SUNeVision Holdings Ltd.
新意網集團有限公司

(Incorporated in the Cayman Islands with limited liability)
Stock Code : 1686

2021/22
**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**

The technology arm of Sun Hung Kai Properties Limited

Contents

OUR BUSINESS

SUNeVision Holdings Ltd. ("SUNeVision" or the "Company") and its subsidiaries (collectively referred to as the "Group" in this report), the technology arm of Sun Hung Kai Properties Limited, is the largest data centre provider in Hong Kong. We offer carrier and cloud-neutral data centre services with global top 10 connectivity. Our data centre ecosystem in Asia connects providers of telecommunications, cloud, ISP, CDN, and OTT all over the globe with enterprises across different fields.

Our major data centre ecosystem, MEGA Campus, comprises the MEGA-i and high-tier data centres, including MEGA Two and MEGA Plus. MEGA Campus offers direct connections to multi-cloud platforms and exchanges with high connectivity that can cater for customers with different needs.

SUNeVision owns three major member companies, including iAdvantage Limited ("iAdvantage"), SUNeVision Super e-Technology Services Limited ("Super e-Technology") and SUNeVision Super e-Network Limited ("Super e-Network"). iAdvantage focuses on data centre service; Super e-Technology specialises in satellite distribution networks; while Super e-Network pioneers in intelligent-building networks.

SUNeVision is honoured to be a constituent member of the Hang Seng Corporate Sustainability Benchmark Index.

For more information, please visit http://www.sunevision.com.

OUR REPORTING APPROACH

REPORTING OBJECTIVES

SUNeVision strives to undertake our responsibility as a corporate citizen to serve the community and play a part in promoting sustainability. This Environmental, Social and Governance Report ("ESG Report") outlines our commitment, approach and achievements in creating value for the environment, our people, our customers, our supply chain and the community.

REPORTING SCOPE

This report covers our performance and material issues from 1 July 2021 to 30 June 2022, as well as our ongoing initiatives to enhance our ESG performance. The report covers our core technology asset, iAdvantage, as well as its data centre facilities, including MEGA-i, MEGA Two, MEGA Plus, MEGA Fanling, JUMBO and ONE and the Group's other subsidiaries, Super e-Technology and Super e-Network.

REPORTING STANDARDS

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

REPORTING PRINCIPLES

During the preparation process, the Group adheres to the fundamental reporting principles outlined in the ESG Reporting Guide.

Materiality

We performed a materiality review based on a peer review and stakeholder engagement process that determined the material ESG aspects to SUNeVision and guided the focus of this report.

Quantitative

The report discloses environmental and social key performance indicators (KPI) and provides measurable data over time.

Balance

The Board has reviewed the report and confirmed that the ESG Report has not omitted any information related to material ESG topics. This report has been prepared without bias.

Consistency

SUNeVision adopted a consistent data treatment approach to allow a fair comparison of our performance over time.

OUR APPROACH TO SUSTAINABILITY

ESG GOVERNANCE

SUNeVision believes that sustainability is a key to a successful business. To fulfil stakeholders' expectations, we have established a sound governance framework to effectively consolidate ESG strategies into our daily operations. Our ESG governance structure is divided into two main components, the Board of Directors (the "Board") and an ESG working group, which is comprised of the senior management and representatives from different departments, including the Internal Audit Department, Human Resources and Administration Department, Technology Department, Business Development and Sales & Marketing Department, and Facility Management Department.

The Board bears the ultimate responsibility in ESG governance and sets forth the overall ESG managerial approach, strategy and priorities. Further, the Board is obligated to evaluate and determine ESG-related risks and ensure effective ESG risk management and internal control systems are in place. Risk mitigation performance is periodically reviewed. Disclosures in this ESG Report are approved by the Board upon review by the Corporate Governance Committee.

With powers delegated by the Board, the ESG working group implements the Board's ESG strategies and policies across departments of the Group. The ESG working group also supervises the collection of ESG data, carries materiality assessments, and prepares this ESG Report.

RISK MANAGEMENT

The Board is responsible for maintaining sound and effective systems of risk management and internal control, which include financial, operational and compliance controls, to safeguard the Group's assets and Shareholders' interests, as well as for reviewing the effectiveness of such systems. The responsibilities of the Board include and is not limited to:

- Ensuring the integrity of the Group's accounting and financial reporting system;

- Reviewing and monitoring the Group's risk management and internal control systems;

- Reviewing the Group's corporate governance and compliance policies and practices;

- Reviewing the Group's strategy and approach to Environmental, Social and Governance ("ESG") issues to ensure effective ESG risk management;

In addition, the Internal Audit Department of the Group performs annual audits and independent reviews of the Group's operations, risk management and internal control systems. Deficiencies in the design and implementation of such systems are identified, and recommendations are proposed for improvement.

OUR APPROACH TO SUSTAINABILITY

Risk Management Policy

The Group's Enterprise Risk Management framework is adopted with reference to the COSO framework, with a "Top-down" approach to overseeing risks. Besides the Board, the Audit Committee, the Risk Management Taskforce (the "RMTF"), and senior management also exert significant oversight in reviewing risks. Our Risk Management Policy outlines the procedure to identify, assess, mitigate, report and monitor key business risks across all business units.

At least once a year, the RMTF identifies and evaluates the risks that would adversely affect the achievement of the Group's objectives, and report its findings to the Advisory Committee. Impact and vulnerability assessments are performed and corresponding mitigation plans will be formulated accordingly.

For more details on the composition and responsibilities of various committees of the Board, our risk management and internal controls, as well as the principal risks and uncertainties identified in relation to our key areas of operations, please refer to the Corporate Governance Report and the Report of the Directors in SUNeVision's Annual Report 2022.

STAKEHOLDER ENGAGEMENT

Regular communication with stakeholders is crucial for corporate development. We value the feedback and opinions of stakeholders, including customers, employees, suppliers, shareholders, regulators, and the community. Through stakeholder engagement, we can improve our sustainability performance, striving for excellence on one hand while building a strong and trusting relationship with stakeholders on the other. We engage our internal and external stakeholders through a variety of communication channels, including but not limited to Annual General Meetings, Annual and Interim Reports, ESG reports, company website and social media platforms, shareholders meetings, company activities, customer satisfaction surveys, staff satisfaction survey, community services and business meetings.

MATERIALITY ANALYSIS

The Group reviews the materiality of ESG-related topics on an annual basis. This year, the Group continued to review the list of ESG topics based on a peer benchmarking exercise and internal evaluation to identify and prioritise topics that are material and relevant to the development of the industry and the Group. The findings were then reviewed and approved by the Board.

In this reporting year, a total of thirteen material topics were identified. Considering the potential impact that these issues may have on our business operations, we have formulated appropriate measures and policies to address these issues. For details of the policies and the relevance of the topics to our operations, please refer to the corresponding chapters of this report. We welcome feedbacks and comments from stakeholders to advance towards a sustainable future.

OUR APPROACH TO SUSTAINABILITY

List of Material Topics

Governance

- Data privacy and security
- Ethical business conduct and anti-corruption
- Risk management

Environment

- Energy efficiency and carbon emission
- Climate mitigation and resilience
- Waste management
- Water management

Social

- Occupational health and safety
- Training and education
- Employee benefits, well-being and retention
- Diversity and equal opportunity
- Customer experience and complaint handling
- Community Investment

ENVIRONMENTAL PROTECTION

ENVIRONMENTAL POLICY

- Committed to protect the environment
- To achieve sustainable environmental business for the Group and its customers
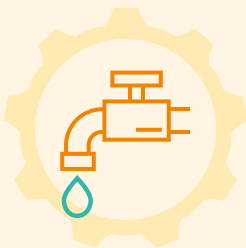
ENERGY MANAGEMENT

- High efficiency water cooling system
- LED light tubes

GREEN BUILDING

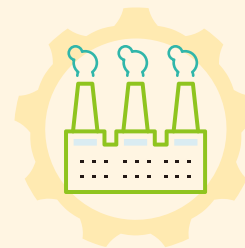- LEED & BEAM Plus certified
- Solar panel installation in MEGA Plus

WATER MANAGEMENT

- Water Leak Detection System
- Automatic faucets installation
- Rain collector for water cooling

WASTE MANAGEMENT

- Hazardous waste collected by licensed vendors for proper treatment
- Paperless working approach

CARBON EMISSION

- Non-CFC refrigerants
- Purchase of Renewable Energy Certificates ("RECs")

ENVIRONMENTAL PROTECTION

STRATEGIES AND MANAGEMENT

SUNeVision's pursuit for long-term business continuity and sustainable development is propelled by responsible business strategies and environmental management. We are committed to improving our environmental performance in current data centres while implementing sustainable design elements into new developments.

