



PINE TECHNOLOGY
HOLDINGS LIMITED
松景科技控股有限公司

(Incorporated in Bermuda with limited liability)
(於百慕達註冊成立之有限公司)

Stock Code 股份代號 : 1079

ESG
REPORT
環境、社會
及管治報告

2020

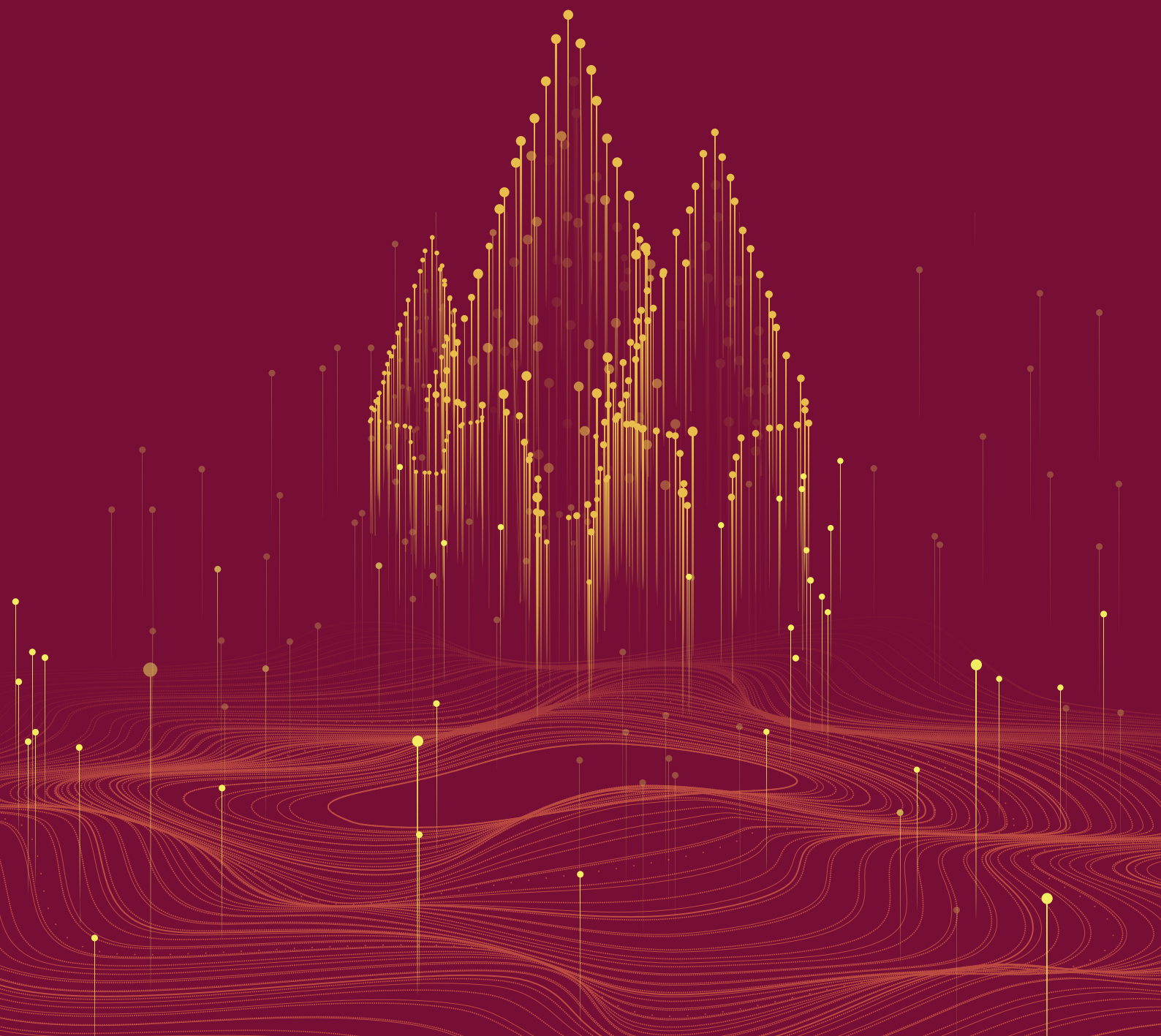


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About this Report

PINE Technology Holdings Limited (hereafter referred to as the “Company” or “PINE”) along with its subsidiaries (the “Group”) are pleased to present its Environmental, Social and Governance (“ESG”) Report (the “Report”). This Report serves to disclose our ESG management approach and performance of key operations. It is prepared in compliance with the “comply or explain” provision of the Environmental, Social and Governance Reporting Guide (the “ESG Guide”) under Appendix 27 of the Main Board Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “HKEX”).

