



China Baoli Technologies Holdings Limited 中國寶力科技控股有限公司

(Incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

(Stock Code 股份代號: 164)



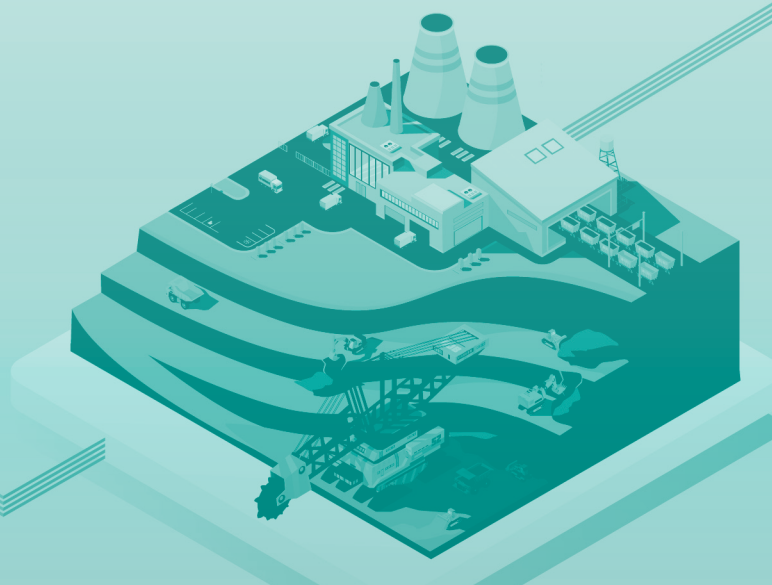
2023

環境、社會及管治報告
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT



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Environmental, Social and Governance Report

環境、社會及管治報告



ABOUT THE GROUP

China Baoli Technologies Holdings Limited (the “Company”) and its subsidiaries (collectively the “Group”) are principally engaged in multi-media technologies and convergence media business, iron ore dry grinding and dry beneficiation business (“DGDB Business”), and other operations — investment, securities trading and tourism and hospitality business.

ABOUT THE REPORT

The Group is pleased to present its Environmental, Social and Governance Report (the “ESG Report”) for the year ended 31 March 2023 (the “Year”). This report provides an annual update on the sustainability performances, accomplishments and challenges faced on environmental, social and governance (“ESG”) over the past years.

關於本集團

中國寶力科技控股有限公司(「本公司」)及其附屬公司(統稱「本集團」)主要從事多媒體技術及融媒體業務、鐵礦石乾磨乾選業務(「乾磨乾選業務」)及其他業務 — 投資、證券買賣及旅遊及消閒業務。

關於本報告

本集團欣然呈報截至二零二三年三月三十一日止年度(「本年度」)的環境、社會及管治報告(「ESG報告」)。本報告闡述過去數年在環境、社會及管治(「ESG」)方面的可持續發展表現、取得的成績及所面對的挑戰。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

REPORTING SCOPE

Based on the principle of materiality for disclosure and reporting, this ESG Report primarily focuses on the Group's multi-media technologies and convergence media business, as well as its DGDB Business in the People's Republic of China (the "PRC"), and the headquarter office in Hong Kong, which represent the majority of the Group's environmental, social and economic impacts. The Group will regularly review the reporting scope and strive to enhance the transparency of the Group's ESG performance in the long run. The Group will continue its efforts in collecting information from different business segments to increase the breadth and depth of its ESG Reports and hence the disclosure of relevant information. For information on corporate governance, please refer to the Corporate Governance Report in the Group's Annual Report 2022/23.

The ESG Report presents the key performance indicators ("KPIs") with comparative data in order to provide a measurable and comparable evaluation and validation of our ESG management initiatives.

報告範圍

基於披露及報告的重要性原則，本ESG報告主要涵蓋本集團於中華人民共和國(「中國」)及香港總辦事處的多媒體技術及融媒體業務及乾磨乾選業務，該等領域代表本集團對環境、社會及經濟的主要影響。本集團將定期審查報告範圍，並努力從長遠上提高集團的ESG表現的透明度。本集團將繼續努力收集不同業務領域之資訊，以強化ESG報告的寬度及深度以及加強相關資訊之披露。有關企業管治之資料，請參閱本集團二零二二／二三年度報告中的《企業管治報告》。

ESG報告呈現了關鍵績效指標的比較數據，以對我們的ESG管理舉措提供一個可衡量和可比較的評估和驗證。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

REPORTING STANDARD

The ESG Report is prepared in accordance with the “Environmental, Social and Governance Reporting Guide” (the “ESG Reporting Guide”) under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”)(the “Listing Rules”). The Stock Exchange has set forth principles for reporting in the ESG Reporting Guide: Materiality, Quantitative, Balance and Consistency, which should form the basis for preparing the ESG Report. The Group had adopted such principles in the preparation of the ESG Report and the details of applications are as follows:

