



GLOBAL MASTERMIND CAPITAL LIMITED
環球大通投資有限公司*

(Incorporated in the Cayman Islands and continued in Bermuda with limited liability)
(Stock Code: 905)



2020 Environmental, Social and
Governance Report

* For identification purpose only

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ABOUT THIS REPORT

Global Mastermind Capital Limited (the “Company”), together with its subsidiaries (collectively, the “Group”), is pleased to present this Environmental, Social and Governance Report (the “Report”) to provide an overview of the Group’s management of significant issues affecting the operation, including environmental, social and governance issues. This Report is prepared by the Group with the professional assistance of Absolute Value Business & Asset Valuation Limited.

PREPARATION BASIS AND SCOPE

This Report is prepared in accordance with Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) (the “Listing Rules”) – “Environmental, Social and Governance Reporting Guide” and has complied with “comply or explain” provision in the Listing Rules.

This Report summarises the performance of the Group in respect of corporate environmental and social responsibility, covering its operating activities which are considered as material by the Group – investments in listed and unlisted securities business in Hong Kong. With the aim to optimise and improve the disclosure requirements in the Report, the Group has taken initiative to formulate policies, record relevant data as well as implement and monitor measures. This Report shall be published both in Chinese and English on the website of Stock Exchange. Should there be any discrepancy between the Chinese and the English versions, the English version shall prevail.

REPORTING PERIOD

This Report demonstrates our sustainability initiatives during the reporting period from 1 January 2020 to 31 December 2020.

CONTACT INFORMATION

The Group welcomes your feedback on this Report for our sustainability initiatives. Please contact us by email to info905@globalmastermind.co.

INTRODUCTION

Global Mastermind Capital Limited is a Hong Kong-based investment holding company principally engaged in securities investment. The main businesses of the Group is investing in listed and unlisted companies mainly in Hong Kong, Singapore, the United States, and Canada.

Sustainable development is an integral part of the Group's business strategy in order to achieve business excellence and enhance capabilities for long-term competitiveness. The Group is committed to operating in a manner that is economically, socially and environmentally sustainable while balancing the interests of our various stakeholders and fostering a positive impact on the society. Our sustainability strategy is based on the compliance with the applicable legal requirements, principle of sustainability and opinions from stakeholders. We have established and implemented various policies to manage and monitor the risks related to the environment, employment, operating practices and community. Details of the management approaches to sustainable development of different areas are illustrated in this Report.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

The Group understands the success of the Group’s business depends on the support from its key stakeholders, who (a) have invested or will invest in the Group; (b) have the ability to influence the outcomes within the Group; and (c) are interested in or affected by or have the potential to be affected by the impact of the Group’s activities, products, services and relationships. It allows the Group to understand risks and opportunities. The Group will continue to ensure effective communication and maintain good relationship with each of its key stakeholders.

Stakeholders are prioritised from time to time in view of the Group’s roles and duties, strategic plan and business initiatives. The Group engages with its stakeholders to develop mutually beneficial relationships and to seek their views on its business proposals and initiatives as well as to promote sustainability in the marketplace, workplace, community and environment.

The Group acknowledges the importance of intelligence gained from the stakeholders’ insights, inquiries and continuous interest in the Group’s business activities. The Group has identified key stakeholders that are important to our business and established various channels for communication. The following table provides an overview of the Group’s key stakeholders, and various platforms and methods of communication are used to reach, listen and respond.

Key stakeholders	Expectations	Engagement channels
Government and Regulatory Authorities	– Compliance with applicable laws and regulations	– On-site inspections and checks by regulatory body
	– Proper tax payment	– Research and discussion through work conferences, work reports preparation and submission for approval with relevant government departments
	– Community participation	– Publish necessary documents on the websites of the Stock Exchange and the Company according to Securities and Futures Ordinance (the “SFO”) and Listing Rules