This Report communicates the operations of the Group’s headquarter office in Hong Kong. Unless otherwise specified, this Report covers financial year from 1 July 2019 to 30 June 2020 (the “Reporting Period”).

The purpose of this Report is to communicate the Group’s policies, performances, and plans relating to material environmental and social issues. All information is prepared and published based on existing policies, practices, and official documents or reports in an accurate, genuine, and transparent manner. It adheres to the following reporting principles:

Materiality	As assessed and confirmed by the Board, this Report is structured based on the materiality of respective ESG issues. The Board and the management will review these sustainability issues annually to ensure such issues are being addressed in our daily operations.
Quantitative	This Report discloses material environmental and social KPIs of Hong Kong’s headquarter office to evaluate the effectiveness of our ESG policies and management systems.
Balance	This Report provides an unbiased overview of the Group’s ESG performance. It discloses both achievements and areas of improvement moving forward.
Consistency	This Report is prepared in accordance with the ESG Guide, as well as consistent methodology for the calculation of ESG data. For further details of the quantification methodology, please refer to “Emissions”.

We welcome reader feedback on this Report and our approach to sustainability. If you have any comments or suggestions, please share with us by:

Email	invest@pinegroup.com
Post	Unit 1201, 148 Electric Road, North Point, Hong Kong

About PINE

Founded in 1989 and listed on the Growth Enterprise Market of the HKEX, as well as the Main Board of the HKEX in 1999 and 2010 respectively, PINE is principally engaged in five operating divisions – manufacture and sales of market video graphic cards and other computer components under the Group’s brand names (“Group Brand Products”); distribution of other manufacturers’ computer components and consumer electronic products and others (“Other Brand Products”); money lending service; trading business; and computer software, hardware, and system development. During the Reporting Period, the Group mainly operated through three business segments:

1. Sales and Distribution of Computer Products

The Group manufactures and sells market video graphics cards, other computer components, consumer electronic products and others under the Group’s brand products, and other brand products to the customers.

2. Provision of Computer-related Services

Upon particular request from customers, the Group also offers computer software, hardware and system development services.

3. Money lending services

The Group’s money lending services have represented an increase in profit. Moving forward, we will continue to adopt a prudent approach on this sector.

Challenges and Resilience

During the Reporting Period, the Group has faced multiple challenges. Some of these include the rise of unilateralism and protectionism, the escalation of trade frictions, the increasingly tense atmosphere due to geopolitical tensions, as well as the ongoing 2019 Novel Coronavirus Disease (“COVID-19”) pandemic. We foresee that such challenges may continue to cause market turbulence and economic uncertainties that would slow down product growth in global markets.

PINE will commit to combatting the competitive environment by expanding our market networks and remaining vigilant and proactive to further business opportunities. The Group will continue to pay close attention to the latest COVID-19 pandemic development, as well as various regulatory announcements. We understand that detrimental impacts have been brought to our business activities due to unfavourable market conditions. Nevertheless, we are faithful that with stakeholders’ trust and support, we can navigate through the hard times and uncertainties together.

Our Approach to Sustainability

Our Board of Directors (the “Board”) highly appreciates the continuous support from our shareholders, employees, customers, and suppliers along our corporate sustainability journey. We attach great importance to product quality, relationships with customers and suppliers, business ethics, occupational health and safety, as well as employee wellbeing and development. At the same time, we strive to respect our earth’s natural resources through stringent environmental management.

The Board’s Commitment

This Report is endorsed by the Board, who upholds overall responsibility in overseeing, managing, and reporting material ESG matters of the Group. An ESG meeting and Board meeting are conducted annually to review the ESG report, as well as the progress made against the Group’s ESG performance. Through closely observing regulatory requirements, reviewing our ESG practices and disclosing our performance on an annual basis, it is hoped that sustainability risks and opportunities can be identified, determined, and monitored in an appropriate manner.