1. **Materiality:** The Group involved stakeholders in the process of identifying, prioritising and determining important ESG-related issues that reflect the Group’s significant impacts on the economy, environment and/or society. More details can be found in the section “STAKEHOLDERS ENGAGEMENT”.
2. **Quantitative:** The ESG KPIs disclosed in the ESG Report are supported by quantitative data and measurable criteria. The sources of all applicable data, calculation tools, methodologies, references and conversion factors used are disclosed thereon, where applicable.
3. **Balance:** The ESG Report provides complete, fair, clear, comparable and objective overview of the Group’s ESG policies and performance for stakeholders with an unbiased picture.
4. **Consistency:** To facilitate stakeholders’ comparisons of the ESG performance of the Group from year to year, the same reporting and calculation methodologies are used as reasonably practicable in the preparation of the ESG Report. Any changes in the basis of preparation will be set out in the relevant sections with detail.

FEEDBACK

The Group welcomes investors’ and shareholders’ comments on our ESG policies and performance to help the Group continuously improve its sustainability performance. If you have any advice or suggestions, please feel free to provide them through the following email address: enquiry@chinabaolitech.com.

報告準則

ESG報告根據香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十七《環境、社會及管治報告指引》(「ESG報告指引」)編製。聯交所已於該ESG報告指引載列報告原則：重要性、量化、平衡及一致性，編製ESG報告應以該等原則為基礎。本集團在編製ESG報告時已採用該等原則，具體應用情況如下：

1. **重要性：**本集團於識別、排列優先次序及確定反映本集團在經濟、環境及／或社會方面有重大影響之重要ESG相關事宜過程中已與持份者交流。更多詳情可參閱「持份者參與」一節。
2. **量化：**ESG報告所披露的ESG關鍵績效指標均由量化數據及可計量標準支持。所用的全部適用數據、計算工具、方法、參考資料及轉換系數的來源均披露於報告(如適用)。
3. **平衡性：**ESG報告為持份者提供有關本集團ESG政策及表現的完整、公平、清晰及可資比較及客觀概覽，並以公正的方式說明。
4. **一致性：**為方便持份者比較本集團每年的ESG表現，於編製ESG報告時已在合理可行情況下貫徹應用同一報告及計算方法。編製基準的任何變動將於相關章節內詳細列出。

反饋

本集團歡迎投資者及持份者對ESG政策及表現提出意見，以幫助本集團持續提升可持續發展表現。如有任何意見或建議，歡迎以電郵形式發送至以下郵箱：enquiry@chinabaolitech.com。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

GOVERNANCE STRUCTURE

The board of directors of the Company (the “Board”) has overall responsibility for decision making with respect to the Group’s ESG issues and the Group’s ESG management and reporting. To better manage the Group’s ESG-related issues, the Board examines and approves the ESG-related goals and targets, priorities, policies and frameworks. The Board also reviews progress towards their implementation and achievement with the assistance of the ESG working group (the “Working Group”), which mainly comprises the management (“Management”) of the Company. Besides, the Board is accountable for ensuring the effectiveness of ESG risk management and internal control mechanism through periodic reviews of ESG-related issues. The governance structure, roles and responsibilities of the responsible parties are defined as follows:

The Board

The Board holds the ultimate responsibility for ensuring the effectiveness of risk management and internal control systems. The Board is responsible for assessing the ESG-related risks of the Group and overseeing the Management in the design and implementation of the Group’s ESG management approach, policies, and strategy. The Board also conducts regular reviews of the achievement of key ESG targets with the assistance of the Management/Working Group and approves the disclosure in the Group’s annual ESG Reports.

The Management/Working Group

The Management/Working Group is responsible for advising and supporting the Board on all ESG matters and regularly reporting progress on ESG work to the Board. The ESG work includes but not limited to regular risk assessments, identification key stakeholders of the Group and their ESG concerns, set up of the Group’s ESG management approach, policies and strategy, monitoring of the Group’s ESG performance and preparation of annual ESG Reports.

Functional Departments

The Functional Departments are responsible for assisting the Management/Working Group in conducting risk assessment, coordinating and implementing specific ESG policies and strategies set up by the Management/Working Group, collecting necessary information and data for the evaluation of the Group’s ESG performance and preparation of annual ESG Reports.