We believe operations that are well-managed and optimised are essential to long-term development. Therefore, we continuously strive to embed good environmental practices and ensure our operations are managed under existing local environmental laws and regulations, such as the Noise Control Ordinance (Cap. 400), Water Pollution Control Ordinance (Cap. 358), and Waste Disposal Ordinance (Cap. 354).

Our support for the Hong Kong Government's environmental commitments, such as achieving carbon neutrality by 2050, extends beyond compliance with the laws, as we also emphasise specific environmental material issues, and endeavour to reduce our energy use, carbon emissions, waste and water consumption.

As the Group's operations do not require the use of packaging material, nor do they generate any significant emission of air pollutants, disclosures on these aspects are not applicable.

Environmental Commitment

To manage our environmental issues effectively, the Group has published an environmental policy outlining our commitment to achieve sustainability and minimise the adverse impact of our company activities and services on the environment. We are dedicated to reducing our possible environmental impacts, promoting energy efficiency, conserving natural resources, reducing waste, and raising staff environmental consciousness through education programs. To ensure the effectiveness of our policy, our Chief Executive Officer oversees the Policy's implementation and performs periodic reviews.

We have also established targets for the Group's chillers to achieve an overall Coefficient of Performance ("COP") of 5 or above by the target year 2030, resulting in a reduction in carbon intensity for cooling. We also target to achieve a COP of above 6 and 3 for all new purchases of water-cooled chillers and air-cooled chillers, respectively. It demonstrates our unwavering commitment to improving our environmental performance.

To ensure our goals are achieved, we will continue to monitor our performance and review the progress made against our target with the following procedures:

i) The Facility Management Department will perform a quarterly review of the overall COP; and

ii) The Procurement Team will be the gatekeeper to ensure the chillers purchased by the Group meet the target.

This year, due to the continuous efforts of the Group, all the newly purchased water-cooled chillers and air-cooled chillers have met the target.

ACHIEVING BETTER ENERGY PERFORMANCE AND REDUCING CARBON EMISSIONS

Given the inherent nature of data centres, SUNeVision recognises its responsibility as an energy-intensive company, and we are committed to identifying solutions to mitigate climate change. We believe that decarbonisation within the building and exploring alternative energy sources are significant strategies for lowering GHG emissions and reducing reliance on fossil-based energy sources. Therefore, we put extra attention to articulating the enhancement of energy efficiency to offset the growth in demand.

| Our data centre designs embody a range of green designs and solutions in different aspects:	
	Measure(s) implemented
Cooling	▶ The installation of a high-efficiency water-cooling system in the MEGA Plus and MEGA Fanling data centre to reduce energy use for cooling
	▶ The designated use of non-chlorofluorocarbon ("non-CFC") based refrigerants at our newly constructed data centre to reduce direct GHG emissions
	▶ The adoption of the Water Leak Detection System to detect water leakage such that our Computer Room Air Conditioning ("CRAC") can operate at its optimal energy efficiency
Lighting	▶ The use of LED lightbulbs in MEGA Plus, MEGA-i, MEGA Two and MEGA Fanling data centre to reduce energy consumption
Energy supply	▶ The use of electrical and mechanical systems such as uninterruptible power supply system ("UPS") to reduce energy loss
	▶ Purchase of RECs from CLP to further lower our carbon footprint
	▶ Installation of solar panels at MEGA Plus contributes to the generation of renewable energy
Building design and control	▶ Planting grass on the walls and roof at MEGA Plus to reduce heat from sunlight
	▶ Installation of Building Management System (BMS) at our data centres to ensure the equipment operates in an efficient manner

In our office, employees are encouraged to switch off the idle electrical appliances to minimise non-essential energy consumption. In addition, we have installed LED light bulbs and occupancy sensors for lighting control in our office to minimise the lighting energy consumption.

ENVIRONMENTAL PROTECTION

Solar Panels @ MEGA Plus

LET'S GO GREEN!
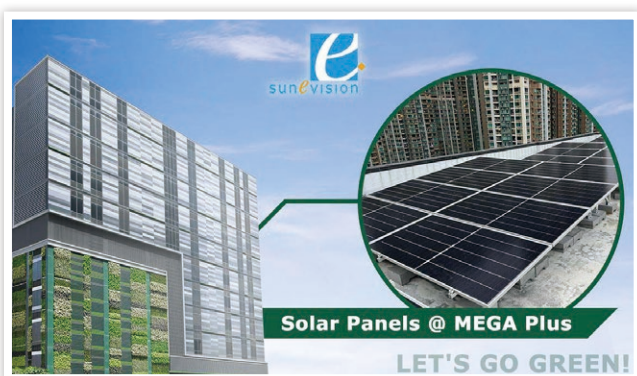
First solar panel systems commissioned

During the reporting year, the Group has joined CLP's Renewable Energy Feed-in Tariff ("FiT") Scheme to promote renewable energy use. We have commissioned the first solar panel system located on the rooftop of the MEGA Plus data centre. It is able to generate a maximum of 99.36 MJ renewable energy in an hour under full sunlight conditions.

The Group will continue to explore opportunities in renewable energy investments.

Our Certification and Awards

Environmental sustainability is ingrained in every aspect of our operation. SUNeVision has set its sights on improving the environmental performance, from data centre design to environmental management. To support environmentally friendly operation, SUNeVision has an Environmental Management System (EMS) in compliance with international standard ISO 14001:2015 in the office and at MEGA-i, MEGA Plus and MEGA Two.

Throughout the year, we have continued to improve our data centre's sustainable management. Besides MEGA Plus, which was already LEED and BEAM Plus certified, we have also extended our efforts to other data centres. This year, we are pleased to have achieved Excellent Grade for Management Aspect of BEAM Plus in our MEGA Campus data centres.

Sustainable Technology Award 2022

We are pleased to be honoured with the Sustainable Technology Award, presented by SocietyNext Foundation, which recognises companies focused on uplifting the value chain activity towards a sustainable business model.

ENVIRONMENTAL PROTECTION

MANAGING WASTE AND CONSERVING RESOURCES

Waste Management

Our waste management is underpinned by our Environmental Policy, which incorporates the 4R principle, Reduce-Reuse-Recycle and Replace. We also echo the government's vision as suggested by the Waste Blueprint for Hong Kong 2035, in which one of the main focuses is waste reduction.

Waste Reduction and Recycling

To promote recycling and facilitate waste sorting, we have set out three-colour waste separation bins at MEGA-i, MEGA Two, MEGA Plus and ONE. We have also contacted authorised vendors to recycle paper collected in ONE. To reduce waste at the source, we have been encouraging a paperless working approach in both data centres and office areas, such as implementing the e-leave systems and the purchase request system, which enables us to minimise a significant amount of paper consumption. While using paper was inevitable, we procured paper products from sustainably managed forests and recycled and controlled sources. Apart from paper, we donated our retired computers and electronic equipment in the office for recycling.

Waste Disposal

Where waste generation is unavoidable, we ensure that all hazardous and non-hazardous waste are properly processed in accordance with the local laws and regulations. Hazardous waste generated from our operations, including fluorescent light tubes and valve-regulated lead-acid ("VRLA") batteries from the UPS, are collected by licensed vendors for appropriate treatment before disposal. We strive to manage waste, not just within our operations, but also extending to our contractors. Construction wastes generated by our contractors are properly disposed of to designated facilities.

In the future, we will continue to monitor our waste generation periodically. We also target to further promote waste recycling and continue identifying possible opportunities to further reduce waste generation.

