

Mr LIU Chuanzhi, the founder and Honorary Chairman of the Company, once said, "People of my age have experienced the pre-liberation wars, people of father's generation have also experienced the humiliation of foreign powers invading China. We very much hope that China will be more affluent and cohesive. We perform good deeds and make this act a social ethos. It would be great to enhance the cohesiveness of the entire nation and enrich the whole society."

Legend Holdings is exactly such an enterprise. For 35 years, it has adhered to the spirit of "be a good person, do the right things, set a good example for the society". While running its business well, Legend Holdings also actively explores the pathway to public welfare, fulfills its social responsibilities and makes contributions to the society.

#### 2019 Legend Holdings Public Welfare Programs





The "Role Model of Righteousne and Courage" special fund was granted to the beneficiaries



## Supporting **Education**

#### Legend Progress Class has to be carried on, to keep watch over the children changing their fate

In July 2019, Legend Holdings and the children of the Legend Progress Class gathered once again. 15 representatives from the Legend Progress Class from Ningxia Liupanshan Senior High School, Guizhou Duyun No.2 Middle School and Gansu Huining No.2 Middle School started their "Tour to Beijing" as promised. The annual study tour was exceptionally rich in content, visiting the Forbidden City and the Great Wall, and seeing the flag ceremony at the Tiananmen Square. The children not only had the chance to visit higher education institutions, office of Legend Holdings and showroom of Lenovo, they also got the chance to have face-to-face communication with Mr LIU Chuanzhi, who particularly arranged time to meet the children every year.



Mr LIU Chuanzhi meets face-to-face with the students



"Forward, Young Man" — Beijing Dream Event of the 2019 Legend Progress Class

Since the establishment of the Legend Progress Class, Mr LIU Chuanzhi has long projected the direction of the education for public welfare, and put forward a precise request: firstly,the education has to be provided for children in the impoverished areas; secondly, it has to be sustainable and keep expanding in the long run; thirdly, it has to be continued even after the children are admitted to the universities. We have to keep watch over the children changing their fates, so that they will make more contributions to the society in the future, and further convey and inspire more social positive energy.

The original intention of the Legend Progress Class is to provide education and living expenses for excellent high school students from impoverished families, and at the same time provide then with cultivation of spiritual quality. The Legend Progress Class looks after those students through their high school education, and eventually helps them realize their college dreams. Since 2004, Legend Holdings successively set up the Legend Progress Classes in Beijing Yanqing No.2 Middle School, Guizhou Duyun No.2 Middle School, Gansu Huining No.2 Middle School, Sichuan Beichuan Middle School, and Ningxia Liupanshan High School, with a total investment of over RMB32 million and over 2,200 high school students were benefitted.



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Legend Progress Class of Ningxia

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-Letter from the students of the 2018

hanks to the aunts and uncles from Legend Holdings who have been supporting our studies for the past three years. Without your selfless help, my high school studies would not be so smooth. I would not be able to concentrate and devote myself to my studies, and my grades would not be as ideal as they are now. What you have given us is not just material support, but also a share of warmth, a selfless spirit, and a force of strength. We must pass on this love and spirit and let them cover every inch of barren land in China. Thank you, aunts and uncles.

---Letter from Wu Qingyu, graduate of the 2019 Legend Progress Class of Duyun No. 2 Middle School in Guizhou (admitted to China University of Traditional Chinese Medicine in 2019)

nall and humble, we have grown up er the years that we

udly say, "Even though





This year, Mr LIU Chuanzhi's exchange meeting with the children was held at the lakeside of Weiminghu at Peking University, where he invited Mr SUN Taoran, the founder and chairman of Lakala, Mr JIA Chunyang, the president of Beijing No. 25 Middle School, and eighteen students from the LIU Chuanzhi's Class. Ranged from the selection of one's profession, college entrance examinations, life pursuits and future goals, etc., they shared with each other their experiences and confusions in life, as well as their choices between ideals and reality. Mr LIU Chuanzhi also talked about his expectation on the children: "Even though the conditions of your families are not at all good, you are still able to finish your studies through hardworking. I hope that all of you will remember your roots and hometown no matter how good your future will be, so that eventually your hometown will become affluent, and enrich with spirit and culture. If all of us do a fair job and be a role model, I believe that there will be more positive sentiments in our society, we will be the engine that drives social progress."



