



INTRON TECHNOLOGY  
HOLDINGS LIMITED  
英恒科技控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 1760

2022

Environmental, Social and  
Governance Report

Innovation  
Drives Future





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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

## 1. ABOUT THIS REPORT

Intron Technology Holdings Limited (hereinafter referred to as “**Company**”) and its subsidiaries (“**Intron Technology**”, “**Group**”, “**we**” or “**us**”) are pleased to present our Environmental, Social and Governance (“**ESG**”) Report (“**ESG Report**” or “**Report**”), in the hope of showcasing our ESG philosophy as well as practices, facilitating understanding, communication and interaction between Intron Technology and its stakeholders to achieve the goal of sustainable development.

### 1.1 Reporting Standard

This Report is prepared in accordance with the “Comply or Explain” provisions of Environmental, Social and Governance Reporting Guide (“**Guide**”) as set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited (“**Stock Exchange**”), and prepared based on four reporting principles, namely: materiality, quantitative, balance and consistency. Readers can review the final chapter of the ESG Report – “Appendix 2: Index to the ESG Reporting Guide of Stock Exchange” for quick referencing.

Materiality:	The Group has conducted a materiality assessment in 2020, 2021 and 2022. The assessments was determined based on the level of materiality affecting our business and the expectations of our stakeholders. The management, ESG Working Group and the board (“ <b>Board</b> ”) of directors (“ <b>Directors</b> ”) have confirmed the applicability of the materiality assessment for the year ended 31 December 2022.
Quantitative:	The Report contains standards, methods, assumptions and/or calculation tools used, and source of conversion factors used for the emission/energy consumption (where applicable), all of which are explained in the definition of the Report.
Balance:	The Report provides an unbiased picture of the Company’s performance. The Report avoids selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.
Consistency:	The Report uses a consistent statistical method with the previous year for disclosing the data. Changes (if any) are clearly explained in the Report.

## 1.2 Reporting Scope

Unless otherwise specified, this Report focuses on the performance of the core business directly controlled by the Group during the period from 1 January 2022 to 31 December 2022 (“**Reporting Period**” or “**Year**”). The environmental key performance indicators (“**KPIs**”) cover the offices in Shanghai, Guangzhou, Beijing, and Hong Kong. The chosen 4 out of 15 offices (i.e. Shanghai, Beijing, Guangzhou and Hong Kong) are the major operating bases of the Group’s businesses. The scope of social KPIs covers the entire Group.

## 1.3 Reporting Language

This Report is published in two languages, including Traditional Chinese and English versions. In case of discrepancies between them, the English version shall prevail.

## 1.4 Approval and Confirmation

This Report has already been reviewed and approved by the Board on 27 March 2023.

## 1.5 Report Availability

This Report is published in electronic format on the Company’s website ([www.intron-tech.com](http://www.intron-tech.com)) as well as the HKEx news of the Stock Exchange ([www.hkexnews.hk](http://www.hkexnews.hk)).

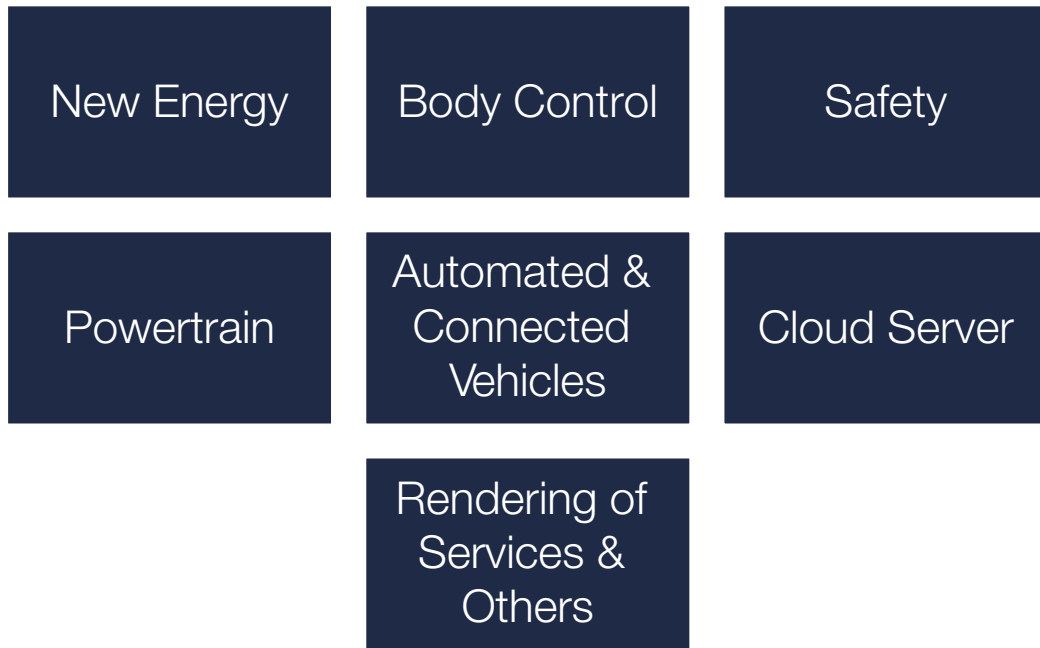
## 1.6 Contact Us

We attach great importance to your views or suggestions on this Report. Please contact us via email ([ir@intron-tech.com](mailto:ir@intron-tech.com)).

## 2. ABOUT THE GROUP

Intron Technology is a fast-growing automotive electronics solutions provider in China. We focus on providing solutions targeting critical automotive electronic components applied in new energy, body control, safety and powertrain systems. We utilize our research and development and engineering capabilities to provide solutions leveraging advanced semiconductor devices to empower automotive makers and automotive manufacturing brands (“**OEMs**”) to achieve industry-leading performance.

In 2022, the Group has entered a new stage of growth with the new trends in the automotive industry such as new energy vehicles (NEV), hydrogen fuel-cell vehicles (HFCV), and intelligent driving becoming universal. The Group has over the years been investing ahead of the market in research and development (“**R&D**”), building the R&D Technological Platform and the Commercialization Platform ahead to serve the market. As such, starting in 2022, we will reclassify and present our revenue breakdown in a new format to reflect the coming development paths and opportunities of the Group:



**Business Segments**

With China releasing the national goal of “reaching peak carbon emissions by 2030 and achieving carbon neutrality by 2060”, the Group benefited from the new trend of automotive market in China, with satisfactory performance of its new energy vehicle core solutions.

**Goals and Directions**

The Group forecasts that the Chinese automotive sector will continue to expand, with new energy and automated and connected vehicles emerging as key growth areas. With more than two decades of experience in electric and smart technologies and a unique business model, the Group will endeavour to achieve economies of scale in the future by further improving R&D design solutions and verification testing capabilities to increase operational efficiency.