Water Management

The use of cooling water is prevalent and indispensable to our operations of data centres. While the Group does not encounter any problems in sourcing water for our daily operations, we are committed to promoting better water usage. As stipulated in our Environmental Policy, we strive to conserve water by implementing various water-related initiatives. For instance:

i)   The Water Leak Detection System was adopted to identify any water leakages from taps, pipes and valves in time
ii)   Automatic faucets are installed at MEGA Plus
iii)   Chemical dosing treatment is conducted before releasing used water from cooling towers into drainage
iv)   The rainwater collected by the rainwater harvesting system will be used in water-cooled chillers

As the Group plans to expand its business, more water-cooled chillers will be installed in data centres. Therefore, the Group expects an increasing trend in its absolute amount of water consumption. Despite the fact that the increase is unavoidable, the Group will continue to identify possible solutions, for instance, water recycling programmes, and more frequent inspections of water leakage, to minimise its water consumption intensity.
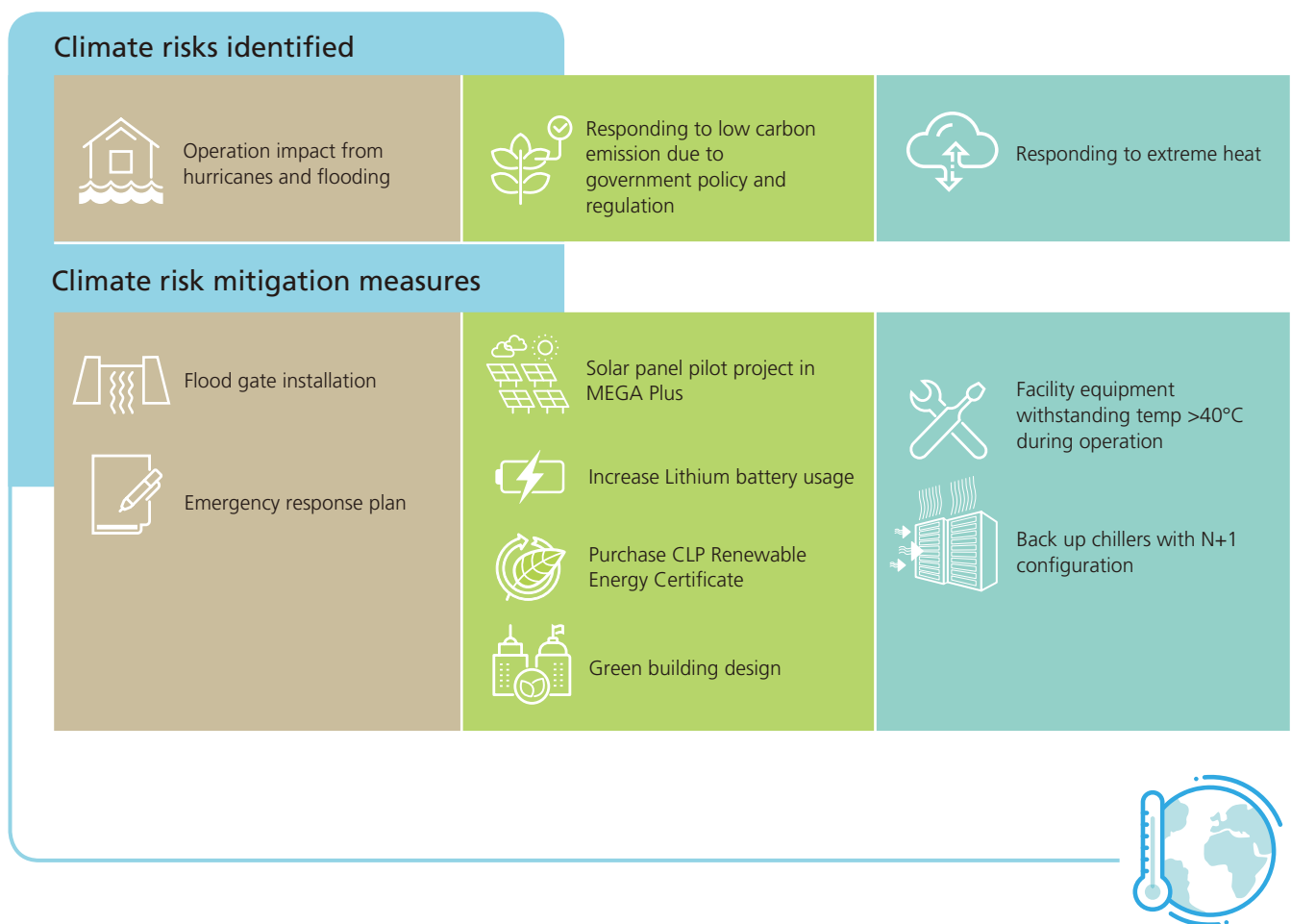
ENVIRONMENTAL PROTECTION

ADOPTING MITIGATION AND RESILIENCE MEASURES TO ALLEVIATE CLIMATE RISKS

Climate Risk Management

Climate change imposes both physical and transitional risks for our business. Extreme weather, such as hurricanes, flooding and extreme heat, could cause a negative impact on our operations. Especially for data centres, a stable temperature is essential to maintain equipment operation. In addition, in light of stricter government restrictions and regulations, more pressure has been placed on energy-intensive businesses, and a transition to low-carbon facilities will be the new norm for the development of data centres. Despite the challenges, the Group continuously identifies solutions to adapt and mitigate climate change.

The Group has identified the following climate-related risks and corresponding mitigation measures:

Climate risks identified

Operation impact from hurricanes and flooding	Responding to low carbon emission due to government policy and regulation	Responding to extreme heat

Climate risk mitigation measures

Flood gate installation	Solar panel pilot project in MEGA Plus	Facility equipment withstanding temp >40°C during operation
Emergency response plan	Increase Lithium battery usage	Back up chillers with N+1 configuration
	Purchase CLP Renewable Energy Certificate	
	Green building design	

GROW WITH OUR PEOPLE

Diversity, Equality and Inclusion – Women in Management

Employee Engagement and Well-being – Engage our People

**Talent Acquisition and Development – Talent Development**

GROW WITH OUR PEOPLE

DIVERSITY, EQUALITY AND INCLUSION

We embed diversity, equality and inclusion in our business. We promote equal access to opportunity for all our employees and create a diverse, harmonised environment in our workplace.

Women in Management

SUNeVision has created an environment where women can play active roles at the Group's senior management level. 50% of our senior management positions are held by women. 2 female leaders are nominated for the IM100 Awards, which recognise the top 100 industry influencers who demonstrated significant impact on the infrastructure industry globally. Our 2 female leaders won the awards for two consecutive years in 2020 and 2021, respectively.
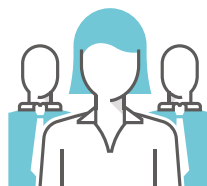
Women in management

Senior management	**50%**
General workforce	**44%**
Technical operation position	**15%**

Valuing Diversity and Inclusion

We are committed to promoting diversity, equality and inclusion in our work daily. Our strong belief in providing equal opportunities to employees, regardless of race, colour, religion, gender, national origin, marital status, age and disability, has been underpinned in our Recruitment Policy, Employment Policy and Code of Conduct. These policies assure that employees have a workplace free from sexual harassment, and that employees are treated with mutual respect.

We made significant efforts to diversify our technical operations team by providing more technical operations positions, which are traditionally dominated by male workers e.g. engineers and security positions, to be more available to female workers. We have made a good start – 15% of female employees are employed in technical operation positions. 44% of the general workforce are female.

We have conducted career talks to ethnic minority groups to complement and reinforce our belief in diversity. We have also offered them employment opportunities to enrich our workforce with diversity.

EMPLOYEE ENGAGEMENT AND WELL-BEING

Engage Our People

The culture of SUNeVision is inspired and guided by our defined Vision, Mission and Values (VMV). Our values, namely Collaboration, Ownership, Courage and Innovation, have drawn us together cohesively to build our success collectively. Specific VMV trainings are provided to new joiners to help them embrace the same values as us.