Mr LIU Chuanzhi at Weiminghu, Peking University

In addition to inviting children to Beijing, the Legend Holdings charity team travels to Guizhou and Gansu every year to bring care and support to the children. In 2019, Legend Holdings invited Iflytek's technical engineers to explain artificial intelligence to children and broaden their horizons.

Mr LIU Chuanzhi said: "There are a lot of outstanding young people and teenagers, who are excellent in character and academics, in our country's impoverished areas, but economic difficulties prevent them from getting to higher places. If we send help to them at this moment, help them to start their first step, they will be able to journey towards the blue sky beyond." The children live up to his expectations very well. Among the senior high school graduates of the 2019 Legend Progress Class, the first-tier enrollment rate was as high as 94.6%, and 74 outstanding students were admitted to key universities such as Tsinghua University, Fudan University and Zhejiang University. In the past 15 years from 2005 to 2019, a total of 1,681 students from the Legend Progress Class graduated from Duyun No. 2 Middle School, Huining No. 2 Middle School, and the university admission rate maintained at over 98%. Among them, the Legend Progress Class of Duyun No.2 Middle School has educated a total of 746 ethnic minority graduates, accounting for 75% of the total number of graduates in this class. The students succeeded in getting out of hardships and embarked on a new journey in life. The excellent performance of the schools and the outstanding dedication of the students have made a brand of the Legend Holdings Class among local high schools. Mr CHANG Shouyuan, the then party secretary of Huining County, once said: "The Legend Progress Class in the No.2 Middle School has already been reputed as Tsinghua University and Peking University to us local people in Huining County."

Poverty alleviation by means of education is a fundamental strategy to help the poor. President XI Jinping once pointed out that, poverty alleviation must be accomplished through enhancing one's knowledge. Therefore providing good education to the children in impoverished areas is the most essential task of poverty alleviation, as well as a move to check cross generation poverty. Fortunately, the children who graduated from the Legend Progress Class are all confident in dealing with others, possess poised demeanor and have excellent quality in both character and values. This can be best witnessed in the legacy of the "Association of College Students from the Legend Progress Class".

This group of college students from the Legend Progress Class, with the assistance of Legend Holdings, gathered once again as an association after entering universities. In April 2012, they spontaneously established the "Association of College Students from Legend Progress Class" and, with the financial support from Legend Holdings and the donations from other students, carried out up to 14 voluntary education activities during the winter and summer vacations, visited more than 50 schools at the impoverished mountain areas and benefitted more than 3,000 primary school students. This group of college students from the Legend Progress Class want to help children in the impoverished areas to build a strong faith in "knowledge can change one's destiny and strive for progress in the future," and encourage these children to overcome their hardship and create their own future.



2019 Legend Progress Class lecture

to teach these children

In July 2019, fellows of the Association of College Students from the Legend Progress Class and representatives of the staff of Legend Holdings set out again for a nearly one-month voluntary education activity to the elementary schools in the impoverished mountain areas in Guizhou, Gansu, Shandong and Hebei. When the group of volunteers returned, they brought back paintings, handicrafts, etc. made by local students. In order to attract more people to pay attention to and participate in the voluntary education programs, an exhibition was held at Rong Art Space at the Raycom Info Tech Park in Beijing in September. This exhibition showcase the children's paintings and daily commodities made from elements in their paintings, and a "no-pricing charity sale" was hosted at the exhibition site. The proceeds from the charity sale was used to support the teaching facilities and improve the quality of life of students through Beijing Legend Holdings Public Welfare Foundation. Viewers crowded at the exhibition hall, and among them were white-collar workers, students, residents in the surrounding area, and even foreign friends who had just got off the plane and rushed to their meetings. After learning about the voluntary education programs of the Legend Progress Class, viewers were moved by the kindness and love being conveyed, and cherished the contributions to society by the volunteers. This is also Legend Holdings' initial intention of public welfare.