In the future, the Group will continue to pursue growth in its automotive electronics solutions business with a focus on electrification, intelligence, and network connectivity, as well as the establishment of an R&D Technological Platform and Commercialisation Platform, in order to provide more advanced and superior services for the development of China’s vehicle industry. The Group will continue to engage actively in R&D to attain sustainable growth and deliver sufficient returns to the Company’s shareholders (“**Shareholders**”).

### 3. SUSTAINABLE DEVELOPMENT STRATEGY

ESG is an inherent aspect of Intron Technology’s business model. During the Reporting Period, we actively undertook our corporate environmental and social responsibilities by making steady progress toward sustainable development, while pursuing company growth. The Group is actively expanding its business in new energy, energy efficiency, and emissions reduction as a contribution to the environment. In terms of social responsibility, we establish tight engagement and strategic alliances with our employees, suppliers, and clients in order to lead the industry in innovation service model development and boost its competitiveness.



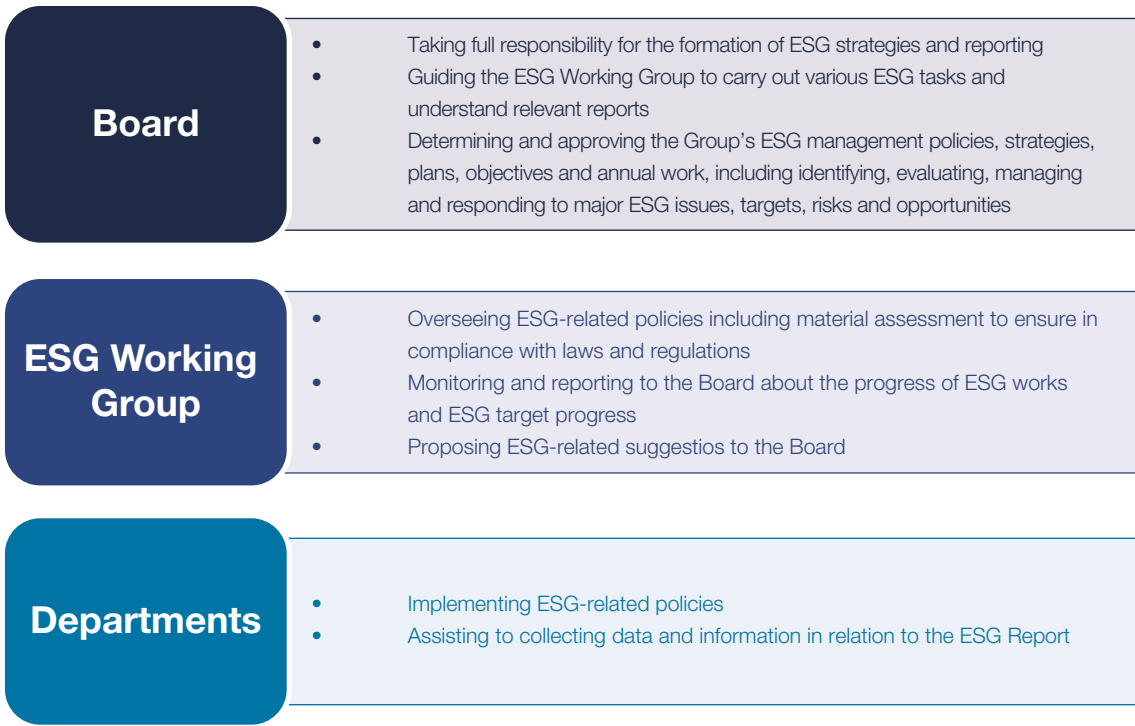
**Sustainable Development Strategy of Intron Technology**

#### 3.1 Board Statement

We have built an ESG management structure in order to improve our sustainability management. The Board is entirely accountable for the Group’s ESG governance and sustainable development, as well as monitoring the Group’s material issues and performance and reviewing ESG-related risks and opportunities regularly. The ESG Working Group, with authority from the Board, sets the Group’s ESG management methodology, strategies, goals, and objectives by conducting a materiality assessment and analyzing the concerns of various stakeholders. This Year, we reviewed our performance against pertinent goals in order to improve our sustainability initiatives and we will continuously conduct progress reviews in the future to monitor our sustainability efforts.

### 3.2 ESG Management

The Group recognizes that effective and sustainable management contributes to the Group's business growth. We formed an ESG Working Group in 2020 to assist the Board in monitoring the Group's ESG performance. The Board delegates authority to the ESG Working Group. It is made up of Board members and senior management who supervise and handle ESG-related issues and give the Board regular recommendations. The numerous ESG-related operating divisions are responsible for addressing ESG-related concerns. The Group has the following ESG management structure and responsibilities:



#### ESG Management Structure

### 3.3 Stakeholder Engagement

The Group understands that the opinions of stakeholders can assist the enhancement of business operations and facilitate future business development, and hence the Group endeavors to maintain good and close communication with stakeholders. Through mutual communication with stakeholders via a variety of effective communication channels, the Group is able to comprehend their requirements and expectations regarding sustainable development, and can therefore assist in the formulation and implementation of practical policies and objectives.

The following table includes a list of our related stakeholders and our corresponding means of communication.

Stakeholders	Communication Channels
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Corporate website</li> <li>• Site visits</li> <li>• Customer support and service</li> <li>• Visits by customer relationship managers</li> <li>• Communication from daily operations</li> <li>• Phone calls and email</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Surveys to collect employees' views</li> <li>• Work performance appraisal</li> <li>• Group discussions</li> <li>• Conference meetings</li> <li>• Review of business operations</li> <li>• Seminars/workshops</li> <li>• Publications (e.g. staff newsletters)</li> <li>• Employee meeting for communication</li> </ul>
<b>Shareholders/Investors</b>	<ul style="list-style-type: none"> <li>• Annual general meetings and other meetings</li> <li>• Interim reports and annual reports</li> <li>• Corporate communications (e.g. letters to Shareholders, circulars and notices of meetings)</li> <li>• Results announcements</li> <li>• Company visits</li> <li>• Investor meeting</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Supplier management procedures</li> <li>• Meetings</li> <li>• Suppliers/contractors' appraisal system</li> <li>• Site visits</li> </ul>
<b>Business partners/Industry peers</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Visits</li> <li>• Talks/Discussion forum</li> <li>• Reports</li> </ul>
<b>Mass media</b>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Interviews with senior management</li> <li>• Results announcements</li> </ul>
<b>Regulatory authorities</b>	<ul style="list-style-type: none"> <li>• Compliance reports</li> </ul>
<b>Community/Non-Governmental organization</b>	<ul style="list-style-type: none"> <li>• Volunteering and community activities</li> <li>• Donation</li> </ul>



### 3.4 Materiality Assessment

The materiality assessment helps in the identification of significant sustainable development concerns. The ESG working group and the management confirmed that the results of 2020 and 2021 are still applicable for the Year, as (1) there has been no material change to our business and operating environment for the Year, (2) the outcomes of the materiality assessment in 2020 and 2021 are still applicable to our stakeholders' expectation. Reader can refer to the 2020 ESG Report for the methodology and process for conducting materiality assessment. This Year, this Report follows the 26 ESG issues related to the Group's identified in the materiality results for 2020 and 2021 including 11 issues of high materiality, 11 issues of moderate materiality and 4 issues of general materiality.