SUNeVision Values

COLLABORATION
OWNERSHIP
COURAGE
INNOVATION

We treasure the voice of our employees by providing different forms of two-way communication platforms such as staff intranet and staff satisfaction survey conducted annually. Based on our recent working environment satisfaction survey, we have achieved a response rate of over 98% and a 78% satisfaction rate.

The clear guidelines laid down by our Grievance Policy and Whistle-blowing Policy ensure that our employees, employees' voices are heard without any restrictions. The cases will be handled by a dedicated senior management team with high priority.

Working environment satisfaction survey

Response rate	**>98%**
Satisfaction rate	**78%**

Whistle-blowing Policy

Our Whistle-blowing Policy is in place to encourage our staff to report any malpractice, impropriety and fraud that comes to their attention. Staff may also choose to raise their concerns anonymously through email or directly report any suspected irregularities or concerns to immediate supervisors, department managers, Internal Audit and Human Resources Department or the senior management level if necessary. The investigation outcomes and recommendations will be reported timely to the Chief Executive Officer, the Vice Chairpersons and the Audit Committee, subject to the nature and complexity of the matter. All reported cases are handled promptly and confidentially to protect the relevant parties from retribution or reprisals.

Grievance Policy

With our grievance policy, employees may file written grievances to their immediate superiors. The situation may be escalated to higher levels of management, such as the department head, the director of human resources and administration, or the CEO, if the immediate supervisor is involved in the case. To guarantee that the case will be handled promptly, responses to the grievances must be made within 14 working days and all grievances will be handled with confidentiality.

Fun and Caring Environment

SUNeVision strives to create a fun and caring work environment by providing various non-monetary benefits for all our permanent and contract employees. They love our "casual wear everyday" policy, which allows flexibility and relaxation at work. To ensure our employees are connecting with each other socially, we mingle with our employees through regular activities, such as sports, festival celebrations, staff parties and dinners, surprise gifts and fruit Mondays, to create a harmonious team environment.

We care about our employees' health and well-being. In 2022, we enhanced our staff shuttle bus service to assist our shift duty employees to commute to work more efficiently and comfortably. To allow our employees to celebrate their most meaningful life moments, we provide leave days and gifts to celebrate their birthdays, marriage and newborn children.

Various health talks and comprehensive health check-ups are arranged to raise employees' awareness of a healthy lifestyle. Other than providing medical and dental plans to our employees, we also extend the medical and dental coverage to employees' spouses and dependents.

To combat stress that may arise from personal or work circumstances, we have implemented an "Employee Assistance Program" (EAP) for employees and their family members. The EAP offers professional, confidential, behavioural counselling to employees and their family members in order to address their personal issues, and foster a balance between work and personal life.

GROW WITH OUR PEOPLE

TALENT ACQUISITION AND DEVELOPMENT

Talent Acquisition

At SUNeVision, our people are our greatest asset. We place priority on hiring exceptional talent. We have employed extensive channels to recruit the best talents. Our participation in various Career Expos, institutional recruitment days, universities campus recruitment and recruitment days arranged by Government bodies enable us to reach the new generation of the highest potential youth, so that we can build our succession pipeline. An internal "Employee Referral Program" is also implemented to help us recruit talents.

Leveraging the Group Management Trainee program, the customised on-the-job training program is offered to fresh graduates to develop a career in the fast-paced technology sector. The summer internship program is also offered to undergraduates to give them an early understanding of a potential career in our industry.

Talent Development

We respect individual employees' need for specific career growth in their preferred areas of expertise and interest as well as their personal growth objectives. We provide a clear career path of advancement, training and development opportunities for our talents to excel.

To develop a diverse team of professionals and keep our talents up-to-date with industry trends, we earmark a company-wide and structured training program focusing on three major disciplines, namely leadership development, job skills development, and personal development. The trainings are delivered in various forms including online courses, seminars, webinars, workshops and others.

With support from our parent company, we provide trainings to all our permanent and contract employees. For instance, trainings on team management, decision-making and presentation skills are provided to managerial staff, while trainings on data analytics, digital marketing and customer service are provided to office staff, and orientation training programs are provided for new employees to familiarise themselves with our company. We also provide trainings for all staff on personal development like time management, language skills and communication skills.

Focus Area	Training Topics
Leadership Training	• Presentation skills • Problem-Solving skills • Innovative Thinking
Job Specific/Industry Related Training	• Intellectual Property Rights • Blockchain Application • Personal Data Privacy • NFT and Metaverse • Digital Marketing and Data Management

GROW WITH OUR PEOPLE

We also partner with external institutions to arrange trainings for our employees apart from internal trainings. For example, we work with the Hong Kong Independent Commission Against Corruption (ICAC) every year to arrange a training on anti-corruption and updated legislation for all permanent and contract staff.

In addition to the designated training programs, we support employees' continuous learning for personal growth. Therefore, we provide training sponsorship to all employees including contract employees. Employees can apply for full reimbursement of course fees upon completion. We offer educational sponsorship to full-time employees, so that they can pursue a degree program or obtain certain professional qualifications, and fulfil their career aspirations. In order to support the continued education for our employees, examination leave is also offered when employees so require.

PERFORMANCE MANAGEMENT AND REWARDS

Robust Performance Management Process

We strive for transparency in our performance management process. It is an important process which allows management to share the business objectives, provide on going feedback, recognise employees' contributions, and formulate individual development plans. To drive a high-performance culture, besides the formal performance review conducted for each individual, formal and informal coaching and feedback will be given to employees during the year.

100%
of employees completed performance reviews every year

Equitable Merit-based Compensation

We maintain a compensation pay structure that is competitive with the market. We regularly benchmark our pay structure with market data to ensure that our compensation is equitable and market competitive. Our employees are fairly rewarded based on their performance. The merit-based compensation includes salary, bonus and long-term incentives of stock options. Besides compensation, we provide various staff benefits such as an enhanced pension scheme, medical plan, travel and shift allowance, overtime pay, full paid sick leaves, marriage leaves, birthday leaves, maternity and paternity leaves on top of annual leaves to compensate employees as the total reward.

We also ensure strict compliance with relevant labour laws and regulations, such as the Employee Ordinance, Employees' Compensation Ordinance, Personal Data (Privacy) Ordinance, Inland Revenue Ordinance, Mandatory Provident Fund Schemes Ordinance, Minimum Wage Ordinance and Prevention of Bribery Ordinance. Meanwhile, the Group's business is not exposed to the risk of engaging child and forced labour. Disclosures on our policy and compliance with relevant laws and regulations on this topic are therefore not applicable.

GROW WITH OUR PEOPLE

HEALTH AND SAFETY

Occupational Health

The health and safety of employees is of our utmost concern. In this regard, we always ensure full compliance with all regulatory requirements, including the Occupational Safety and Health Ordinance (Cap. 509) and the Guidance of Safety Management System (SMS) under the Labour Department of the HKSAR. Although our business operation is not typically associated with high health and safety risks, we demonstrate our commitment to promoting a safety culture at our premises by establishing our Corporate Health and Safety Policy and other relevant policies and plans.

To maintain the highest occupational safety and health standards across the Group, occupational health and safety measures are adopted and implemented. We strictly require all construction workers working on our sites to be registered with the Construction Industry Council and received the Construction Industry Safety training. We also require job-related staff to attend the Industrial Health and Safety Training and first aid courses. Additionally, a Health and Safety Manager is designated to review and strengthen our Health and Safety controls.

We have also established a risk register log to identify and mitigate health and safety risks at work, and conduct regular safety inspections to identify health and safe risks in the workplace.

Owing to our efforts to protect our employees' health and safety, **the number of work-related fatalities remains zero in the past 3 recorded years, and lost workdays remains at a minimum level of 0.16% this year.**

0%
work-related fatalities remains zero

GROW WITH OUR PEOPLE

Efforts to Combat COVID-19

Like the rest of the world, Hong Kong has been affected by COVID-19 in the past few years. To protect our employees against the pandemic, we encouraged our employees to get vaccinated by offering 2 days of vaccination leave for each shot. Also, we have lined-up hospitals to provide free consultation and medical check-ups for employees concerned about health complications arising from vaccinations. During the period of the serious breakout, we have implemented a flexible "Work from home" regime and flexible working hours. We have also provided employees with preventive gears, such as surgical masks and rapid antigen tests, to protect our employees.