Left behind children and the volunteers from the Association of College Students from the Legend Progress Class who volunteered





Legend Holdings employees actively participated in the summer voluntary education activities, offering their love to children at the mountain areas



Employees of the Company participated in the volunteer work exhibition

In these 16 years, some students of the Legend Progress Class have already engaged in jobs of their choice after graduating from colleges and successfully changed their fate; some students have brought back their expertise to their hometown, passed on their love to others in need and brought hope to the barren land; whilst some other students devoted themselves to education and contributed further in the path of poverty alleviation. All of these students have responded to Mr LIU Chuanzhi's expectation with actions, "As a student of the Legend Progress Class, I hope that you will not just be proud at what you have done to your own fate or your family's destiny, but you also take up the responsibility to bring changes to your country and its future. Work hard and finish your studies as soon as possible, then contribute to our nation and our people."

In October, new classes of the Legend Progress Class have started at the Huining No. 2 Middle School and Duyun No. 2 Middle School. The public welfare story of Legend Holdings in the field of education will be carried on.

## Fostering **Startups**

#### Helping poor people start up their businesses to increase their income and achieve poverty alleviation

In order to actively respond to the call of the Party and the State's "Resolutely Winning the Tough Battle Against Poverty", and to maximize the outcomes of public welfare, Legend Holdings Charity Foundation has been working with the China Women's Development Foundation since September 2018, and has donated RMB2 million for the establishment of "Legend Holdings Maternal Entrepreneurship Revolving Fund".

The fund aims to support grassroots women's associations, and is characterized by "small loans, alleviate poverty, re-cycle fund." This small-scale re-cycling non-interest-bearing fund makes available loan ranges from RMB10,000 to RMB50,000, with a term of 12 months, to each single household. Loans can be used to carry out various micro-management projects, such as planting, breeding, small-scale handicraft workshops, etc., which help women develop their productions and increase their incomes.

In the year 2018/2019, "Legend Holdings Maternal Entrepreneurship Revolving Fund" placed RMB1.93 million in the first phase of the project, which ultimately

benefitted 118 households of poverty-stricken farmers, employed 834 people and increased farmers' income by approximately RMB5.36 million. As of November 2019, 100% of the first phase of the "Legend Holdings" Maternal Entrepreneurship Revolving Fund" has been repaid, and the repaid sum will be placed into the next phrase of the project.

The second phase of the project has started tendering nationwide. In the future, "Legend Holdings Maternal Entrepreneurship Revolving Fund" will help more impoverished women out of their predicament, restore their confidence in life and transform their families through their own efforts.



"Legend Holdings Maternal Entrepreneurship Revolving Fund" supports the women in impoverished rural areas to develop production and get rid of poverty

Meanwhile, as the promoting and managing unit of Leping Social Entrepreneur Foundation, Legend Holdings also constantly keeps an eye on the entrepreneurship of the poor. In 2019, Legend Holdings Charity Foundation donated another RMB1 million, making the cumulative donation in the last 12 years to over RMB10 million. Leping Social Entrepreneur Foundation aims to help the poverty-stricken population to improve their employment and entrepreneurship capabilities, promote public welfare innovation and build a harmonious society. The foundation focuses on the development of rural micro loans, education of kids from low-income households, training of migrant workers, training of innovative talents and "Ecological and Trusty Agriculture (ETA)". The principal activities include entrepreneurship education and vocational education for low-income population, poverty-related research and exchange, cultivation of public welfare talents and building of harmonious communities.

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## **Promoting Social** Integrity

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#### The spirit of "good people, good deeds, good role models" for society"

In 2003, Mr LIU Chuanzhi was awarded the 7th Chiang Chen Science and Technology Achievement Award by the Chiang Chen Industrial Charity Fund, with a prize of US\$100,000. After that, being affected by the economic environment, Hong Kong's manufacturing industry was sluggish and the company of Mr CHIANG Chen was on the verge of bankruptcy. Mr LIU Chuanzhi was remorseful about this issue, and therefore set his goal to take on the social responsibilities that he must run the business well. The issue has been deeply imprinted on Mr LIU Chuanzhi's memory, and he has frequently mentioned this issue in many public occasions as a warning to himself.

On the basis of the 7th Chiang Chen Science and Technology Achievement Award, Legend Holdings and Mr. LIU Chuanzhi jointly established the "Legend Capital Heroic Models and Good Samaritans Fund" in 2004. The fund aims to inherit the nation's good tradition of honoring the heroic models, upholding their spirit of selfless dedication, and enhancing the public awareness of caring for heroic survivors and the good Samaritans.