Sustainability Governance

PINE understands that a sustainable future requires everyone’s participation and contribution. To this end, we are committed to maintaining stringent environmental and social standards, as well as strictly complying with all relevant laws and regulations in relation to health and safety, workplace conditions, employment, and the environment. We also encourage our employees, customers, suppliers, and other stakeholders to participate in activities that will benefit the community.

Stakeholder Engagement

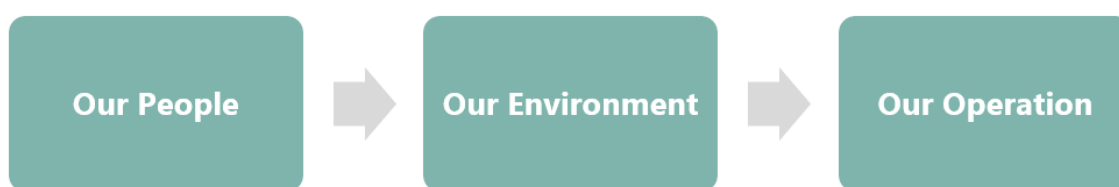
At PINE, we believe that stakeholders’ interests, expectations and concerns intertwine with our overall performance. We are committed to constructing a favourable environment that fosters corporate growth and mutual understanding of stakeholders’ interests. To this end, we ensure transparent and interactive channels are available for meaningful communication. Regular stakeholder engagement enables examination and management of stakeholders’ views, and strengthens their understanding of the Group’s activities and directions. This ultimately helps us align policies and strategies with consideration to their interests and expectations. The table below lists the engagement channels through which we interact with our stakeholders.

Stakeholder Groups	Engagement Channels
Shareholders/ Investors	<ul style="list-style-type: none">• Annual general meetings• Press releases• Annual and interim reports• Announcements and notices
Employees	<ul style="list-style-type: none">• Surveys• Trainings• Performance assessments• Emails

Customers	<ul style="list-style-type: none"> • Customer visits • Satisfaction surveys • Meetings and correspondences
Suppliers	<ul style="list-style-type: none"> • Assessment surveys • Emails
Media	<ul style="list-style-type: none"> • Press releases • Emails
Regulatory Bodies	<ul style="list-style-type: none"> • (Non-) compliance reports • Meetings and correspondences

Materiality

During the Reporting Period, an independent sustainability consultancy was commissioned to assist in managing and reviewing ESG-related policies and material issues. Reviewed and approved by the Board, this Report is structured into three sections – “Our People”, “Our Environment”, and “Our Operation”.



Moving forward, the Group shall continue to communicate our ESG performance accurately and transparently. To gain a more holistic perspective, it shall also consider conducting an ESG-specific stakeholder engagement exercise to help prioritise ESG issues based on their levels of concern. Where appropriate, the Group shall also disclose ESG targets, future plans, and relevant strategies in the pursuit of continuous sustainability improvement.

Our People

PINE aspires to foster a constructive work environment for our employees by taking care of their wellbeing, closely observing occupational health and safety, as well as by allocating resources for training and development opportunities. We firmly believe that as we invest in our human capital, their talents will help sustain the Group's business growth.

Employment

The Group acknowledges the obligation to retain talents, protect employee wellbeing, and respect labour and human rights to guarantee a working environment that facilitates productivity. We strive to offer a competitive remuneration package so that our employees can manifest their values and feel encouraged to innovate for the greater good.

Recruitment and Retainment

As an equal opportunity employer, we recruit, select and promote candidates based on suitability and performance for respective positions. We comply with the Employment Ordinance (Cap. 57 of the Laws of Hong Kong) and select candidates based on integrity, academic and employment achievements, expertise, capability and aptitude. It is also stipulated in the Employee Handbook (the “Handbook”) that any form of discrimination in any employment decisions, including but not limited to race, religion, nationality, origin, age, disability, sex, pregnancy, sexual orientation, are strictly prohibited.