Our established Pandemic Disease Response Plan also serves as the guidelines for our in-house health monitoring and quarantine measures. Precautionary disinfectant cleaning is required at different stages of the pandemic situation.

PROVIDE FACE MASK

PROVIDE RAPID ANTIGEN TESTS

WORK FROM HOME

PANDEMIC DISEASE RESPONSE PLAN

2 DAYS OF VACCINATION LEAVE

SUPPLY CHAIN MANAGEMENT

Promote sustainable supply chain

Achieve zero bribery and corruption

92% local suppliers

STRATEGIES AND MANAGEMENT

To ensure a sustainable and ethical supply chain, our procurement process is guided by the Procurement Policy and Procedure. The Procurement Team is in charge of the execution of the policies, decision-making related to procurement, vetting qualified suppliers and contractors, and assuring all employees involved in purchases comply with the policies.

There were no concluded legal cases regarding corrupt practices in our Group during the reporting year while the Group has in place strict control and efforts to combat corruption.

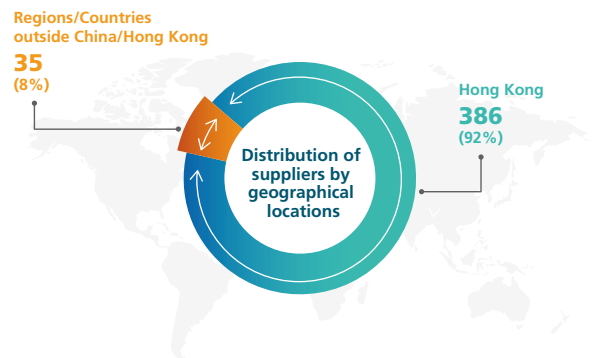### PROMOTING A RESPONSIBLE AND SUSTAINABLE SUPPLY CHAIN

Our dedication to good governance practices extends to our suppliers. We understand that engaging with our suppliers and contractors is essential as we work to reduce our social and environmental impact throughout our value chain. Responsible and sustainable procurement considerations are incorporated into the contractor/supplier selection, procurement processes and activities. We adhere to the followings during the procurement process:

- Engage environmental consultants to evaluate our construction plans and materials, ensuring specific certification and statutory requirements are met;

- Select electrical and mechanical systems and facilities operation and management systems such as building ventilation systems with desirable energy efficiency;

- Encourage the use of environmental-friendly materials in our operations;

- Procure electrical products containing minimal or no hazardous substances; and

- Avoid single-use disposable products, and prioritise the use of reusable, recyclable or highly durable products.

In order to further minimise the environmental impact of our supply chain, we also promote the use of accredited environmental preferable products and equipment of all types among our suppliers and contractors.

SUPPLY CHAIN MANAGEMENT

Additionally, we are aware of environmental and social factors when making procurement decisions. To support local economic growth and to reduce carbon emissions from transportation along the supply chain, we prioritise our purchases from local suppliers. During the reporting year, over 90% of our suppliers were locally based.

Regions/Countries outside China/Hong Kong
35
(8%)

Hong Kong
386
(92%)

Distribution of suppliers by geographical locations

UPHOLDING HIGH QUALITY STANDARDS

Addressing the rising expectations of stakeholders regarding suppliers' ESG practices, we demand that all suppliers adhere to a consistent standard that goes above and beyond the requirements set forth by law. In addition to evaluating the calibre of services provided, we also consider the supplier's commitment to social responsibility and its environmental performance. We have established protocols for soliciting tenders and performing reviews in order to better track the performance of our suppliers. In view of this, the Procurement Team and Project Managers will conduct a general review on the quality of products and services performance, including the environmental performance of all qualified suppliers on a regular basis. A scoring deduction in the tender evaluation and performance review will be considered if suppliers fail to meet our standards or requirements.

PROMOTING ETHICAL SUPPLY CHAIN MANAGEMENT

Our Code of Conduct and Procurement Policy outlines the expectation that all employees, suppliers and vendors act ethically with integrity and comply with relevant laws and regulations, including the Prevention of Bribery Ordinance (Cap. 201).

Internal operations and system control audit reviews are conducted continuously to ensure ethical practice in our operations. The Procurement Team is responsible for monitoring procurement processes and reporting any non-compliant cases to the senior management to ensure the integrity and compliance along our supply chain. Besides encouraging our staff to use the whistle-blowing mechanism when necessary as mentioned in the chapter "Grow with Our People", we also encourage external stakeholders such as suppliers to report any malpractice, impropriety and fraud along our supply chain under our Whistle-blowing Policy.

Anti-corruption Training

Our Code of Conduct clearly states that no staff shall receive compensation and accept gifts throughout the supply chain. Moreover, to raise staff's awareness of anti-bribery, on an annual basis, we arrange for all full-time and part-time staff and executive directors to participate in Hong Kong Independent Commission Against Corruption (ICAC)'s training, which focuses on anti-corruption and updated legislation. This year, we also provide anti-corruption training to our top 10 suppliers in terms of purchasing amount.

we also provide anti-corruption training to our top 10 suppliers in terms of purchasing amount.

Self-declaration of Conflict of Interests

According to the Code of Conduct, all staff members involved in the procurement process are required to declare any conflict of interests. Our Procurement Policy also requires our suppliers to declare any potential or apparent conflict of interest with members of the Group.
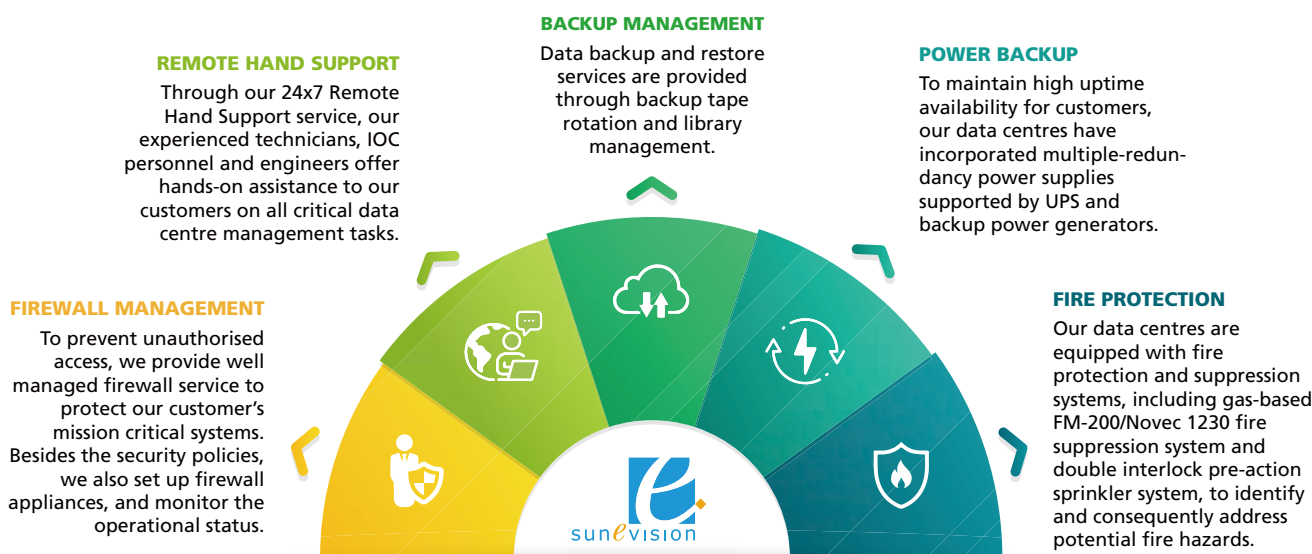
PRODUCT RESPONSIBILITY

Delivering Reliability

Protecting Data Privacy

Responding to Customers' Feedback

STRATEGIES AND MANAGEMENT

As one of Hong Kong's leading data centres, we strive to provide quality service and improve customer experience. This entails delivering a reliable and excellent service, protecting data privacy, and continuously reviewing our service based on customer feedback.