Furthermore, Legend Holdings also take care of the general public. Since 2013, Legend Holdings has carried out the "Moist Initiative" that supports the ordinary people who are typically courageous and full of

love. These ordinary people bring hope to others through helping others regardless of their own safety, subsidizing the vulnerable groups regardless of their own financial plights, and protecting and safeguarding social justice. They are the role models of "good people doing the right things". Legend Holdings encourages, supports and calls for more attention to these courageous acts as well as contributions to social justice.



The "Moist Initiative" concerns and supports the courageous and compassionate ordinary people

Over the last 16 years, Legend Holdings adhered to the concept of "good people, good deeds, good role models for society" in public welfare, cared and supported the ordinary people who were the "good people doing the right things". We firmly believe that the true feelings and warmth bestowed to these ordinary people by society will imperceptibly nourish our soil, and bring us positive energy in turn.

Public welfare is a meaningful and valuable issue to the entire human society. For 16 years, Legend Holdings has been engaged in public welfare as serious as it has managed the whole enterprise. The Company takes a step-by-step approach and pursues for long-term results. Over the past 70 years since the founding of the PRC, generations of Chinese enterprises have made significant contributions to public welfare. The larger the enterprises they become, the heavier the responsibility they take up, and more and more Chinese enterprises play an active role in public welfare. Starting out with good intentions, these Chinese enterprises jointly create a new era of business spirit and civilization, promote the development of a harmonious society and bring enduring vitality to society.

## **Social**





Legend Holdings holds the Legend Star CEO Special Training Program to implement China's innovation and entrepreneurship strategy for business development. Legend Star CEO Special Training Program is a free public program co-sponsored by the Chinese Academy of Sciences and Legend Holdings in 2008. Through offering free training, this program is committed to bringing up technological entrepreneurial leaders and in turn promoting the industrialization of technological achievements.

On October 10, 2019, a total of 52 applicants registered for Legend Star membership, started their journey in the 12th session of Legend Star CEO Special Training Program. The lecturer team, led by Mr LIU Chuanzhi, the founder and Honorary Chairman of Legend Holdings, is comprised of a group of field-specific and experienced entrepreneurs and executives. In the past twelve years, through various platforms and events, Legend Star trained more than 1,046 business starters who received free training related to business startup and management.



The 12th session of Legend Star CEO Special Training Program LS12

### Social investment from subsidiaries Legend Star CEO Special Training Program







#### Characteristics of the Legend Star CEO Special Training Class



Premier Li Keqiang was meeting students of the Legend Star CEO Special Training Class







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With the joint efforts from all of us, it can kindle a great fire on the prairie of China, promoting the entire nation's economic development and people's living.

Mr. Liu Chuanzhi

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#### Legend Star Entrepreneurship Alliance

The "Entrepreneurship Alliance", sponsored by Legend Star in 2011, is a platform providing business starters with services and shared resources. The alliance carries out a variety of startup counseling activities to facilitate the growth and development of numerous startups. As of December 31, 2019, the "Entrepreneurship Alliance" had brought up 23 listed companies (of which 4 companies were listed on the Sci-Tech innovation board of the Shanghai Stock Exchange), more than 50 NEEQS-listed enterprises and over 260 enterprises with a valuation of more than USD100 million each. The aggregate valuation of all supported enterprises exceeded RMB780 billion, and the sum of social financing capital over RMB190 billion. The program has built up a sustainable entrepreneurial ecosphere that provides in-depth services and products for business startups.



Legend Star Entrepreneurship Alliance Conference

#### Raycom Info Tech Park

In 2019, Legend Holdings hosted a donation program which involved all of its employees to help outstanding high school students from poverty-stricken families to complete their high-school education. In response to this activity, Raycom Info Tech Park has set up a donation program to encourage active participation from its staff. In 2019, a total of 28 employees participated in the donation program and donated a total of RMB12,300 to three high school students.

#### Levima Advanced Materials

Levima Advanced Materials has been actively integrating social responsibility into the development of the enterprise itself, achieving growth in both economic as well as social benefits. In order to better convey the positive energy of the enterprise and practice its core values, Levima Advanced Materials encouraged its employees to actively participate in activities such as helping the poor, helping the disabled and assisting the students to contribute to the society.