<b>High materiality issues</b>	<b>Moderate materiality issues</b>	<b>General materiality issues</b>
Economic performance	Health and safety of products and services	Promotion and product/service labelling
Market competitiveness	Anti-fraud and anti-corruption	Prevention of child labour and forced labour
Compliance with laws and regulations	Whistle-blowing mechanism	Water consumption and efficiency
Responsible procurement	Complaint hand	Community investment and involvement
Quality control	Protection of intellectual property rights	
Technology development and application	Employee diversity, nondiscrimination, and equal opportunity	
Protection of customers' privacy	Training and development of employees	
Employment rights	Qualifications and professional conduct of employees	
Labour relations	Use of materials	
Occupational health and safety	Environmental awareness of employees	
Energy consumption and efficiency	Attention to community	

## 4. OPERATING PRACTICES

The Group's vision is to become the leading service platform for the automotive electronics industry. Throughout the Year, the Group participated actively in industry-related events and created strategic collaborations with competitors to develop new technologies and investigate business opportunities. In the meantime, we endeavour to protect our assets, maintain compliance, guarantee the quality of our services, and manage our suppliers.

### 4.1 Protection of Intellectual Property Rights

Being motivated by technological innovation and aiming to master core technologies, the Group actively engages in product R&D work. We strictly comply with the laws and regulations related to intellectual property, such as the Patent Law of the People's Republic of China ("PRC") and the Copyright Law of the PRC, to ensure that our patents and trademark rights are not violated, and hence to protect the competitive edge and reputation of the Group.

The Group boasts intellectual property information and enhances the effectiveness and quality of intelligent property management. We maintain systematic records of all registered patents and extend their terms of validity as necessary. We reward incentives to employees when patents are formally registered, to encourage innovation and R&D. We have achieved ownership of intellectual property rights through cooperation initiatives and the signing of agreements. In addition, we conduct comprehensive market research to guarantee that we do not infringe on the intellectual property rights of others, and we will take all necessary legal actions to remedy any allegations of infringement.

The Group obtained 235 patents and 64 additional registered patents during the Reporting Period.

### 4.2 Information Security

The Group has high regard for safeguarding the information of different parties. As such we strictly adhere to the Privacy Law of the PRC, the Implementation Measures of the Privacy Law of the PRC, and the Cyber Security Law of the PRC to protect the personal information of customers. During the Reporting Period, the Group was not aware of receiving any complaint of a violation of customer privacy, the discovery of leakage, theft or loss of customer information.

We have taken measures to protect a variety of documents and established a confidentiality system that strictly prohibits employees from disclosing any business secret or confidential information. We established the "Rules for Administration of IT Information Security" (《IT信息安全規范》) and the "Rules for Administration of IT System Operation and Maintenance" (《IT系統運維管理規范》) to manage information use. We prevent malware attacks on hardware by placing firewalls on PCs. In addition, we also set up systemic access rights according to employees' positions to ensure that their access is limited to the information within their functional areas. We encrypt sensitive or secret data and conduct frequent audits to reduce the risk of information leakage.

We collect and utilize client data in accordance with applicable laws and regulations. Our employees responsible for handling customer data receive frequent training on privacy issues in order to enhance their awareness and ensure proper use of the data.

Regarding business information disclosure, we rigorously adhere to the Advertising Law of the PRC and govern the content of advertisements. By conducting stringent reviews on advertisements, we assure the completeness, veracity, and accuracy of information provided to the public via advertisements and prevent any misrepresentation, false statement, or content violation.

During the Reporting Period, the Group is awarded ISO/SAE 21434 certification to signify that we have established a complete product development and management system that complies with international network security standards in the development, testing and validation of intelligent connected automotive technology, and aiming to provide more secure and reliable products and services for customers in mass production.



ISO/SAE 21434 Certification

### 4.3 Anti-corruption

The Group regards the high standards of ethical and honest behaviours as the foundation of healthy development and strives to create a fair, impartial, straightforward, and cooperative workplace and environment, with zero tolerance for any acts of bribery, extortion, fraud, or money laundering in our operations. We comply fully with the Anti-Unfair Competition Law of the PRC, the Law of the PRC on Anti-Money Laundering, the Criminal Law of the PRC, and the Supervision Law of the PRC. During the Reporting Period, we are not aware of any material non-compliance with laws and regulations that have a significant impact on the issuer in relation to bribery, extortion, fraud, and money laundering, nor is the Group aware of any concluded legal cases involving corruption brought against the Group or its employees.

We have established the “Fraud Policy Statement” (《反舞弊政策》) and the “Employee Handbook” (《員工手冊》) to prevent, identify, and address embezzlement, theft, and other irregularities. All employees must avoid conflicts of interest, which include taking personal perks for personal gain, misusing the Company’s resources for personal gain, and supporting others in making a profit. We conduct thorough investigations and effectively address any suspected scenario, and employees who violate the policy must bear the consequences. During the Reporting Period, the Group organized anti-corruption training for its Directors and employees. Through anti-corruption training, the Group strengthened the integrity education and self-discipline awareness of employees, so as to advocate integrity and reinforce the line of defence on integrity.

In addition, the “Whistleblower Policy and Procedures” (《舉報程序》) has been established to oversee the treatment of complaints connected to accounting and auditing. We encourage employees to report corruption to us through different channels. The identity of the reporting persons will be kept confidential. The audit committee will be tasked with accepting reported cases and investigating situation follow-up, closure, evaluation, and archiving in order to accomplish closed-loop management of submitted information. The audit committee may undertake investigations in-house or contract with third parties to conduct and analyze investigations. Any infractions will be appropriately punished. The Group is dedicated to ensuring that no one is treated negatively for refusing to engage in bribery or corruption.

### 4.4 Quality Services

The Group maintains a client-centric perspective and consistently enhances the quality of our products and services in order to increase customer satisfaction. We adhere to the Law of the PRC on the Protection of Consumer Rights and Interests to ensure that consumer rights and interests must be safeguarded throughout the sales process in our operations.

The Group places a high priority on client satisfaction, thus collecting feedback from our customers is crucial for understanding customer satisfaction. We allow customers to offer their comments, opinions, questions, and complaints (if any) in order to gauge their level of satisfaction and create corrective measures. In order to enable customers to enjoy high-quality customer service, the Group has assembled a team of experienced sales representatives to serve as a vital communication link between the Group and its customers. All complaints received are regularly reported to the team of experienced sales so that the Group can consider how to make improvements. In addition, the Group maintains an open policy for the enhancement of service quality through regular dialogue and idea input.

During the Reporting Period, the Group received no major complaints about its products or services. The Group will continue to regard customers' long-term trust and support as the driving force and is devoted to reaching a complaint-free status and gaining customers recognition for our products and services.