In addition to the Personal Data (Privacy) Ordinance (Cap. 486), we are also guided by the Data Privacy and Security Policy, to assure our commitment to upholding physical security and cyber security. Moreover, the Information Technology Service Management System implemented at iAdvantage has been certified with ISO/IEC 20000-1:2018 as a recognition of our data management.

Since the Group's operation does not primarily include selling or shipping of physical products and intellectual property rights are not material to our operations, the requirements on relevant quantitative disclosure therefore do not apply.

We provide our customers with a wide range of cost-effective, reliable managed services. Supported by sophisticated tools, our professional team handles the day-to-day operations and provides support services to our customers around the clock.

REMOTE HAND SUPPORT
Through our 24x7 Remote Hand Support service, our experienced technicians, IOC personnel and engineers offer hands-on assistance to our customers on all critical data centre management tasks.

BACKUP MANAGEMENT
Data backup and restore services are provided through backup tape rotation and library management.

POWER BACKUP
To maintain high uptime availability for customers, our data centres have incorporated multiple-redundancy power supplies supported by UPS and backup power generators.

FIREWALL MANAGEMENT
To prevent unauthorised access, we provide well managed firewall service to protect our customer's mission critical systems. Besides the security policies, we also set up firewall appliances, and monitor the operational status.

FIRE PROTECTION
Our data centres are equipped with fire protection and suppression systems, including gas-based FM-200/Novec 1230 fire suppression system and double interlock pre-action sprinkler system, to identify and consequently address potential fire hazards.

DELIVERING RELIABLE AND EXCELLENT SERVICES

To strengthen our resilience to withstand emergencies and meet customers' expectations of delivering reliable, safe and secure services, we equip our designated facilities with various preventive maintenance and systems.

In recognition of our continuous effort, we are honoured to receive awards from different organisations.
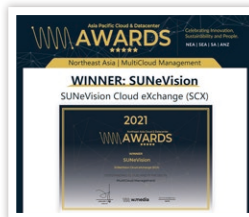
Best Data Centre Provider (Overseas) Award

W.Media Asia Pacific Cloud & Data Centre Awards – MultiCloud Management (Northeast Asia)

"2021 Outstanding Company: Best Data Centre Infrastructure" Award

In the reporting year, SUNeVision received the Best Data Centre Provider (Overseas) Award from the 16th China IDC Industry Annual Ceremony for three consecutive years in appreciation of our efforts in offering dependable and top-notch services to our customers.

We are pleased to be the winner of the W.Media Asia Pacific Cloud & Data Centre Awards – MultiCloud Management (Northeast Asia). With more enterprises moving their workload to cloud, we further enrich our ecosystem by launching SUNeVision Cloud eXchange (SCX), our own cloud exchange platform.

We are honoured to have received the "2021 Outstanding Company: Best Data Centre Infrastructure" Award at Global Internet Data Conference. With the addition of two new high-tier data centres launched in 2022, we will further enable Chinese enterprises to go global.

PRODUCT RESPONSIBILITY

Launching New Data Centre and Revitalising Existing Centres for Sustainable Growth

MEGA Fanling, our eighth data centre announced in July 2021, began operations in June 2022. Utilising an asset-light model, it achieved a short time-to-market cycle of less than 12 months to enable the capturing of dynamic market demands. It is already fully committed from inception to a single cloud customer over a multi-year contract. With over two decades of data centre experience and expertise, we invested significant capital and resources in upgrading it from a warehouse building to a dedicated data centre in a sustainable environment.

As part of our commitment to provide state-of-the-art data centre services, we have continued to upgrade our existing facilities. The power density and infrastructure of both MEGA-i and MEGA Two have been upgraded, which allows existing customers to increase their power utilisation without the need to expand floor area and enables new customers with high-power requirements to establish their presence in the facilities. We will continue to invest in best-in-class infrastructure and services to serve our customers professionally.

Adding Cable Landing Station to Our Data Centre Portfolio

We also won the tender for a site at Chung Hom Kok to develop a second landing station for international submarine cables. This will complement our first landing station, "HKIS-1", which has received strong interest from multiple regional and international cable operators. The addition of cable landing stations to our data centre portfolio will further strengthen the Group's position as the leading connectivity hub in Asia. With 9 out of 11 City PoPs of international submarine cables landing in Hong Kong located in SUNeVision's MEGA-i, providers of telecommunications, cloud, ISP and CDN services interconnect with each other in MEGA Campus' colocation facilities, forming a network of around 15,000 interconnections with unparalleled reliability and efficiency. Building on our rich data centre ecosystem, the addition of the cable landing stations will provide a one-stop solution to cable owners and users alike. SUNeVision's carrier-neutral facilities would be the ideal location for partners who look for connectivity to multiple cable systems and providers.

Our first cable landing station, HKIS-1, has received ANSI/TIA-942 (Rated-4) certification issued by the Telecommunications Industry Association. Rated-4 represents the highest rating level of fault-tolerant site infrastructure, providing the greatest assurance to customers and stakeholders. The globally recognised ANSI/TIA certification proves that HKIS-1, equipped with best-in-class data centre capability, has essential redundant components and protection, ensuring the highest level of reliability, resiliency and security.

PRODUCT RESPONSIBILITY

Case Study

Providing Highly Secure Data Centre Services for Hong Kong AI Unicorn SmartMore

SmartMore is a leading vision AI company with over 300 international patents and over 100 Chinese patents. Its AI solutions, GPU servers and expanding business require a data centre partner with reliable, ample power supply as well as scalability and connectivity in the long run. SmartMore has put its trust in and selected SUNeVision to fuel its business growth. SUNeVision's flagship data centre MEGA Plus, certified with LEED Gold, provides high power capacity, multi-level advanced security measures and 24/7 professional facility management to power SmartMore's expansion needs.

Fuelling Sustainable Growth for SmartMore
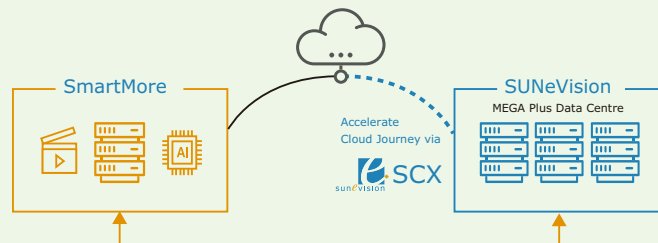
Developing Network Hub for Maxim's Group

During the reporting year, SUNeVision has assisted Hong Kong Maxim's Group (Maxim's), a leading regional F&B company in developing a high-resilience core network hub at MEGA Plus, interconnecting stores and production line managed by Maxim's and supporting timely exchange and compilation of data in multiple connections.

Active-active Core Network Hub with Resilience and Connectivity
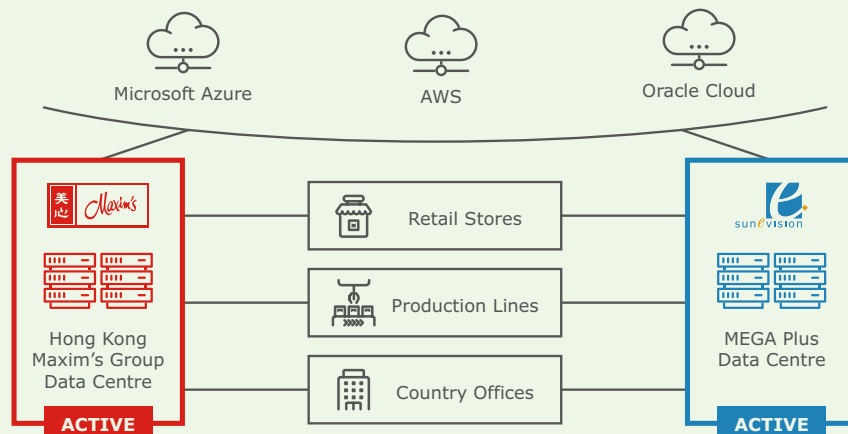
With this active-active resilience hub, Maxim's could directly and virtually connect to multiple major cloud providers via SCX, and allow a timely exchange of data in multiple locations and cloud applications, thus fostering the operation decisions for dynamic market needs by providing real-time traffic load balancing.