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Key stakeholders	Expectations	Engagement channels
Shareholders and Investors	- Return on the investment	- Convene annual general meeting and other shareholder meetings if necessary
	- Information disclosure and transparency	- Publish interim and annual reports, circular and announcements and other necessary documents in accordance with SFO and Listing Rules
	- Protection of interests and fair treatment of shareholders	- Meeting with investors and analysts if necessary
Employees	- Protection of the rights and interests	- Regular Staff Meeting
	- Career development opportunities	- Encourage employees to participate in trainings and seminars to reinforce knowledge and skills, and update on the latest development of rules and regulations
	- Self-actualization	- Employees Compensation Insurance and Medical Insurance
	- Health and safety	- 5-days Work
Financial Institution	- Compliance with the laws and regulations	- Mandatory Provident Fund and Share Option Scheme
	- Information disclosure	- Consulting with Professional Parties
Public and communities	- Career opportunities	- Reports to regulatory parties and disclosure of necessary information according to legal requirements
	- Community involvement	- Encourage directors and staff participate in volunteering, charity and social investment
	- Environmental responsibilities	- Publish relevant reports in compliance with SFO and Listing Rules
	- Social responsibilities	

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Through general communication with stakeholders, the Group understands the expectations and concerns from stakeholders. The feedbacks obtained allow the Group to make more informed decisions, and to better assess and manage the resulting impact.

The Group have adopted the principle of materiality in the ESG reporting by understanding the key ESG issues that are important to the business of the Group. All the key ESG issues and key performance indicators (KPIs) are reported in the Report according to the recommendations of the ESG Reporting Guide (Appendix 27 of the Listing Rules) and the GRI Guidelines.

The Group has evaluated the materiality and importance in ESG aspects through the following steps:

Step 1: Identification – Industry Benchmarking

- Relevant ESG areas were identified through the review of relevant ESG reports of the local and international industry peers.
- The materiality of each ESG areas was determined based on the importance of each ESG area to the Group through internal discussion of the management and the recommendation of ESG Reporting Guide (Appendix 27 of the Listing Rules).

Step 2: Prioritization – Stakeholder Engagement

- The Group discussed with key stakeholders on key ESG areas identified above to ensure that all the key aspects were covered.

Step 3: Validation – Determining Material Issues

- Based on the discussion with key stakeholders and internal discussion among the management, the Group's management ensured that all the key and material ESG areas, which were important to the business development, were reported and in compliance with ESG Reporting Guide.

As a result of this process carried out in 2020, those important ESG areas to the Group were discussed in this Report.

A. ENVIRONMENTAL ASPECTS

The Group is mainly involved in office operations and its business activities do not have significant impact on the environment or natural resources. In spite of this, we are committed to continuously improving the environmental sustainability of our business and ensuring that environmental consideration remains one of the key focuses in fulfilling our obligations to both the environment and community. To demonstrate our commitment to sustainable development, we have established relevant emission reduction and energy saving initiatives to manage the emission and maintain green operations.

Throughout the year, the Group fully complied with all of the relevant environmental laws and regulations in Hong Kong, such as the Air Pollution Control Ordinance (Chapter 311), the Sewage Services Ordinance (Chapter 463) and the Waste Disposal Ordinance (Chapter 354). Besides, during the reporting period, we were not aware of any non-compliance with relevant laws and regulations that had significant impact on the Group related to air and greenhouse gas emissions, discharges into water and land, generation of hazardous and non-hazardous waste. We also regularly update with the latest development of the applicable laws and regulations on environmental protection.

A1. EMISSIONS

Air Pollutant Emissions

Air emission control is essential to mitigate environmental impacts and to protect employees' health. As the Group is mainly involved in general office activities, the amount of air pollutant emissions is insignificant. Our air pollutant emissions are mainly generated from the motor vehicles. The decrease in air pollutant emissions in 2020 was mainly attributable to the reduction in vehicle used during the year. The detail of air pollutant emissions of the Group during the reporting period was as follows:

Type of air pollutants	Unit	2020	2019
Nitrogen oxides (NO _x)	kg	1.59	4.17
Sulphur dioxide (SO ₂)	kg	0.03	0.11
Particulate matter (PM)	kg	0.12	0.31

A. ENVIRONMENTAL ASPECTS

Greenhouse Gas (“GHG”) Emission

Climate change is gradually concerned by the community. The Group recognises that climate change poses a risk to its business and it is committed to mitigating the effects of climate change. Regarding GHG emissions of the Group, scope 1 direct emissions and scope 2 and 3 indirect emissions are mainly resulted from combustion of fuels in motor vehicles and purchased electricity respectively. Giving the majority of the GHG emissions of the Group come from energy consumption, we place great emphasis on improving energy efficiency and reducing energy consumption. We have adopted energy saving initiatives mentioned in the section “Use of Resources” of this Report. The increase in total GHG emission in 2020 was mainly caused by the more frequent of business travelling via plane carried out during the year. This led to an increase in CO₂ generated for business operation in the current year. The GHG emissions of the Group during the reporting period were as follows:

Type of air pollutants	Units	2020	2019
Scope 1 ¹	tonnes of CO ₂ -e	4.82	19.25
Scope 2 ²	tonnes of CO ₂ -e	15.2	16.09
Scope 3 ³	tonnes of CO ₂ -e	59.07	26.69
Total GHG Emission	tonnes of CO₂-e	79.09	62.03
GHG Intensity ⁴	tonnes of CO ₂ -e/employee	7.91	6.20

Hazardous and Non-hazardous Wastes

The Group recognises the importance of waste reduction. Waste management measures have been introduced to minimise the amount of waste generated and reduce impact of our operation on the environment. Due to our business operation nature, no hazardous waste was generated during the reporting period.

Due to the nature of office operation, the non-hazardous waste can be classified into two categories, including domestic waste generated from daily operation and recyclable waste. The Group strives to reduce the amount of non-hazardous waste generated and strengthen the environmental awareness of employees by introducing various waste reduction measures and education as follows:

- Recycling bins are available in the office for effective recycling of used paper, letter and envelope to minimise the paper waste.
- The use of paper is maximised by printing or photocopying on both sides of paper, where applicable.
- Electronic communication is promoted, such as using emails instead of letters or fax.

¹ Scope 1: Direct emissions from sources that are owned or controlled by the Group.

² Scope 2: Indirect emissions from the generation of purchased electricity consumed by the Group.

³ Scope 3: Includes all other indirect emissions that occur in the Group’s value chain.

⁴ The intensity refers to tonnes of carbon dioxide equivalent (CO₂-e) per the total number of employees at the end of the reporting period.

A. ENVIRONMENTAL ASPECTS

- Excessive packing materials and decorations are avoided.
- Employees are encouraged to participate in training and workshops related to environmental issues, including food waste problem and air pollution.
- Employees are encouraged to participate in waste reduction and recycling events such as No Plastic Bottle Day.

The increase in amount of non-hazardous wastes in 2020 was mainly attributable to the additional waste produced as a result of social distancing requirements and other COVID-19 protective measures from the office operation during the year. The non-hazardous waste generated by the Group during the reporting period was as follows:

Type of waste	Units	2020	2019
Non-hazardous waste	tonnes	0.27	0.17
Non-hazardous waste intensity ⁵	tonnes/employee	0.03	0.02

A2. USE OF RESOURCES

The Group considers environmental protection as an essential component of a sustainable and responsible business. We have an in-depth understanding of the importance of safeguarding sustainable development of the environment and to attach importance to efficient utilization of resources by introducing various measures in daily business operations. We understand that staff participation is the key to achieve such goals. We have adopted energy and water efficiency initiatives policies to motivate our employees to participate in resource conservation activities.

Energy consumption

The Group considers environmental protection as an essential component of a sustainable and responsible business. With aims of resource saving and implementation of energy saving measures, we actively promote the concept of energy saving and emission reduction into its business development and operation. We have advocated various energy conservation strategies as follows:

- Use of natural lighting is encouraged.
- Energy-saving lightings are installed.
- Unnecessary lighting and electrical appliances are switched off when they are not in use.
- Temperature of air-conditioners is maintained at an energy-efficient level of 24 degrees Celsius to 26 degrees Celsius.

⁵ The intensity refers to tonnes of non-hazardous waste per the total number of employees at the end of the reporting period.

A. ENVIRONMENTAL ASPECTS

The decrease in total energy consumption in 2020 was mainly contributed by the less usage of motor vehicles during the year. The energy consumption of the Group during the reporting period was as follows:

Type of energy	Units	2020	2019
Purchased electricity	MWh	18.15	19.21
Petrol	MWh	12.65	48.07
Diesel	MWh	5.21	23.51
Total energy consumption	MWh	36.01	90.79
Energy intensity ⁶	MWh/employee	3.60	9.08

Water consumption

Water is an important natural resource. The business of the Group is operated in leased office premises where the water supply is solely controlled and centrally managed by the building management company. In this case, it is not feasible for us to provide water consumption data as there is no separate meter for each individual office unit to record water usage data. In spite of this, we still activity seek ways to reduce water consumption in daily operation by encouraging employees to turn taps off tightly to prevent dripping of water and giving priority to effective water-saving products.