#### 4.5 Quality Products

The Group's operational objective is to provide customers with quality products and services. We strictly comply with quality-related laws and regulations including but not limited to the Product Quality Law of the PRC.

Before releasing new products or services, we subject them to extensive and rigorous testing and validation. In addition, quality control personnel undertake random and periodic quality assurance tests.

We have established internal policies and procedures, which help in the investigation, analysis and confirmation of recalled products. If any recall of defective products is needed, we will recall the products according to the procedures, so as to secure the safety of our customers.

#### Certificate of ISO 26262:2018 & Systematic Capability: ASIL C Capable

During the Reporting Period, our 4th Battery Management System ("BMS") product met manufacturer design process requirements of Automotive Safety Integrity Level (ASIL) C. These are intended to achieve sufficient integrity against systematic errors of design by the manufacturer. Also, the item designed with this product obtained ISO 26262: 2018 certification.



#### 4.6 Responsible Supply Chain

The Group has established a rigorous process for selecting suppliers, which includes the “Control Procedures of Supplier Management” (《供應商管理控制程序》) and the “Control Procedures of Procurement” (《採購控制程序》), in order to standardize and unify the assessment procedures, standards, and requirements for potential suppliers of materials procurement, as well as to continuously explore potential suppliers, ensuring that purchase materials meet the Group’s standard and ensure a smooth production process.

Suppliers are expected to submit supporting papers in accordance with the “Supplier Information Submission Matrix” (《供應商資料提交矩陣表》), as outlined in the rules, to ensure that our suppliers and subcontractors continue to produce high-quality products and services. The department of procurement evaluates quality, services, technologies, and costs on a regular basis, and rates suppliers based on monthly or yearly scores. If the products, services, price, or lead time supplied by suppliers are unsatisfactory, we will conduct additional follow-up and monitoring and request suppliers to submit a rectification plan promptly. The conclusion of the review could be one of the factors influencing future collaboration chances.

Over the years, the Group has spared no effort in developing its supply chain sustainably. We prioritize vendors who deliver environmentally friendly products and services in our procurement processes. Under the assumption of satisfying production demands, we consider products with low environmental effects, such as those geographically close to us, to decrease the carbon footprint associated with transportation, with energy efficiency labels, fewer packing materials, or even recyclable products. Regarding social responsibility, we evaluate if the company provides a lawful, safe, and equal working environment, whether the employee welfare system is reasonable, and whether unethical commercial practices exist.

Throughout the Reporting Period, the Group relies on its suppliers for the provision of parts and components, Electronic Manufacturing Services, structural components, and tools. The Group partnered with 380 (323 domestic and 57 international) significant suppliers and enforced the practices to all suppliers.

### 5. CARING EMPLOYEES

As employees are valuable assets to the Group, the Group places a premium on their rights, interests, and well-being. The Group strives to attract and retain talent by providing rewarding career opportunities, ideal promotion plans, competitive compensation, and a harmonious workplace.

We strictly adhere to the applicable employment laws and regulations, including the Labour Law of the PRC, the Labor Contract Law of the PRC, the Law of the PRC on the Protection of Minors, the Provisions on the Prohibition of Using Child Labor of the PRC, and the Employment Ordinance of Hong Kong for operations in PRC and Hong Kong. In addition, the Group has developed internal policies, such as the “Employee Handbook” (《員工手冊》), “Administrative Regulations on Employee Recruitment” (《員工招聘錄用管理規定》), “Administrative Regulations on Turnover Employees” (《員工離職管理規定》), and “Management Regulations on Employee Appraisals” (《員工考核管理規定》), to regulate employment and labour practices and ensure that employees receive legal and reasonable remuneration, benefits, and are treated fairly. The policies address all phases of employment, including hiring, working hours, equal opportunity, evaluations, promotions, and compensation perks.

During the Reporting Period, the Group is not aware of any material non-compliance with the applicable laws and regulations that have a significant impact on compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination other benefits and welfare.

During the Reporting Period, the data relating to the Group's workforce are as follows:

<b>Details of workforce</b>	<b>Unit</b>	<b>2022</b>
Total employees	No. of people	1,359
<b>By Gender</b>		
Male employees	No. of people	951
Female employees	No. of people	408
<b>By Employment Type</b>		
Contracted employees <sup>1</sup>	No. of people	29
Junior employees	No. of people	1,110
Intermediate management employees	No. of people	190
Senior management employees	No. of people	30
<b>By Age Group</b>		
Under 30	No. of people	374
30-50	No. of people	938
Above 50	No. of people	47
<b>By Geographical Location</b>		
Employees from Mainland China	No. of people	1,327
Employees from other locations (including Hong Kong, Macau and Taiwan)	No. of people	32

## 5.1 Employment Principles

As an equal-opportunity employer, the Group has always committed to the recruitment ideals of diversity, openness, and inclusion. We formulate an annual recruitment plan according to the demand for manpower. We consider both internal and external candidates vocational qualifications, which are assessed based on criteria such as their knowledge, experience and talents to ensure that they enjoy equal employment opportunities and do not discriminate based on gender, age, marital status, religion, race, national origin, or disability.

The Group fully adheres to the laws and regulations that prohibit child and forced labour and forbids the recruitment and employment of child and forced labour. When candidates are employed, we require employees to produce proper identity documents to ensure they meet the legal age requirement. After consultation, a labour contract will be signed by both sides when an applicant is hired. The contract contains terms and conditions that safeguard the interests of both parties. We place a high value on the work-life balance of our employees, which we achieve through reasonable contractual work hours, a five-day workweek, and vacation benefits. If child labour or forced labour is discovered, the Group will promptly terminate the employment relationship with the person concerned.

<sup>1</sup> Contracted employees: Employees who sign a part-time employment contract or trainee contract with the Group

During the Reporting Period, the Group was not aware of any violation of the laws and regulations relating to child or forced labour prevention that significantly impacted the Group's operation.

## 5.2 Employee Rights

The Group has established a set of internal procedures for the distribution and grading of salary, as well as employee performance, to provide them with competitive compensation in order to retain top talent and improve employee work performance. In addition, we execute an open, equal, and transparent annual performance evaluation process for all employees. To boost our employees' work initiative, the evaluation results will be used to decide on compensation, training, and promotion opportunities.

In accordance with the "Administrative Regulations on Selection and Promotion of Supervisors" (《主管選拔、晉升管理規定》), we also emphasize the provision of fair and equal opportunities for career advancement, the selection of competent supervisors, and the standardization of supervisor selection, appointment, and dismissal. Depending on the selection criteria, employee performance, and contributions, internal recruiting and promotion will take precedence over external recruitment whenever a position becomes vacant.