PRODUCT RESPONSIBILITY

PROTECTING DATA PRIVACY

Data privacy and security is often ranked as one of the most prominent topics in the industry. To address stakeholder concerns and to fulfil legal requirements, we uphold the highest standards in protecting data privacy and security. Therefore, we carry out effective measures to assure both physical and cyber security as well as the stringent protection of data privacy.

PHYSICAL SECURITY

Our data centres have implemented robust security and monitoring measures and are ISO 27001 Information Security Management System accredited to ensure a high level of security.

01 Use of Access Control System (ACS) to restrict visitors' entrance. Access cards are issued to authorised visitors for entry to restricted floors under escort by security personnel;

02 Security guard house in MEGA Plus and MEGA-i date centre is implemented to ensure only authorised individuals and technicians can access the data centre;

03 24 hours surveillance Closed Circuit Television Surveillance system is installed in all common areas, plant rooms and equipment rooms with digital recording;

04 Visit logs are properly maintained; An electric fence system is implemented.

PRODUCT RESPONSIBILITY

Cyber Security

We employ cybersecurity solutions such as the Layered Defence approach to assure the protection baseline of our IT infrastructure. To safeguard digital assets from potential dangers, we also form strategic partnerships with independent cybersecurity vendors to put security controls in place. The following initiatives were put into practice:

- Layered Defense approach – Implemented the Layered Defense approach to ensure the protection baseline of our IT infrastructure.

- Metallic (Cloud Backup) implementation – Implemented Metallic (Cloud Backup) to safeguard the Microsoft O365 mailbox and OneDrive to selected employees.

- Endpoint Security – Every workstation is equipped with updated anti-virus, anti-spyware and Advanced Persistent Threat Prevention software. Our cybersecurity team constantly monitors and provides instant incident management in handling daily cyber threats.

- Data Loss Prevention – On our application and data layer, we implement mobile application management and encryption on workstations and mobile devices to secure corporate emails, documents and team collaboration tools.

- Backup infrastructure Enhancement – In order to further protect the data files in our Company server from the attack of ransomware and hacker, SUNeVision has encrypted the second backup files.

- Red Team Exercise – Completed Red Team Exercise by an external consultant and achieved improvements over multiple domains.

- Cyber Security Awareness training – Conducted four sessions of Cyber Security Awareness training for all employees during the reporting year.

Safe Handling of Data

While we make use of information collected in the process of making enquires and submitting applications, we strictly comply with the Personal Data (Privacy) Ordinance (Cap. 486) to ensure our data is collected and stored for the purpose for which they have been collected. We are obligated to safely protect, store and handle personal data collected from visitors and employees of our facilities.

Guided by the Code of Conduct, all employees should protect the personal information of customers and tenants in compliance with the Personal Data (Privacy) Ordinance. To further enhance employees' awareness, trainings on data protection are offered to all employees to enhance their awareness of data privacy and protection of customers' data.

Data owners' consent should also be obtained prior to the collection of information. Through the Personal Information Statements, the data owner will be informed of the purposes and usage, including the scope of transfer and disclosure and the right to access and correct the collected data. Without the owner's permission, any external parties not included in the Statement will not receive access to such data, and only authorised employees can access, change or delete such data.

PRODUCT RESPONSIBILITY

RESPONDING TO CUSTOMERS' FEEDBACK

SUNeVision understands that customers' engagement and feedback are important for our continuous improvement in service delivery. To better address customers' needs and identify rooms for improvement, we have set up communication channels such as customer satisfaction surveys, which are conducted yearly to collect customers' feedback and respond to their needs.

At SUNeVision, we value both positive and negative customer feedbacks equally. To enforce effective communication, a Complaint Handling Policy is formulated to stipulate our duties and overarching approach to handle customer complaints. In addition, the Complaints Handling Management System at iAdvantage is accredited with ISO 10002:2018 whereas the procedures of handling complaints at Super e-Technology follow the ISO 9001 Quality Procedure Manual. All concerns that are received will be addressed promptly by our well-trained staff. During the reporting year, a small number of complaints relating to data centre services were received, and the complaints were handled in accordance with the existing procedures, which include 24/7 support to the customers. As such, all complaints were handled and resolved in a timely manner.

COMMUNITY INVESTMENT

STRATEGIES AND MANAGEMENT

The Group is dedicated to creating a positive impact in our society and contributing to the communities. We actively address the needs and add value to the community through volunteering, donations, participation in various industrial programmes and forming partnerships with reputable organisations with respect to the Group's Community Investment Policy.

The COVID-19 situation in Hong Kong remains challenging during the reporting year and most of our scheduled community activities have been postponed. We will continue to invest in the following areas.

Our Focus Areas

01 Investing in the Environment

02 Promoting Digital Awareness

03 Giving Back to the Community

OUR DESIGNED APPROACH

- Supporting projects, programmes or initiatives that address the needs of the community

- Building a close partnership with community and non-governmental organisations

- Supporting projects that offer the opportunity for our employees to be involved in

INVESTING IN THE ENVIRONMENT

SUNeVision respects the environment and aims to minimise the impact associated with its operation on the environment. To showcase our dedication, we actively promote efficient and smart use of energy and resources in daily operations, further business planning and/or youth education.

Renewable Energy Contribution Award

The Group is committed to enhancing environmental sustainability and energy efficiency through various green initiatives such as encouraging the use of renewable energy to reduce carbon footprint. The Group received the Renewable Energy Contribution Award presented by the CLP Group for the second consecutive year as a result of our continuous investments in renewable energy.

COMMUNITY INVESTMENT

PROMOTING DIGITAL AWARENESS

The Group is dedicated to fostering digital awareness and inclusion in society. By stimulating the flow of talent into the industry, we aspire to enrich the digital infrastructure industry and advance its long-term growth.

Becoming Foundation Partner of Infrastructure Masons (iMasons) Hong Kong Chapter

To support a better and more sustainable digital future for Hong Kong, SUNeVision has joined the Infrastructure Masons (iMasons) Hong Kong Chapter as a foundation partner in July 2021. With the launch of the iMasons platform, members of the digital infrastructure industry in Hong Kong could collaborate effectively and influence the digital infrastructure industry by sharing local insights and exchanging industry best practices with other global peers.

Participating in Industry Summits and Panel Discussions

SUNeVision participated as a panel speaker in various industry events, such as the Innovation Summit Hong Kong 2021 organised by Schneider Electric and the APAC Regional Member Summit held by iMasons to exchange insights with peers and foster the growth of the digital infrastructure industry.

Sponsoring the Submarine Networks World 2021

SUNeVision supported Submarine Networks World 2021 as a Silver Sponsor, which was the world's largest annual event for the global subsea communications industry. With this year's theme "Who is driving, and what is next, in the evolution of the subsea cable industry?", the event highlighted the demand to meet the growth of greater connectivity, expanding cable connection and innovation to isolated areas of the world. The event also served as an exchange platform for peers to discuss current initiatives, share knowledge, and create profitable new alliances to advance the industry.

GIVING BACK TO THE COMMUNITY

We also contribute by supporting programmes and volunteer work which promote healthy, resilient and sustainable community development.

"Knitting For The Elderly"

This year, our Group participated in "Knitting For the Elderly" organised by Sun Hung Kai Properties Limited's Volunteer Team, a knitting workshop to provide knitted scarves and hats to the elderly and those in need in the community. Our goal is to provide care to the underprivileged and contribute to the well-being of the community.

"Home and Away" Charity Football Tournament Organised by Branches of Hope

As a Silver Sponsor of the "Home and Away" Charity Football Tournament, we supported refugees and asylum seekers in Hong Kong to adapt to new lives through sports.

APPENDIX I – AWARDS AND ACCREDITATION

We have received the following awards and certifications in the reporting year that marks our achievement in driving sustainability.