A3. THE ENVIRONMENT AND NATURAL RESOURCES

The Group understands that implementing environmental protection can reduce operational risk and increase business opportunities. Regarding the business nature of the Group, we do not aware of any significant impact of our business activities on the environment and natural resources. Despite this, we endeavour to consistently improve our environmental performance by implementing aforementioned waste reduction measures and resources saving initiatives. We will continue to seek opportunities to further reduce emission and resources consumption with the aim to reduce the impacts on environment and natural resources to minimal.

⁶ The intensity refers to MWh per the total number of employees at the end of the reporting period.

B. SOCIAL ASPECTS

EMPLOYMENT AND LABOUR PRACTICES

B1. EMPLOYMENT

The Group believes people are important assets and the keys to maintaining its competitiveness. We aim to attract and retain talents, maintain a safe and equal working environment for our employees, provide development opportunities and promote employee health and well-being. The commitments are incorporated into staff handbook. The staff handbook covers the Group's standard in respect of compensation and dismissal, recruitment and promotion, working hours, rest periods and other benefits and welfare.

Equal Opportunities, Diversity and Anti-discrimination

The Group strives to create a diverse and inclusive workplace where all our employees are treated with dignity and respect. We are dedicated to providing equal opportunity in all aspects of employment and maintaining a workplace that is free from discrimination or harassment against any individual on the basis of seniority, nationality, gender, age, marital status, disability, race, color, religion or sexual preference.

The Group is in strict compliance with the Hong Kong Bill of Rights Ordinance (Chapter 383 of the Laws of Hong Kong), the Sex Discrimination Ordinance (Chapter 480 of the Laws of Hong Kong), the Disability Discrimination Ordinance (Chapter 487 of the Laws of Hong Kong), the Family Status Discrimination Ordinance (Chapter 527 of the Laws of Hong Kong), the Race Discrimination Ordinance (Chapter 602 of the Laws of Hong Kong) and other applicable laws and regulations in Hong Kong relating to equal opportunities, diversity and anti-discrimination.

Remuneration and Promotion

Remuneration and promotion opportunities are important to attract, retain and motivate talents in achieving key goals of the Group. The Group provides remuneration for our employees according to their qualifications, experience and work performance. Taken into considerations the individual performance, inflation and salary movement in the market, the salary structure is reviewed annually to ensure that it is fair and competitive.

The Group offers fair promotion opportunities based on conditions such as qualifications and work performance, which serve as motivations for employees to continue learning and improving work performance.

B. SOCIAL ASPECTS

The Group is in strict compliance with the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) (the “Employment Ordinance”), the Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong) and other applicable laws and regulations in Hong Kong relating to employees’ remuneration and promotion.

Benefits and Welfare

The Group strives to create a comprehensive welfare and benefit system for employees by offering an all-encompassing package of benefits and insurance to uphold adequate living standards for employees. Most of the employees enjoy the benefits including five-day work per week, medical insurance, mandatory provident fund and share option scheme. Employees are also entitled to annual leave, maternal leave, compassionate leave as well as statutory holidays.

The Group is in strict compliance with the Employment Ordinance, the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) (the “MPF Schemes Ordinance”), the Employees Compensation Ordinance (Chapter 282 of the Laws of Hong Kong) and other applicable laws and regulations in Hong Kong relating to employees’ benefits and welfare.

Dismissal

Whenever an employee resigns or gets laid off, an exit interview is conducted by department head to find out the reason of departure or dismissal, so that the Group can further improve its business operations. The final salary payment, severance payment and long service payment (if any) are calculated and paid in accordance to the Employment Ordinance, the form 56F to Inland Revenue Department is filled in accordance to section 52(5) of the Inland Revenue Ordinance (Chapter 112 of the Laws of Hong Kong) and the MPF trustee is notified with the termination of employment in accordance to MPF Schemes Ordinance.

B. SOCIAL ASPECTS

As at 31 December 2020, the employee compositions (in numbers of employees, excluding independent non-executive directors) by gender, employee category, age group and geographical region were as follows:

Employee Structure		2020	2019
Total number of employees		10	10
By gender	Male	6	6
	Female	4	4
By age	Aged 30 or below	–	1
	Aged 31–40	2	2
	Aged 41–50	5	4
	Aged 51 or above	3	3
By Employment Category	General	3	6
	Middle management	3	1
	Senior management	4	3
By Geographical Region	Hong Kong	10	10

The employee turnover rates by gender and age group during the reporting period were as follows:

Employment	Units	2020	2019
By gender⁷			
– Male	%	–	16.67
– Female	%	50	25.00
By age group⁸			
– 30 or below	%	50	–
– 31–40	%	50	–
– 41–50	%	–	10.00
– 51 or above	%	–	10.00
Overall⁹		20	20.00

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations that had significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare.