Compensation

We comply with applicable laws and regulations relating to wages and benefit policies promulgated by local governments, fulfil minimum wage requirements, including the Minimum Wage Ordinance (Cap. 608 of the Laws of Hong Kong), the Employees' Compensation Ordinance (Cap. 282 of the Laws of Hong Kong), and the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Laws of Hong Kong).

To encourage employees to excel at their current positions, we offer incentives such as discretionary bonuses, performance-based bonuses, as well as employee share option scheme. Employees are fairly assessed annually based on their performance, attitude, interpersonal relationship and capability. Subject to the Group’s overall achievement and market conditions of the year, employees may be fairly rewarded as a recognition of their contribution.

Benefits

The Group offers attractive employment benefits, including but not limited to sick leave, paid leave, maternity leave, paternity leave, marriage leave, compassionate leave, jury leave, overtime payment, and continuous training. Rest time and other benefits are all commensurate as legally required. Employees are also entitled to medical coverage, as well as travel insurance shall they go on business trips as required.

Labour Standards

At PINE, we aspire to create decent jobs for all by supporting labour rights through the eradication of child and forced labour within the industry. We comply with the Employment of Children Regulations (Cap. 57B of the Laws of Hong Kong) where hiring workers below 16 years old is strictly prohibited. In order to demonstrate our firm stance against child and forced labour, identity and background verifications are performed prior to hiring personnel into the Group.

During the recruitment process, we clearly inform applicants of our policy against child labour. We closely examine their identity documents and verify the information through interviews and, if necessary, governmental information channels. The recruitment process will begin only after the respective applicant’s identity has been verified.

The employees' hours of work shall not exceed the number of hours limited by local laws and regulations or international standards. The shift systems are designed according to local laws and regulations or international standards. Subject to the requirements of local laws and regulations or international standards, hours of work can be arranged flexibly according to work need. If employees are required to work overtime due to work need, the amount of extra time shall not violate the requirements of local laws and regulations or international standards.

Occupational Health and Safety

To protect the physical and mental health of our employees, the Group is committed to managing safety risks and hazards. We adhere to the Occupational Safety and Health Ordinance (Cap. 509 of the Laws of Hong Kong) and ensure our concerns and commitments in safeguarding workplace health and safety are communicated among all personnel within the Group.

Our occupational health and safety management system details internal rules for the prevention of safety emergencies or accidents. For instance, smoking is prohibited at all workstations to minimise the risk of fire outbreaks. In the unlikely event of a safety incident, careful and comprehensive inspections will be carried out and documented to investigate the cause of the accident.

COVID-19

First occurring in December 2019, the COVID-19 has clustered globally. The ongoing disease mainly transmits through respiratory droplets or physical contact. Thus, it is highly essential to remain vigilant against health and safety risks with high levels of emergency preparedness.

At PINE, we closely follow local government mandates and advice, and stay informed of the ongoing situation. We also assess the health and safety risk of our employees, including commuting and office hygiene. In order to ensure maximum protection of our employees across daily operations, the Group has implemented respective preventive and control measures, including:

- Communicating important tips and latest notices through internal emails;
- Providing hand sanitisers, masks and health supplements for staff;
- Adopting video conferences to minimise physical contact;
- Performing body temperature checks with forehead digital thermometer;
- Interviewing employees regarding their travel records during the Lunar New Year and assessing the risks associated with contracting the virus; and
- Implementing flexible working hours by allowing employees to work from home.

During the Reporting Period, no work-related fatalities nor accidents were reported in our operations. We were also not aware of non-compliance with any laws and regulations relating to occupational health and safety. Moving forward, we shall continue to constantly review the appropriateness of our existing policies and monitor the execution of related measures.

Training and Development

To ensure employees are familiar with the Group's business structure, they are required to undergo an induction training, where they are introduced to the Group's company profile, relevant industry rules and regulations, occupational safety, and the quality assurance management system.

To enhance human resources capacity, we organise ongoing training and development programmes for the continuous growth of our people, including internal courses on technical product repairing and quality inspection. All internal training is carefully planned with consideration to current corporate needs and past employee performances. We also encourage employees to undertake external training programmes that enhance their skills and knowledge. Subject to management's approval, employees can reimburse up to 80% for each programme upon completion of the training programme. Under COVID-19, various face-to-face training programmes were suspended. The Group has simultaneously adjusted to the situation and arranged online training programmes.