Awards		
Organiser	**Award**	**Awarded Unit**
China Light & Power Company Syndicate	**Smart Energy Award 2021** Renewable Energy Contribution Award 	• SUNeVision
Communications Associations of Hong Kong	**CAHK STAR Awards 2021** Bronze Award in the category of "Innovative Data Centre Service" 	• SUNeVision
The 16th China IDC Industry Annual Ceremony	**2021 Best Data Centre Provider (Overseas)** 	• SUNeVision
Environment Bureau of the Hong Kong SAR Government	**Charter on External Lighting** Platinum Award 	• JUMBO Data Centre • MEGA-i Data Centre

Accreditation		
Accrediting organisation	**Accreditation**	**Accredited Unit**
U.S. Green Building Council	**LEED 2009 Core and Shell Development rating system** Gold Certification 	• MEGA Plus data centre
Hong Kong Green Building Council Limited	**Management Aspect of BEAM Plus EB V2.0 Selective Scheme** Excellent Grade	• MEGA Two data centre • MEGA Plus data centre • MEGA-i data centre

APPENDIX I – AWARDS AND ACCREDITATION

Accreditation

Accrediting organisation	Accreditation	Accredited Unit
Hong Kong Quality Assurance Agency	ISO/IEC 27001:2013 ISO/IEC 27001 : 2013 Certification No.: CC 5653 Information Security Management System	• MEGA Two data centre • MEGA-i data centre • JUMBO data centre • MEGA Plus data centre • ONE data centre
	ISO/IEC 20000-1:2018 ISO/IEC 20000-1 : 2018 Certification No.: CC 5801 Information Technology Service Management System	• MEGA Two data centre • MEGA-i data centre • JUMBO data centre • MEGA Plus data centre • ONE data centre
	ISO 14001:2015 ISO 14001 : 2015 Certification No.: CC 5637 Environmental Management System	• MEGA Two data Centre • MEGA-i data centre • MEGA Plus data centre • General Office
	ISO 10002:2018 ISO 10002 : 2018 Certification No.: CC 6423 Complaints Handling Management System	• MEGA Two data centre • MEGA-i data centre • JUMBO data centre • MEGA Plus data centre • ONE Data Centre
The American Institute of Certificated Public Accountants (AICPA)	**SOC 2 Type II compliance** AICPA SOC aicpa.org/soc4so SOC 2 (Type II)	• MEGA Campus

APPENDIX I – AWARDS AND ACCREDITATION

Accreditation		
Accrediting organisation	**Accreditation**	**Accredited Unit**
Payment Card Industry Security Standards Council	**The Payment Card Industry Data Security Standard** PCI DSS	• MEGA Campus
W.Media	**W.Media Asia Pacific Cloud & Data Centre Awards – MultiCloud Management (Northeast Asia)** MultiCloud Management (Northeast Asia)	• SUNeVision
Global Internet Data Conference	**2021 Outstanding Company: Best Data Centre Infrastructure Award** Best Data Centre Infrastructure Award	• SUNeVision
SocietyNext Foundation	**Sustainable Technology Award 2022** InnoESG Prize Sustainable Technology Award 2022	• SUNeVision

APPENDIX II – SUSTAINABILITY PERFORMANCE TABLE

Environmental Performance[1]	Unit	FY2021/22	FY2020/21
Greenhouse Gas (GHG) Emissions			
Direct GHG emissions (scope 1)	tonnes CO_2e	880[2]	1,544
Indirect GHG emissions (scope 2)	tonnes CO_2e	169,319[3]	151,679
Total GHG emissions	tonnes CO_2e	170,199	153,223
Total GHG emissions intensity per revenue	tonnes CO_2e/ HK$ thousand	0.082	0.082
Energy Consumption			
Total electricity consumption	kWh	368,050,607[4]	317,531,668
Total electricity consumption intensity per revenue	kWh/HK$ thousand	176.45[1]	169.45
Total diesel consumption	kWh	1,082,292	754,648
Total energy consumption	kWh	369,132,899	318,286,316
Total energy consumption intensity per revenue	kWh/HK$ thousand	176.97	169.85
Waste Generated and Recycled			
Total non-hazardous waste generated[5]	kg	261,000[6]	1,145,000
Total non-hazardous waste per revenue	kg/HK$ thousand	0.13	0.61
Total hazardous waste generated	kg	26,129[7]	65,040
Total hazardous waste per revenue	kg/HK$ thousand	0.01	0.03
Total hazardous waste recycled	kg	26,129[7]	65,027
Water Consumption			
Total water consumption	m^3	249,785[8]	116,689
Total water consumption intensity per revenue	m^3/HK$ thousand	0.12	0.06

[1] In FY2021/22, the intensity calculations are calculated based on total revenue (HK$ thousand), and the intensity calculations of FY2020/21 are restated correspondingly.

[2] Scope 1 emissions decreased in FY2021/22 as a result of the reduced demand of refrigerant replenishment.

[3] Emission data in Scope 2 is calculated by multiplying electricity consumption and the emission factor from the CLP Group or the Hongkong Electric Company Limited. Carbon offset from renewable energy certificates is deducted for calculation of Scope 2 emissions.

[4] The significant increase in electricity consumption is as a result of increased customer usage in MEGA Plus and MEGA Two data centres.

[5] Due to insignificant waste generation in Super e-Technology and Super e-Network, the total non-hazardous waste generation has covered iAdvantage only.

[6] The significant decrease in non-hazardous waste generation is as a result of completion of renovation work in MEGA Two Data Centre.

[7] As replacement of VLRA batteries in MEGA-i and JUMBO data centres were completed in FY2020/21, the total hazardous waste generated were significantly lower in FY2021/22. Besides, all hazardous waste were properly recycled by authorised vendors during the reporting year.

[8] Significant increase in water consumption is attributed to the increased customer electricity usage, which leads to a higher water consumption for cooling in data centre.

APPENDIX II – SUSTAINABILITY PERFORMANCE TABLE

Social Performance		35
	Unit	**FY2021/22**
Employee Profile		
Total workforce	no. of people	413
Total workforce by gender		
Technical Operation Employees		
Female	no. of people	42
% of female employee	%	15.05%
Male	no. of people	237
% of male employee	%	84.95%
Non-Technical Employee		
Female	no. of people	59
% of female employee	%	44.03%
Male	no. of people	75
% of male employee	%	55.97%
Total workforce by age group		
Under 30	no. of people	45
30–50	no. of people	256
Above 50	no. of people	112
Total workforce by employment type		
Full-time	no. of people	413
Total workforce by geographic region		
Hong Kong	no. of people	413
Employee Turnover		
Employee turnover rate by gender		
Female	%	16.90%
Male	%	83.10%
Employee turnover rate by age group		
Under 30	%	14.80%
30–50	%	58.50%
Above 50	%	26.80%

APPENDIX II – SUSTAINABILITY PERFORMANCE TABLE

Social Performance		
	Unit	**FY2021/22**
Occupational Health and Safety		
Work-related fatalities	no.	0
No. of case of work injury	no.	5
Lost workdays due to work injury	days	166
% of Lost workdays	%	0.16%
Development and Training		
Total workforce trained	no. of people	408
Employees trained by employee category		
Executive	no. of people	24
Manager	no. of people	91
General Employees	no. of people	293
Employees trained by gender		
Female	no. of people	84
% of female employees trained	%	20.60%
Male	no. of people	324
% of male employees trained	%	79.40%
Average training hours per employees by employee category		
Executive	hours/employees	2.4
Manager	hours/employees	2.1
General Employees	hours/employees	3.6
Average training hours per employees by gender		
Female	hours/employees	2.8
Male	hours/employees	3.1
Supply Chain Management		
Number of Suppliers by geographic location		
Hong Kong	no.	386
Other Regions	no.	35

Employee profile includes seconded employees during the reporting year.

SUNeVision Holdings Ltd.
新意網集團有限公司

Unit 3110, 31/F, Standard Chartered Tower
Millennium City 1, 388 Kwun Tong Road
Kwun Tong, Kowloon, Hong Kong

www.sunevision.com