On December 22, 2019, more than 20 volunteers who wore outfits printed with "A little bit of Levima's sunshine" visited the Zaozhuang Children's Welfare Institute to carry out voluntary activities. The Children's Welfare Institute is a comprehensive institution that integrates upbringing, education, medical treatment and rehabilitation of orphans, abandoned children and abducted children, and is responsible for the care of these children. Currently, more than 60 children live in the institute. On that day, the volunteers donated items such as diapers, skin-care laundry detergents, natural skin-care kits and toilet cleaner. They also visited the children's activity rooms, handicraft studios and multi-sensory training rooms to learn more about the recovery, learning and living conditions of the children.



Volunteer team of Levima Advanced Materials visited the Zaozhuang Children's Welfare Institute

#### BIL

BIL makes sure business operations under the bank follow its CSR (Corporate Social Responsibility) policy. The policy focuses on four main areas: arts and culture, education, innovation and health care. In 2019, BIL contributed 440 hours and  $\in$ 350,000 to the volunteer work in arts and culture area; 440 hours and  $\notin$ 90,000 to the volunteer work in education area; 1,760 hours and  $\notin$ 300,000 to the volunteer work in innovation area; 440 hours and  $\notin$ 70,000 to the volunteer work in medical care area. The followings are the 2019 CSR events (an excerpt) organized by BIL:







BIL established a fund, namely the Foundation Indépendance, in 1999 and regularly held free and open art exhibitions in the foundation's galleries. In 2019, BIL and Art2Cure ASBL co-hosted the 5th Art2Cure annual fund-raising event and invited 22 prominent local and international artists to showcase their artwork. Each artist donated half of their earnings from this event to institutes and associations that combat disease, including the Parkinson's Disease Research Institute at the Luxembourg Centre for Systems Biomedicine.

In 2019, BIL continued to support SOS Kannerduerf Lëtzebuerg, which specializes in fair and quality education for children from poverty-stricken families. BIL made a charitable donation of €10,000 at the organization's annual charity conference. The funds will support children whose parents are unable to take care of them, as well as children and parents who encounter family problems. The organization will ensure the children and parents are able to receive the care and education necessary for them to grow and develop in the best conditions.

Every two years since 2001, Table Ronde Française organizes a sailing week for children with cancer and leukemia. This is the biggest maritime event for children aged 8 to 14 in France, which allows the children to take part in an unforgettable journey away from reality and to embrace the scenery. In 2019, 50 yachts took part in the event, and sailors of three yachts were employees of BIL.







#### Lenovo

Lenovo's social investment which focuses on STEM education and empowers diverse and resource-poor populations is integral to the success of Lenovo's business. Lenovo spends up to 1% of its pre-tax income annually on global social investment projects and initiatives. Lenovo's social investments are made through donations from the business and the Lenovo Public Welfare Foundation. The business and assets of the foundation are managed by a centralized team that works collaboratively across business units and regions to maximize the impact of Lenovo's donations. Please refer to the Lenovo Group 2018/2019 Sustainability Report uploaded to the website of the Hong Kong Stock Exchange for details.

#### APPENDIX I: COMPLIANCE WITH RELEVANT LAWS AND REGULATIONS HAVING A SIGNIFICANT IMPACT ON THE COMPANY

Aspect	Region	Title of law/r
Relating to waste gas and greenhouse gas emissions, discharges into water and and, and generation of nazardous and non nazardous waste	PRC	Law of the Pe Pollution Law of the Pe Water Pollution National Amb Standard for J General Indus Management National Hazz Law of the Pe Environmenta Circular of th Energy Conse Period Environmenta Notice on S Substances Notice on S Electrical and Administrativ Pollution Cau
	Luxembourg	Limitation of Law A-105 of 525/2013 of t LawITM-SST Zero Single-U
Relating to : 1)compensation and	PRC	Labor Law of Labor Contra
dismissal, recruitment and promotion, working nours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare; and 2) preventing child and forced labor	Luxembourg	Luxembourg Law of the Gi Labor Code o Criminal Cod
Relating to providing a safe working environment and protecting employees from occupational hazards	PRC	Criminal Law People's Rep Law on Preve People's Rep Law for Supe Workplaces Measures for Individual Un
	Luxembourg	Luxembourg Grand-ducal r Luxembourg Collective Ba
Relating to health and safety, advertising,	PRC	Advertising L Product Quali
labeling and privacy matters relating to products and services provided and methods of redress	Luxembourg	Directive 201 Regulation (E Luxembourg'
Relating to bribery, extortion, fraud and money laundering	PRC	Criminal Law Company Law Anti-Money I Criminal Cod
money faultuering	Luxembourg	2015/849 of t