The Group closely monitors the rates of employee advancement, resignation, retention, transfer, and turnover. Upon receiving a notice of resignation from an employee, the human resources department will conduct an exit interview to learn the individual's reasons for leaving and their proposals for the Group, which will serve as a reference for the Group's ongoing development. In addition, we formulated the "Administrative Rules of Turnover Employees" (員工離職管理規定), which established leave procedures and handover plans to prevent Group losses or conflicts resulting from a failed transfer of departing employee.

During the Reporting Period, the employee turnover rates are set out below:

<b>Employee turnover rate<sup>2</sup></b>	<b>2022</b>
Total turnover rate	11.4%
<b>By Gender</b>	
Male employees	8.2%
Female employees	3.2%
<b>By Age Group</b>	
Below 30	2.3%
30-50	9.0%
Above 50	0.1%
<b>By Geographical Location</b>	
Employees from Mainland China	11.1%
Employees from other locations (including Hong Kong, Macau, and Taiwan)	0.3%

<sup>2</sup> The number of employees lost ÷ the number of employees at the end of the Year x 100% (part-time employees/trainees and employees who left during the probation period are not included)



### 5.3 Benefits and Welfare

The Group thoroughly understands the benefits of work-life balance to employees. The Group provides a range of statutory benefits, including paid annual leave, maternity leave, sick leave, casual leave, marriage leave, and compassionate leave. In compliance with the relevant national laws and regulations, we also make contributions to various social insurance charges and housing provident funds for employees.

In addition, we offer long service awards to workers with five, ten, and fifteen years of service, as well as stock options, a share-based incentive plan, and discretionary bonuses in exchange for our employees to reward employees for their contributions.

### 5.4 Training and Development

As the Group deeply understands the importance of cultivating professional talents. We utilize available internal experts and hire external experts to provide training courses to improve their skills and working ability.

During the Reporting Period, the Group organized internal and external training on a small scale. New employees are mentored by a senior or experienced employee who assists them in adjusting quickly to their new workplace. In addition, the Group encourages its employees to take part in external training for work-related professional qualifications or licenses, so as to promote the professional quality and recognition of its employees. We will provide training subsidies for recognized courses to eligible employees.

We also keep regular communication with employees through appraisals and discussions, which enable the Group to comprehend the employees' work performance and career goals. This helps optimize training course material and enhances employee performance.

During the Reporting Period, the Group organized various types of training, the contents of which centre on the scopes related to professional skills, administrative management, production safety and product quality to help employees improve their values.



During the Reporting Period, all employees were trained. The following table summarizes the average training hours completed:

<b>Percentage of Employees Trained<sup>3</sup></b>	<b>Unit</b>	<b>2022</b>
<b>By Gender</b>		
Male employees	%	100
Female employees	%	100
<b>By Employee Category</b>		
Contracted employees <sup>1</sup>	%	100
Junior employees	%	100
Intermediate management employee	%	100
Senior management employee	%	100

<b>Average training hours per employee<sup>4</sup></b>	<b>Unit</b>	<b>2022</b>
<b>By Gender</b>		
Male employee	Hour	89.0
Female employee	Hour	61.0
<b>By Employee Category</b>		
Contracted employee <sup>1</sup>	Hour	26.0
Junior employee	Hour	90.0
Intermediate management employee	Hour	42.0
Senior management employee	Hour	27.0

## 5.5 Health and Safety

Health and safety are of paramount importance to the operation of the Group and the Group is committed to creating a safe production culture and working environment for employees to protect their physical and mental health. We comply with the relevant laws and regulations such as the Law of the PRC on the Prevention and Treatment of Occupational Diseases and the Hong Kong Ordinance on Occupational Safety and Health.

Being part of the R&D industry, the Group's operations depend on the health and safety of its personnel. To provide a safe and healthy work environment, the Group has imposed stricter health and safety measures in the R&D centre, including a sound system for safety alert and accident reporting, waste disposal and treatment, providing employees with adequate personal protective equipment, inspecting the R&D centre on a regular basis to ensure compliance with safety regulations, and training employees to increase their safety consciousness.

<sup>3</sup> The number of employees in the specified category, who took part in training ÷ the number of employees in the specified category × 100%

<sup>4</sup> Total number of training hours for employees in the specified category ÷ number of employees in the specified category

Throughout the Year, we face the challenges of COVID-19 and we always prioritize the health and safety of our employees. We adopt the government's recommendation and adopt the arrangement of working from home in order to significantly reduce the flow of people and social interaction in the community. In the meantime, we disinfect the office frequently to maintain a sanitary working environment. To ensure that employees have sufficient personal protective equipment, masks can be requested on a daily basis. In addition, the building management office requires individuals to take their temperature before entering the building to reduce outbreak risks.

Employees' health stands at the core of our enterprise. We hope that our employees can achieve a balance between work and life. To this end, we have frequently organized various team-building activities such as sport activities and festival celebration to promote their sense of belonging and safeguard their physical and mental health.



During the Reporting Period, the Group did not breach any health and safety laws or regulations. Throughout the preceding three years (including the Reporting Period), there have been no fatal work-related accidents within the Group. During the Reporting Period, no days are missed owing to work-related injuries.

## 6. GREEN OPERATION

As an advocate for environmental conservation, Intron Technologies focuses on decreasing our direct influence on the environment while assisting society in reducing energy consumption by manufacturing green products. The Group ensures that our operations will observe and comply with the applicable national laws and regulations, including but not limited to the Environmental Protection Law of the PRC, the Prevention and Control of Water Pollution of the PRC, the Prevention and Control of Environmental Pollution by Solid Waste of the PRC, and the Energy Conservation Law. During the Reporting Period, the Group did not note any material non-compliance with laws and regulations relating to air and greenhouse gas emissions, discharge into water and land, and the generation and disposal of hazardous and non-hazardous waste.

In 2021, the Group has set directional environmental targets to review its environmental performance in a better way. It is undeniable that the Group's business operations have been interrupted by the pandemic in various ways in the past three years. Despite this, we are committed to energy efficiency and emissions reduction. We are now making initial progress on some of the goals we have set. Going forward, we will continue to monitor the progress of our targets in order to implement targeted measures. The table below shows the Group's targets with the corresponding progress.

<b>Environmental aspect</b>	<b>Target</b>	<b>FY2022 Progress</b>
Energy use efficiency	We will review and optimize the energy-saving measures based on FY2021 to maintain or gradually reduce the energy consumption as disclosed in the Report.	On-going Progress
Water use efficiency	We will review and optimize the water-saving measures based on FY2021 to maintain or gradually reduce the water consumption as disclosed in the Report.	On-going Progress
Waste reduction	We will review and optimize the waste reduction measures based on FY2021 to maintain or gradually reduce the waste generation as disclosed in the Report.	On-going Progress
Greenhouse gas emission	We will review and optimize the GHG reduction measures based on FY2021 to maintain or gradually reduce the GHG emissions as disclosed in the Report.	On-going Progress

## 6.1 Energy Management

Electricity consumption accounts for the majority of Intron Technology's impact on the environment. Regularly monitoring the Group's annual electricity consumption, we effectively tracked the group's energy usage. The following are the electricity usage details for the reporting boundaries:

	Unit	2020	2021	2022
Total electricity consumption	kWh	1,033,868.8	1,995,677.9	2,451,764.2
Electricity consumption intensity (per square meter of floor area)	kWh/m <sup>2</sup>	55.8	98.9	111.63

During the Reporting Period, the electricity consumption within the reporting boundaries was 2,451,764.2 kWh, and the per square meter of floor area was 111.63 kWh. It experienced an increase of 12.87% electricity consumption per square meter of floor area compared with last financial year due to higher business activities .