Our Environment

The natural environment is another important factor in our operations. PINE is aware of the natural resources required for its continued business operations, as well as the contribution the company has towards the environment. We also recognise the physical and transitional risks involved and are monitoring and managing them.

To support the Group's daily operations at its headquarter office, electricity and paper are two major resources used. Management and appropriate reduction strategies of these resources are detailed below. As per our emissions, although we are responsible for a relatively insignificant amount of greenhouse gas ("GHG") emissions, we strive to minimise adverse environmental impacts by closely monitoring and managing resource consumption.

Resource Management

Electricity

At PINE, energy is essential in supporting our daily operations. To minimise total consumption of energy, we strive to identify improvement opportunities and implement energy reduction initiatives whenever necessary. We have also taken initiatives to strengthen energy management and refine energy use. For example, we adopt an LED lighting system at our headquarter office and request our staff to turn off all energy-consuming equipment and appliances when they are off duty. When procuring new equipment and machineries, we place significant consideration on energy efficiency in addition to cost and supplier reliability. During the Reporting Period, our headquarter office has consumed 26,713 kWh of electricity.

Water

The water consumption of the Group is limited to basic cleaning and sanitation in the office. The Group encourages all employees and customers to develop the habit of conserving water consciously. The Group has been strengthening its water-saving promotion, posting water saving slogans, and guiding employees to use water reasonably.

Paper

The Group is committed to the mindful consumption of resources. We encourage employees to adopt electronic systems in substituting paper for internal communications. They are also encouraged to adopt double-sided printing, as well as the reuse and sharing concept of stationery and office furniture. During the Reporting Period, our headquarter office consumed approximately 7,500 pieces of paper.

Emissions

PINE is aware of potential challenges and risks of climate change due to the increasing severity of global warming effects. We are committed to minimising our contribution to worsen or accelerate the rate of climate change. To this end, we strive to continuously monitor our resource usage and waste to landfill, minimise where appropriate, and transparently disclose this data every year.

Due to limited operational control, our GHG emissions mainly comprise scope 2 energy indirect emissions induced by electricity consumption at our headquarter office. The quantification methodology is based on the Guidelines to Account and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purpose) in Hong Kong, as well as the latest emission factor, published by the relevant power company. During the Reporting Period, the Group generated 21.64 tCO₂e- of GHG emissions where purchased electricity accounted for 100% of our GHG emissions.

Waste Management

PINE is committed to the principle of “Reduce, Reuse, Recycle and Replace” to promote better utilisation of environmental resources. In minimise waste in a mindful manner, the following measures have been adopted during the Reporting Period:

- Practising wastes sorting to undergo recycling, whenever applicable;
- Utilising electronic communication such as e-cards for festival greetings and e-brochures for distributing to customers, where applicable;
- Promoting the use of recycled paper, toner, as well as environmentally friendly materials; and
- Sorting recycled wastes into appropriate recycle bins and educating employees on sorting methods as needed.

Our Operation

PINE values innovation and strives to embed quality and professionalism into our business. We believe that developing trustful relationships with customers and partnerships with suppliers, as well as possessing high standards of business ethics are essential components to thrive in the industry.

Sales Responsibility

We are committed to ensuring product safety and reliability by closely following our internal production inspection policy and sales order procedures. We have detailed the quality inspection procedures to be carried out before being shipped and delivered. Customers are granted legal titles to the products when the control of the products has been transferred, and the products have been delivered. We also ensure customers bear no unfulfilled obligation that might affect their acceptance of the products.

Customer Relationship

Retaining customer loyalty is essential to sustain business development. PINE is committed to maintaining mutually trustful relationships with our customers. Sales to our existing customers are normally made with credit terms of 90 to 180 days. For new customers, deposits or cash on delivery may be required, as per contractual agreement.