⁷ Turnover rate refers to total number of employee turnover of the gender group per total number of employees of the corresponding gender group at the end of the year.

⁸ Turnover rate refers to total number of employee turnover of the age group per total number of employees of the corresponding age group at the end of the year.

⁹ Turnover rate refers to total number of employee turnover during the reporting period per total number of employees at the end of the year.

B. SOCIAL ASPECTS

B2. HEALTH AND SAFETY

Regarding the business nature of the Group, employees are mainly engaged in office work. The Group is committed to providing a safe and comfortable working environment for its employees. We comply with the Occupational Safety and Health Ordinance (Chapter 509 of the Laws of Hong Kong) and other applicable laws and regulations in Hong Kong to ensure occupational health and safety of our employees. We spare no effort to provide and maintain a safe and healthy working environment for employees to protect them from work-related injuries by adopting the following key measures:

- Smoking is prohibited in all enclosed areas within the office.
- Unsafe conditions are fixed immediately.
- Medical and employment injury insurance is provided to eligible employees.
- Work arrangement for typhoon and rainstorm warning is established.

Due to the protest activities against the “The Fugitive Offenders and Mutual Legal Assistance in Criminal Matters Legislation (Amendment) Bill 2019” in Hong Kong, and the impact of COVID-19, the Company holds a cautious attitude on a series of prevention measures to ensure employee with a safe and comfortable working environment in the review period. Measures include special work arrangements with work from home arrangement and flexible working hours etc. The Company will closely monitor the working environment and continually provide a safe and comfortable working environment.

With the above measures implemented, there was no work-related fatal or injury during the reporting period. The Group was not aware of any non-compliance with relevant laws and regulations that had significant impact on the Group in providing a safe and healthy working environment during the reporting period.

B3. DEVELOPMENT AND TRAINING

The Group considers the skills and knowledge of our employees as the key elements of sustainable development of the Group. We provide training opportunities for our employees to enhance their working capabilities. Employees are provided with on-the-job training by their respective department heads to enable prompt fulfillment of job responsibilities and enhance their skills in discharging their duties. Employees are also encouraged to enroll in relevant courses and examinations to enhance personal performance.

B. SOCIAL ASPECTS

B4. LABOUR STANDARDS

The Group is committed to prohibiting the use of child labour and forced labour in its operation. We fully comply with the Employment of Children Regulations (Chapter 57B of the Laws of Hong Kong) and strictly prohibit recruitment of children aged under 15. During the hiring process, applicants are required to present their identity documents to Human Resource Department for verifying the age as prevention of engaging child labour.

During the reporting period, the Group was not aware of any non-compliance with relevant laws and regulations related to recruitment of child labour or forced labour practices.

OPERATING PRACTICES

B5. SUPPLY CHAIN MANAGEMENT

The Group maintains business relationships with general office supplies suppliers. In selecting suppliers, we take considerations into their scale of business and reputation. Our suppliers are required to comply with all relevant local and national laws and regulations in relation to unethical behavior, bribery, corruption and other prohibited business practices. When suppliers are found to be non-compliance with our policy or contractual requirements, partnership will be terminated to uphold our stringent standards.

The Group integrates sustainability into supply chain by procuring products that cause minimal impacts on the environment, including eco-friendly stationery, reusable items and energy efficient appliances with energy labels.

B6. CUSTOMER DATA PROTECTION AND PRIVACY

The Group regards data privacy and security as a key operating principle. We are in strict compliance with the Personal Data (Privacy) Ordinance (Chapter 486 of the Laws of Hong Kong) and committed to protecting confidentiality of the personal data of our employees, business partners and other identifiable individuals.

The Group instructs its employees to exercise strict standards of care in handling the personal information of customers and remind them of their obligations with regard to the confidentiality of customer information. The use of the information is restricted for the purpose consistent with those identified in the contracts to ensure the information is used in a responsible and non-discriminatory manner.