Moreover, we take the following measures to reduce energy consumption in our office area:

- Adopting energy-efficient equipment with an energy-efficiency label
- Dividing the lighting system with zones and installing separate switches to reduce lighting consumption
- Turning off lighting and setting in standby or sleep mode for air-conditioning and other electronic equipment when not in use
- Cleaning appliances regularly to maintain them operating as efficiently as possible and enhance energy efficiency
- Setting the minimum temperature of the air conditioning system to 25.5°C

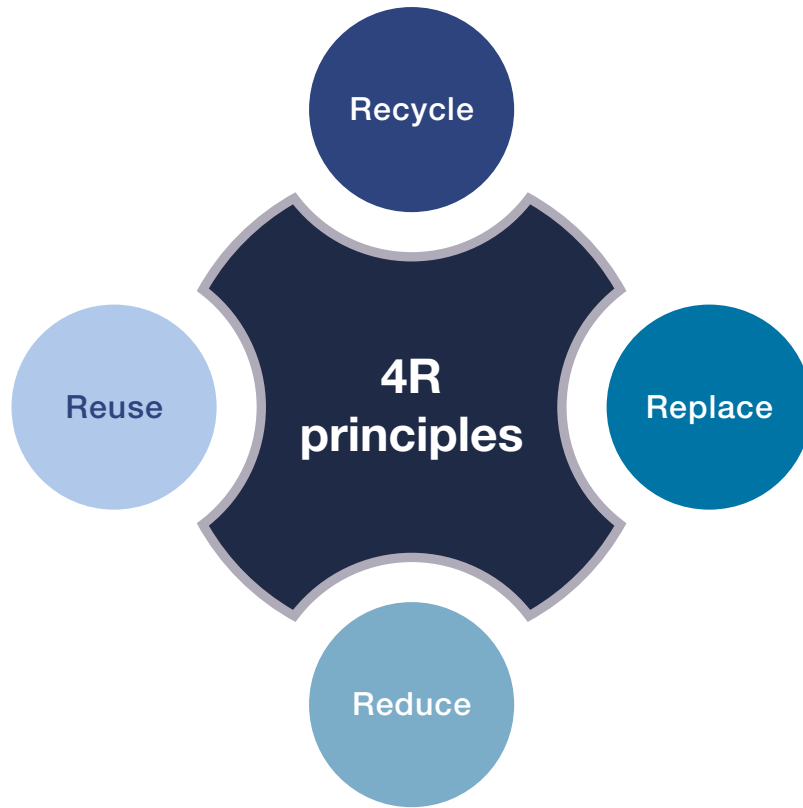
## 6.2 Waste Management

The Organization is well aware of the strain that waste places on landfills. As such, our waste management philosophy strives to reduce waste while encouraging reuse and recycling.

The Group disposes of hazardous and non-hazardous trash in a suitable manner. Batteries, toner, and ink cartridges are all sent to registered recycling firms for proper disposal of hazardous material. The building's management office centrally manages non-hazardous garbage. To reduce waste, we encourage staff to reuse stationery like envelopes, pens, and folders while minimizing the usage of disposable and non-recyclable items. In the meanwhile, personnel are encouraged to use waste classification to increase the durability of products. In addition, we evaluate material consumption on a regular basis to prevent wasteful inventory.

During the Reporting Period, the Group generated 13.5 tonnes of non-hazardous waste at an intensity of 0.01 tonnes per employee. We generated 0.003 tonnes of hazardous waste including 6 batteries and 7 toner cartridges/ink boxes at an intensity of 3.41E-06 tonnes per employee, which were recycled for further treatment by a recycling company.

During our business operation, we cannot avoid consuming papers for printing design proposal reports, reference documents and other documents required for file storage on a daily basis. We promoted the 4R principles, i.e. reduce, reuse, recycle and replace to minimize paper consumption.



- Printing the necessary documents only
- Setting double-sided printing and ink-saving mode as default
- Using electronic communication technologies to reduce paper consumption
- Setting up paper recycle boxes near printers

- Using wastepaper to jot notes
- Setting internal recycling targets to build up the conservation behaviour of employees

During the Reporting Period, the Group consumed 2,359.4 kg of paper in total, with an intensity of 2.4 kg of paper per employee. It experienced an decrease of 47.1% paper consumption per capita compared to last financial year.

### 6.3 Water Management

The water utilized by the Group comes from the municipal water system, and there is no problem in sourcing water. Although the building’s management office monitors the reporting bounds, we are attempting to reduce water consumption to the greatest extent possible. Our measures for water conservation include:

- Installing faucets and sanitary ware supplies containing water-saving labels and double flush toilets in washrooms
- Contacting the management office of the building to arrange maintenance work as soon as possible if a leaking faucet is found
- Posting water-saving reminders in washrooms and pantries to increase employee’s awareness
- Cooperating with the management office of the building in the regular inspection and maintenance

The water consumption details of the reporting boundaries are stated below:

	Unit	2020	2021	2022
Total water consumption	tonnes	3,547.3	5,437.0	5,035.0
Water consumption intensity (per square meter of floor area)	tonnes/m <sup>2</sup>	0.2	0.3	0.2

During the Reporting Period, the Group consumed 5,035.0 tonnes of water, with an intensity of 0.2 tonnes per floor area. It experienced a decrease of 23.6% water consumption per square meter of floor area as compared with last financial year.

## 6.4 Emissions Management

The emissions of the Group include greenhouse gas (“GHG”) and the Group’s vehicles, which are provided to facilitate employees’ travel (exhaust gas other than the GHG). In order to reduce the generation of emissions, we adopted the measures mentioned under the section headed “Energy Saving” and the following measures to monitor the fleet:

- Recording the fuel consumption and travel distance for monitoring and disclosure
- Regularly examining and maintaining vehicles to ensure their proper functioning of vehicles and control their exhaust gas emissions
- Avoiding engine idling
- Optimizing driving routes in advance to avoid detours that increase fuel consumption
- Encouraging employees to take public transportation

During the Reporting Period, we continued to conduct the investigation into GHG within the Reporting boundaries in accordance with the Greenhouse Gas protocol developed by the World Resources Institute and the World Business Council for Sustainable Development and the ISO 14064-1 of the International Organization for Standardization. The summary of GHG emissions is as follows:

	Unit	2020	2021	2022
<b>GHG emissions<sup>5</sup></b>				
Direct GHG emissions (Scope 1) <sup>6</sup>	tonnes of CO <sub>2</sub> equivalent (CO <sub>2</sub> e)	31.8	62.9	48.8
Indirect GHG emissions (Scope 2) <sup>7</sup>	tonnes of CO <sub>2</sub> e	631.4	1,218.2	1,422.6
Total GHG emissions (Scope 1 and 2)	tonnes of CO <sub>2</sub> e	663.2	1,281.0	1,471.5
GHG emission intensity (per square meter of floor area)	tonnes of CO <sub>2</sub> e/m <sup>2</sup>	0.03	0.06	0.07

During the Reporting Period, the Group produced 1,471.45 tonnes of CO<sub>2</sub>e in total and the intensity was 0.07 tonnes of CO<sub>2</sub>e per floor area. It experienced an increase 11.7% in GHG emissions per square meter of floor area as compared with the last financial year mainly due to higher business activities.