The Group strives to provide quality customer service and after sales services. We welcome customer feedback on communication, price competitiveness, product quality and service level. When a complaint is received, our employees will follow our internal guidelines and approach each issue in an appropriate and timely manner. We also adopt corrective and preventive control procedures to report and analyse the causes of known incidents and potential risks of product nonconformity. During the Reporting Period, the Group did not receive any material complaints. It shall endeavour to maintain a high level of customer satisfaction moving forward.

Supply Chain Management

PINE engages hundreds of major suppliers, including distributors and contractors, around the world. We adopt a supplier management process at PINE to certify, approve, improve, monitor, and discuss our suppliers. It remains our goal to collaborate and communicate closely with our suppliers to ensure they are well-acknowledged with our expectations on quality management, safety, as well as environmental standards.

Selection and evaluation procedures have been carefully followed when selecting prospective and retaining existing suppliers. Subject to internal needs, site inspections and supplier audits may be conducted to assess suppliers' performance in various aspects, including but not limited to quality management system and procedural control.

The Group has embedded environmental and social consideration in the procurement process and supplier communication. We require our suppliers to fulfil social responsibilities to ensure their compliance with environmental, occupational safety and health, labour, human rights and other matters through written undertakings. We also offer relevant training or guidance to familiarise them with these requirements and how to fulfil them.

Social responsibility performance such as environmental, occupational health and safety, labour, human rights and ethics, is also one of the criteria we use to select new suppliers. If any supplier cannot fulfil our social responsibility policies, such supplier may not become our qualified supplier.

Business Conduct

PINE is committed to upholding business integrity by creating a corruption-free workplace, being respectful to intellectual property rights, as well as preserving privacy matters of all personnel.

Anti-Corruption

The Group highly values honesty, integrity, and fairness. We do not tolerate any form of business malpractices, including but not limited to corruption, bribery, extortion, fraud, and other illegal business acts. We comply with the Prevention of Bribery Ordinance (Cap. 201 of the Laws of Hong Kong) and have revised the Handbook during the Reporting Period. The Handbook expresses our firm stance against any solicitation of personal benefits through position abuse. Employees are forbidden to receive benefits from any party that has a business relationship with the Group. When assessing suppliers, handling sensitive confidential information, and communicating with suppliers and customers, we restrict any material or monetary exchange in pursuit of personal interests.

PINE will assess the ethical risks of each position to determine which position may induce incompliance by the relevant employee. With respect to positions with high risk, we arrange training for the relevant employees, thereby fully informing them of the possible consequences of corruption. PINE has designated specific officers to receive complaints about business ethics and deal with any related incompliance.

Our internal whistle-blowing policy is established with the intention to provide a transparent and confidential process for our employees to raise concerns about possible improprieties and malpractices without fear of reprisals. Allegations or concerns can be made in person, in audio or written format, and delivered by post or email. They shall be reported to the Financial Controller and the Audit Committee if necessary. Upon investigation, the committee shall then report to the Board on findings that require their attention and approval. The Group was not aware of non-compliance with any laws and regulations relating to corruption, bribery, extortion, fraud, or money laundering.

Intellectual Property

PINE aspires to achieve technology breakthroughs and is respectful towards the creation of minds. We are committed to safeguarding our own and respecting others' intellectual property rights. We prohibit violation of such rights or piracy of any third-parties' know-how and designs in the design, development, product production and other processes. Any inventions used or created by any employee while carrying out their duties to invent, innovate, design, compose or create shall be deemed as a property of the company, regardless of whether any patents or copyrights have been registered. Unless a permission is obtained, employees shall not download, store, send or delete any company information, data, files, or materials to any external channels for any non-business purposes. During the Reporting Period, the Group was not aware of non-compliance with any laws and regulations relating to the violation of intellectual property rights.

Privacy and Confidentiality

The importance to safeguard confidential and sensitive information is communicated through the Handbook. We comply with the Personal Data (Privacy) Ordinance (Cap. 486 of the Laws of Hong Kong) and prohibit disclosure or theft of any confidential information to protect private interests of our customers and employees. Immediate dismissal may be resulted if a breach of code of conduct is discovered. During the Reporting Period, the Group was not aware of non-compliance with any laws and regulations relating to the infringement of personal privacy.