B. SOCIAL ASPECTS

B7. ANTI-CORRUPTION

The Group strictly complies with the Prevention of Bribery Ordinance (Chapter 201 of the Laws of Hong Kong) enforced by the Independent Commission Against Corruption to prevent unethical pursuit. We place great importance in maintaining the highest standards of integrity and honesty and have no tolerance for any misconduct case. Once a misconduct case is discovered and confirmed, the employee will be subject to disciplinary action and the case will be reported to related governing body when necessary.

Our Fraud Detection and Whistleblowing Policy provides a dedicated confidential reporting channel for all staff members to report both observed and suspected non-compliance and questionable practices. No matter the allegations are being proven, employee will not be at risk of suffering from any form of retaliation.

During the reporting period, the Group was not aware of any non-compliance with the relevant laws and regulations that had significant impact on the Group relating to bribery, extortion, fraud and money laundering.

COMMUNITY

B8. COMMUNITY INVESTMENT

As a socially responsible company, the Group is committed to understanding the needs of the communities in which we operate. We encourage our employees to pursue their personal passions and dedicate their time and skills to supporting local communities. We strive to develop long-term relationships with our stakeholders and bring a positive impact on community development.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Pages
A. Environmental			
A1: Emissions			
General Disclosure		“Emissions”	7
KPI A1.1	The types of emissions and respective emissions data	“Emissions – Air Pollutant Emissions”	7
KPI A1.2	Greenhouse gas emissions in total and, where appropriate, intensity	“Emissions – Greenhouse Gas Emission”	8
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	Not applicable to the Group’s business.	N/A
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	“Emissions – Hazardous and Non-hazardous Wastes”	8
KPI A1.5	Description of measures to mitigate emissions and results achieved	“Emissions – Greenhouse Gas Emission”	8-9
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved	“Emissions – Hazardous and Non-hazardous Wastes”	8-9
A2: Use of Resources			
General Disclosure		“Use of Resources”	9
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	“Use of Resources – Energy Consumption”	9
KPI A2.2	Water consumption in total and intensity	Not feasible for the Group to obtain water consumption data.	N/A
KPI A2.3	Description of energy use efficiency initiatives and results achieved	“Use of Resources – Energy Consumption”	9-10
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved	“Use of Resources – Water Consumption”	10
KPI A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced	Not applicable to the Group’s business.	N/A

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Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)				Section	Pages
A3: The Environment and Natural Resources					
General Disclosure				“The Environment and Natural Resources”	10
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	No significant impact of activities on the environment and natural resources was noted.			N/A
B. Social					
Employment and Labour Practices					
B1: Employment					
General Disclosure				“Employment”	11
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	“Employment”			13
KPI B1.2	Employee turnover rate by gender, age group and geographical region	“Employment”			13
B2: Health and safety					
General Disclosure				“Health and Safety”	14
KPI B2.1	Number and rate of work-related fatalities	No case of work-related fatality was noted.			N/A
KPI B2.2	Lost days due to work injury	No case of lost days due to work injury was noted.			N/A
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	“Health and Safety”			14
B3: Development and Training					
General Disclosure				“Development and Training”	14
KPI B3.1	The percentage of employee trained by gender and employee category	–			–
KPI B3.2	The average training hours completed per employee by gender and employee category	–			–

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Pages
B4: Labour Standards			
General Disclosure		“Labour Standards”	15
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	“Labour Standards”	15
KPI B4.2	Description of steps taken to eliminate such practices when discovered	–	–
Operating Practices			
B5: Supply Chain Management			
General Disclosure		“Supply Chain Management”	15
KPI B5.1	Number of suppliers by geographical region	–	–
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	–	–
B6: Product Responsibility			
General Disclosure		“Customer Data Protection and Privacy”	15
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	–	–
KPI B6.2	Number of products and service related complaints received and how they are dealt with	–	–
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights	–	–
KPI B6.4	Description of quality assurance process and recall procedures	–	–
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	“Customer Data Protection and Privacy”	15

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING INDEX

Subject areas, aspects, general disclosures and Key Performance Indicators (KPIs)		Section	Pages
B7: Anti-corruption			
General Disclosure		“Anti-corruption”	16
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 case	No concluded legal case regarding corrupt practices was noted.	N/A
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	“Anti-corruption”	16
Community			
B8: Community Investment			
General Disclosure		“Community Investment”	16
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	–	–
KPI B8.2	Resources contributed (e.g. money or time) to the focus area	–	–