<sup>5</sup> There may be a slight discrepancy between the sum of individual items and the total as shown in the table owing to rounding.

<sup>6</sup> Scope 1: Direct GHG emissions from sources that are owned and controlled by the Group.

<sup>7</sup> Scope 2: GHG emissions indirectly result from the electricity, heating and cooling or steam acquired by the Group.



With the increased business scale and employees, the Group has a corresponding demand for vehicle usage, thus increasing the number of vehicles this Year.

The type of emissions and data generated by our vehicles are as below:

	Unit	2020	2021	2022
Nitrogen oxides (NO <sub>x</sub> )	kg	64.7	145.3	109.1
Sulfur oxide (SO <sub>x</sub> )	kg	0.2	0.3	0.3
Particulate matter (PM)	kg	6.2	13.9	10.5

## 6.5 Response to Climate Change

Climate change is a current challenge faced by the globe. In order to combat the extreme weather and natural disasters caused by climate change, the Group is proactively preventing and preparing for the potential risks it brings, and is monitoring international trends as well as relevant policies and regulations issued by the national government and the governments of the regions in which the business operates, in order to identify potential climate-related risks that may have potential impacts on the Group's business.

### Transition risks:

We anticipate that more legislation and regulations on climate change, such as the shift to lower-carbon technologies, will be imposed, and that stakeholders will place greater demands on businesses about climate change. Failing to comply with rules and regulations or satisfy the expectations of stakeholders may damage our reputation, cause us to lose customers, and even cause us to lose our competitive edge. In response, we shall monitor revisions to environmental rules pertaining to climate change in order to prevent unwarranted cost and expense increases resulting from violations of environmental policies relating to climate change.

**Physical risks:**

The Group could be impacted by the increased severity of extreme weather events (such as hurricanes, torrential rainfall, and flooding) and persistent disasters (e.g. sea-level rise and heatwave). This is expected to impact the Group's operations and financial performance. To be more explicit, more frequent natural disasters cause facility damage, resulting in higher maintenance costs, or project delays, resulting in diminished production capacity, etc. These elements, directly and indirectly, affect the Group's stability. In this context, we will develop disaster preparedness measures, such as providing employees with training in evacuation exercises, implementing modified work arrangements when necessary, and deploying highly efficient equipment.

## 7. CONTRIBUTING TO THE COMMUNITY

The Group recognizes the significance of making positive contributions to society and regards the community's interests as one of its social obligations. In addition to focusing on the development of the Group's business, we have actively cared for those in need and enthusiastically participated in many charity events, as well as sponsored such events in order to spread warmth and compassion across the community. During the Reporting Period, the Group donated RMB10,000 to support the regional charity development.

The Group made donations to Lujiazui, Pudong New Area to support regional development. Also, we set up 24 volunteers in craftsmanship activities organized by Pudong New Area to assist and contribute to the higher quality economic and social development in Pudong by empowering talented people.

In addition, countries around the world have been continuously fighting against COVID-19 for the third full year, but the pandemic persisted. Due to its rapid spread, widespread infection and difficulty in prevention and control, COVID-19 shows no signs of extinction. We continued to support the fight against COVID-19. We donated pandemic prevention suppliers including masks and hand sanitisers to the public to support pandemic prevention.

In the future, we will continue to invest more social resources for creating a better future for communities.

## APPENDIX 1: SUSTAINABILITY DATA STATEMENT

Indicators	Unit	2022
<b>Environmental Performance<sup>8</sup></b>		
<b>Air emissions<sup>9</sup></b>		
Nitrogen oxides (NO <sub>x</sub> )	kg	109.1
Sulfur oxides (SO <sub>x</sub> )	kg	0.3
Particulate matter (PM)	kg	10.5
<b>GHG emissions</b>		
Direct GHG emissions (Scope 1)	tonnes of CO <sub>2</sub> e	48.8
Indirect GHG emissions (Scope 2)	tonnes of CO <sub>2</sub> e	1,422.6
Total GHG emissions (Scope 1 and 2)	tonnes of CO <sub>2</sub> e	1,471.5
GHG emissions intensity (per floor area)	tonnes of CO <sub>2</sub> e/m <sup>2</sup>	0.07
<b>Fuel consumption</b>		
Fuel consumption of vehicles (gasoline)	tonnes	13.3
<b>Energy consumption</b>		
Total electricity consumption	kWh	2,451,764.2
Total electricity consumption intensity (per floor area)	kWh/m <sup>2</sup>	111.6
<b>Water consumption</b>		
Total water consumption	tonnes	5,035.0
Total water consumption intensity (per floor area)	tonnes/m <sup>2</sup>	0.2
<b>Waste generation</b>		
Disposed non-hazardous waste	tonnes	13.5
Total disposed of non-hazardous waste intensity (per employee)	tonnes/employee	0.01
Disposed hazardous waste <sup>10</sup>	tonnes	0.003
Total disposed of hazardous waste intensity (per employee)	tonnes/employee	3.41E-06
Disposed hazardous waste (Batteries)	items	6
Disposed hazardous waste (toner cartridges/ink boxes)	items	7
Paper consumption	kg	2,359.4
Paper consumption intensity (per employee)	kg/employee	2.4

<sup>8</sup> The boundary of environmental KPIs includes the offices located in Shanghai, Guangzhou, Beijing, and Hong Kong.

<sup>9</sup> The type of emissions and respective emissions data are calculated from vehicles. We refer to "How to Prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs" from the Stock Exchange to calculate the Group's air pollutant emissions.

<sup>10</sup> Hazardous waste units have been updated for the current year

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

Indicators	Unit	2022
<b>Social Performance<sup>11</sup></b>		
Total employees	No. of people	1,359
<b>By Gender</b>		
Male employees	No. of people	951
Female employees	No. of people	408
<b>By Employment Type</b>		
Contracted employees <sup>12</sup>	No. of people	29
Junior employees	No. of people	1,110
Intermediate management employees	No. of people	190
Senior management employees	No. of people	30
<b>By Age Group</b>		
Under 30	No. of people	374
30-50	No. of people	938
Above 50	No. of people	47
<b>By Geographical Location</b>		
Employees from Mainland China	No. of people	1,327
Employees from other locations (including Hong Kong, Macau and Taiwan)	No. of people	32
<b>Employee Turnover Rate<sup>13</sup></b>		
Total turnover rate	%	11.4
<b>By Gender</b>		
Male employees	%	8.2
Female employees	%	3.2
<b>By Age Group</b>		
Under 30	%	2.3
30-50	%	9.0
Above 50	%	0.1

<sup>11</sup> The boundary of collecting social KPIs covers the Group.