Performance Data Summary

Key Performance Indicators	Unit	2019/20
Environmental		
GHG Emission - Scope 2	tCO ₂ e-	21.64
GHG Emission Intensity by Revenue	tCO ₂ e- / US\$'000	0.00
GHG Emission Intensity by Employee	tCO ₂ e- / Person	0.15
Electricity Usage	kWh	26,713.65
Electricity Usage Intensity by Revenue	kWh / US\$'000	0.24
Electricity Usage Intensity by Employee	kWh / Person	184.23
Energy Usage	MJ	96,169.15
Energy Usage Intensity by Revenue	MJ / US\$'000	0.88
Energy Usage Intensity by Employee	MJ / Person	663.24
Paper Usage	Pcs	7,500.00
Paper Usage Intensity by Revenue	Pcs / US\$'000	0.07
Paper Usage Intensity by Employee	Pcs / Person	51.72
Social		
Total Workforce (Turnover rate)	Person (%)	145 (55.10%)
<i>Workforce by Gender</i>		
Male (Turnover rate)	Person (%)	114 (39.22%)
Female (Turnover rate)	Person (%)	31 (92.60%)
<i>Workforce by Age</i>		
<30 (Turnover rate)	Person (%)	53 (65.65%)
30-40 (Turnover rate)	Person (%)	51 (52.38%)
41-50 (Turnover rate)	Person (%)	35 (50.00%)
>50 (Turnover rate)	Person (%)	6 (0.00%)
<i>Workforce by Employment Type</i>		
Management	Person	22
Administration, Accounting and Finance	Person	20

Sales and Marketing	Person	12
Procurement, Warehousing and Logistics	Person	13
Technical and Maintenance	Person	63
Operators	Person	15

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Aspects, General Disclosures and KPIs	Description	Relevant Chapter or Explanation
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Our Environment - Emissions, Resource Management
KPI A1.1	The types of emissions and respective emissions data.	Our Environment - Emissions Performance Data Summary
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Performance Data Summary
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	The Group did not generate any hazardous waste in its operations.
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Paper disposal is the Group's primary source of waste during the Reporting Period. We shall consider enhancing our efforts on waste reduction initiatives and data analysis moving forward.
KPI A1.5	Description of measures to mitigate emissions and results achieved.	Our Environment - Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Our Environment - Resource Management
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Our Environment - Resource Management
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).	Our Environment - Resource Management Performance Data Summary
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	The Group does not bear financial responsibility in its water consumption. Therefore, such information cannot be retrieved.
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Our Environment - Resource Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	The Group does not bear financial responsibility in its water consumption. Therefore, such information cannot be retrieved.

KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group did not use packaging material in its operations.
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	Our Environment - Resource Management
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Our Environment - Resource Management
B. Social		
Employment and Labour Practices		
Aspect B1: Employment		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Our People - Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Performance Data Summary
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	N/A
Aspect B2: Health and Safety		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Our People - Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	Our People - Occupational Health and Safety
KPI B2.2	Lost days due to work injury.	N/A
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Our People - Occupational Health and Safety
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Our People - Training and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	N/A
KPI B3.2	The average training hours completed per employee by gender and employee category	N/A
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Our People – Employment: Labour Standards

KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Our People – Employment: Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	N/A
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Our Operation - Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	N/A
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Our Operation - Supply Chain 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, labelling and privacy matters relating to products and services provided and methods of redress.	Our Operation - Sales Responsibility, Business Conduct
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N/A
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Our Operation - Sales Responsibility
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	Our Operation - Business Conduct
KPI B6.4	Description of quality assurance process and recall procedures.	Our Operation - Sales Responsibility
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Our Operation - Business Conduct
Aspect B7: Anti-corruption		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Our Operation - Business Conduct
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Our Operation - Business Conduct
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Our Operation - Business Conduct

Community		
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	The Group strives to understand the needs and interests of the community where it operates. We shall consider gathering efforts to engage them directly moving forward.
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	N/A
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	N/A

PINE TECHNOLOGY HOLDINGS LIMITED

松景科技控股有限公司

(INCORPORATED IN BERMUDA WITH LIMITED LIABILITY)

(於百慕達註冊成立之有限公司)

STOCK CODE 股份代號 1079

ESG REPORT 環境、社會及管治報告 2020

WWW.PINEGROUP.COM