regulation having a significant impact on the Company People's Republic of China on Prevention and Control of Air People's Republic of China on Prevention and Control of ion bient Air Quality Standards of the People's Republic of China Pollution Control on the Storage and Disposal Site for strial Solid Wastes t Measures for Hazardous Wastes Movement zardous Waste List People's Republic of China on Prevention and Control of tal Pollution Caused by Solid Waste he State Council on Issuing the Comprehensive Work Plan for servation and Emission Reduction for the 13th Five-Year Plan tal Protection Tax Law of the People's Republic of China Strengthening the Management of Chemical Hazardous Strengthening the Environmental Management of Waste d Electronic Equipment ve Measures for the Prevention and Control of Environmental used by Electronic Waste f Emissions of Volatile Organic Compounds of the Grand Duchy of Luxembourg, Regulation (EU) No the European Parliament and of the Council [1505.2 of the Grand Duchy of Luxembourg] Use Plastic Manifesto of the People's Republic of China act Law of the People's Republic of China Labor Law - L.124-1 s, L.124-7 Grand Duchy of Luxembourg A-10, A-11, L.241-1 s of Luxembourg – L.251-1 s, L.342-1 s de of Luxembourg, Para. 1, 382-1 w of the People's Republic of China Work Safety Law of the oublic of China ention and Control of Occupational Diseases Measures of the oublic of China ervision and Administration of Occupational Health in Supervision and Administration of Occupational Health of nits Labor Law, Volume III, Chapters I and II regulation of 27 June 2008 Labor Law Volume IV, Chapter I. argaining Agreement (Chapters 33, 34 and 35) Law of the People's Republic of China lity Law of the People's Republic of China 14/65 of the European Parliament and of the Council EU) 2016/679 of the European Parliament and of the Council 's Data Protection Regulation of August 1, 2018 w of the People's Republic of China w of the People's Republic of China Laundering Law of the People's Republic of China de of Luxembourg – 13 February 2011 Directive (EU) the European Parliament and of the Council

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#### APPENDIX II: KPIS IN ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE OF HONG KONG STOCK EXCHANGE

General Disclosures and KPIs	Description	Relevant Page No.			
Environme	ntal				
Aspect A1: Emi					
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 greenhouse gas emissions, discharges into water and land, and generation of hazardous and non- hazardous waste.	"Our Environment", Appendix 1			
KPI A1.1	The types of emissions and respective emissions data.				
KPI A1.2	Greenhouse gas emissions in total (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).				
KPI A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility). Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production	"Our Environment"			
KPI A1.4	volume, per facility).				
KPI A1.5 KPI A1.6	Description of measures to mitigate emissions and results achieved. Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results				
Aspect A2: Use	achieved.				
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.				
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in'000s) and intensity (e.g. per unit of production volume, per facility).				
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	"O. F			
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	"Our Environment"			
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.				
KPI A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.				
	Environment and Natural Resources				
General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources	"Our Environment"			
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.				
Social					
	nd Labor Practices				
Aspect B1: En	Information on:				
General Disclosure	<ul> <li>(a) the policies; and</li> <li>(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.</li> </ul>	"Equal Opportunity Employer", Appendix I			
Aspect B2: He	alth 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.	"Employees' Health and Safety", Appendix 1			
	velopment and Training				
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	"Career Development and Training"			
Aspect B4: La					
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.	"Equal Opportunity Employer", Appendix 1			
Operating Practices					
Aspect B5: Su General Disclosure	pply Chain Management Policies on managing environmental and social risks of the supply chain.	"Supplier Management"			
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, labeling and privacy matters relating to products and services provided and methods of redress.	"Product Responsibility", Appendix 1			
Aspect B7: An					
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.	"Anti-Corruption", Appendix 1			
Community					
	mmunity Investment	"A again - 0 - 1			
General	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.	"Assuming Social Responsibility"			