<sup>12</sup> Contracted employees: Employees who sign a part-time employee contract or trainee contract with the Group

<sup>13</sup> Calculation method: the number of employees lost divided by the number of employees at the end of the Year×100% (part-time employees/trainees and employees who left during the probation period are not included).

Indicators	Unit	2022
<b>By Geographical Location</b>		
Employees from Mainland China	%	11.1
Employees from other locations (including Hong Kong, Macau and Taiwan)	%	0.3
<b>Development and Training</b>		
<b>Percentage of Employees Trained<sup>14</sup></b>		
<b>By Gender</b>		
Male employees	%	100.0
Female employees	%	100.0
<b>By Employee Category</b>		
Contracted employees	%	100.0
Junior employees	%	100.0
Intermediate management employees	%	100.0
Senior management employees	%	100.0
<b>The Average Training Hours Completed Per Employee<sup>15</sup></b>		
<b>By Gender</b>		
Male employee	hour	89.0
Female employee	hour	61.0
<b>By Employee Category</b>		
Contracted employee	hour	26.0
Junior employee	hour	90.0
Intermediate management employee	hour	42.0
Senior management employee	hour	27.0

<sup>14</sup> Calculation method: the number of employees in the specified category, who took part in training divided by the number of employees in the specified category×100%

<sup>15</sup> Calculation method: the total number of training hours for employees in the specified category divided by the number of employees in the specified category

**APPENDIX 2: INDEX TO THE ESG REPORTING GUIDE OF STOCK EXCHANGE**

Indicator			Related Chapter
<b>A. Environmental</b>			
A1 Emissions	General	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	6 GREEN OPERATION
	Disclosure		
	A1.1	The types of emissions and respective emissions data.	Appendix 1: Sustainability Data Statement
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6 GREEN OPERATION – 6.4 Emissions Management Appendix 1: Sustainability Data Statement
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6 GREEN OPERATION – 6.2 Waste Management Appendix 1: Sustainability Data Statement
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	6 GREEN OPERATION – 6.2 Waste Management Appendix 1: Sustainability Data Statement
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	6 GREEN OPERATION – 6.4 Emissions Management
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps are taken to achieve them.	6 GREEN OPERATION – 6.2 Waste Management

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

Indicator			Related Chapter
A2 Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	6 GREEN OPERATION – 6.1 Energy Management 6.3 Water Management
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	6 GREEN OPERATION – 6.1 Energy Management Appendix 1: Sustainability Data Statement
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	6 GREEN OPERATION – 6.3 Water Management Appendix 1: Sustainability Data Statement
	A2.3	Description of energy use efficiency target(s) set and steps are taken to achieve them.	6 GREEN OPERATION – 6.1 Energy Management
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	6 GREEN OPERATION – 6.3 Water Management
	A2.5	The total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable to Intron Technology as we do not involve packaging materials
A3 The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	6 GREEN OPERATION
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	6 GREEN OPERATION
A4 Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	6 GREEN OPERATION – 6.5 Response to Climate Change
	A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	6 GREEN OPERATION – 6.5 Response to Climate Change

Indicator		Related Chapter
<b>B. Social</b>		
B1 Employment	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.
	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.
	B1.2	Employee turnover rate by gender, age group and geographical region.
B2 Health and Safety	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.
	B2.1	Number and rate of work-related fatalities that occurred in each of the past three years including the reporting year.
	B2.2	Lost days due to work injury.
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.
B3 Development and Training	General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.
	B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).
	B3.2	The average training hours completed per employee by gender and employee category.
		5 CARING EMPLOYEES – 5.1 Employment Principles 5.2 Employee Rights 5.3 Benefits and Welfare
		5 CARING EMPLOYEES Appendix 1: Sustainability Data Statement
		5 CARING EMPLOYEES – 5.2 Employee Rights Appendix 1: Sustainability Data Statement
		5 CARING EMPLOYEES – 5.5 Health and Safety
		5 CARING EMPLOYEES – 5.5 Health and Safety
		5 CARING EMPLOYEES – 5.5 Health and Safety
		5 CARING EMPLOYEES – 5.4 Training and Development
		5 CARING EMPLOYEES – 5.4 Training and Development Appendix 1: Sustainability Data Statement
		5 CARING EMPLOYEES – 5.4 Training and Development Appendix 1: Sustainability Data Statement



## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

Indicator			Related Chapter
B4 Labour Standards	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	5 CARING EMPLOYEES – 5.1 Employment Principles
	B4.1	Description of measures to review employment practices to avoid the child and forced labour.	5 CARING EMPLOYEES – 5.1 Employment Principles
	B4.2	Description of steps taken to eliminate such practices when discovered.	5 CARING EMPLOYEES – 5.1 Employment Principles
B5 Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	4 OPERATING PRACTICES – 4.6 Responsible Supply Chain
	B5.1	The number of suppliers by geographical region.	4 OPERATING PRACTICES – 4.6 Responsible Supply Chain
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	4 OPERATING PRACTICES – 4.6 Responsible Supply Chain
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	4 OPERATING PRACTICES – 4.6 Responsible Supply Chain
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	4 OPERATING PRACTICES – 4.6 Responsible Supply Chain
B6 Product Responsibility	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	4 OPERATING PRACTICES
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable as the Group is not engaged in sales of product
	B6.2	The number of products and service-related complaints received and how they are dealt with.	4 OPERATING PRACTICES – 4.4 Quality Services
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	4 OPERATING PRACTICES – 4.1 Protection of Intellectual Property Rights
	B6.4	Description of quality assurance process and recall procedures.	4 OPERATING PRACTICES – 4.4 Quality Services 4.5 Quality Products
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	4 OPERATING PRACTICES – 4.2 Information Security

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2022

Indicator			Related Chapter
B7 Anti-corruption	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	4 OPERATING PRACTICES – 4.3 Anti-corruption
	B7.1	The number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	4 OPERATING PRACTICES – 4.3 Anti-corruption
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	4 OPERATING PRACTICES – 4.3 Anti-corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	4 OPERATING PRACTICES – 4.3 Anti-corruption
B8 Community Investment	General Disclosure	Policies on community engagement to understand the needs of communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	7 CONTRIBUTING TO THE COMMUNITY
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	7 CONTRIBUTING TO THE COMMUNITY
	B8.2	Resources contributed (e.g. money or time) to the focus area.	7 CONTRIBUTING TO THE COMMUNITY