監管架構

本公司董事會(「董事會」)全權負責就本集團的ESG相關事宜制定決策，並負責本集團的ESG管理及報告。為更好地管理本集團的ESG相關事宜，董事會審查及批准ESG相關目標及指標、優先次序、政策及架構。在主要由本公司管理層(「管理層」)組成的ESG工作小組(「工作小組」)協助下，董事會亦審閱實施及實現的進度。此外，董事會負責通過定期審閱ESG相關事宜，確保ESG風險管理及內部監控機制的有效性。責任方的管治架構、角色及職責界定如下：

董事會

董事會對確保風險管理及內部監控系統的有效性負有最終責任。董事會亦負責評估本集團的ESG相關風險、監督管理層設計及執行本集團ESG管理方法、政策及策略。董事會亦會在管理層/工作小組協助下，定期審閱主要ESG目標的進度，並核准於本集團的年度ESG報告中作出披露。

管理層/工作小組

本集團的管理層/工作小組負責就所有ESG事宜向董事會提供意見及支持，同時定期向董事會報告ESG工作的進度。ESG工作包括但不限於定期風險評估、識別本集團主要持份者及其關注的ESG事項、制定ESG管理方針、政策及策略、監測本集團ESG表現，以及編製年度ESG報告。

職能部門

職能部門負責協助管理層/工作小組進行風險評估、協調和實施本集團管理層/工作小組制定的具體ESG政策及策略、收集必要的資料及數據以評估本集團的ESG表現，以及編製年度ESG報告。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

APPROACH AND STRATEGY

The Group is committed and strives to be a responsible corporation by upholding good corporate governance standards, implementing environmentally friendly measures, and responding to stakeholders' expectations. In order to ensure the sustainability of the Group's business, our strategy is to comply with all relevant laws and regulations applicable to the Group's business and to continuously improve our ESG performance in every aspect, particularly in resources conservation and corporate responsibility.

In response to the goal of achieving sustainable economic and social development as promoted by the Chinese government, the Group has set up the environment goals and targets based upon the current performance and future development of the Group's business. The Group aims to reduce resource consumption with the core goal and strategy of lowering greenhouse gas emissions in response to related ESG issues.

The Group executes its mission in environmental protection through the development and application of the Group's new technology, particularly the iron ore dry grinding and dry beneficiation technologies ("DGDB Technologies"). The Company has set up close business collaborations with various technology and industry partners to promote the Group's DGDB Technologies, which can achieve environmental protection and energy savings through low energy consumption and anhydrous mineral processing. Besides, through the DGDB Technologies, the tailings can be further recycled to produce raw materials in the commercial concretes and cements manufacturing industry, thus resolving the environmental and safety hazards of conventional tailing dams. With the potential for further advancement in this technology, the Group had put in additional resources for technological development.

方法及策略

本集團透過維持良好的企業管治標準、落實環保措施及回應持份者的期望，承諾及致力成為一家負責任的企業。為確保本集團業務的可持續發展，我們的策略是遵守適用於本集團業務的所有相關法律法規，並不斷提高我們在各個方面的ESG表現，特別是資源節約及企業責任。

為回應中國政府所推動達致可持續的經濟及社會發展的目標，本集團已按本集團業務當前表現及未來發展，制訂環境目的和指標。本集團旨在減少資源耗用，並以降低溫室氣體排放為核心目的，以回應相關的ESG事宜。

本集團通過發展及應用其新技術，特別是鐵礦石乾磨乾選技術（「乾磨乾選技術」），將其對環境保護的願景付諸實行。本集團的乾磨乾選技術通過低能源耗用及無水礦物加工，達致環保目標，而本公司已與多個技術及業界夥伴建立緊密的業務合作，以推廣該技術。此外，乾磨乾選技術可將尾礦回收作生產商品混凝土及水泥製造行業的原材料，從而解決傳統尾礦壩的環境和安全危害。隨著本技術更為進步，本集團已投入額外資源作技術發展。



DGDB Technologies Equipment
乾磨乾選技術設備

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

STAKEHOLDERS ENGAGEMENT

Stakeholders' expectations and feedbacks are important for the Group to formulate its environmental and social strategies, assess materiality, and establish policies. Through stakeholder engagement, companies can understand a wide range of views and identify material environmental and social issues.

Collecting feedback from stakeholders helps evaluate and improve our ESG performance. The Group regularly reviews this policy and ensure timely dissemination of relevant information to shareholders at all time. Over the years, the Group has addressed pressing issues and incorporated stakeholders expectations through diversified engagement channels as shown below:

持份者參與

持份者的期望及反饋對本集團制定其環境及社會策略、評估重要性及制定政策十分重要。透過持份者參與，公司可知悉不同意見並識別重大環境及社會議題。

收集持份者的反饋意見有助評估及改進我們的ESG表現。本集團定期檢討該政策，並確保時刻向股東適時傳達相關資訊。多年來，本集團一直透過如下所示多樣化的參與渠道，從而解決迫切的問題和顧及持份者的期望：

Communication Channels and Concerns of our Stakeholders

持份者的溝通渠道及關注

Stakeholders 持份者	Interests and expectations 利益及期望	Engagement channels 參與渠道
The Stock Exchange 聯交所	<ul style="list-style-type: none"> Compliance with the Listing Rules and other relevant regulations 遵守上市規則及其他相關條例 	<ul style="list-style-type: none"> Announcements, notices of meetings, circulars on the Stock Exchange website 於聯交所網站的公告、會議通知、通函 Email, direct dialogues, telephone or meetings 電郵、直接對話、電話或會議
Governments and regulatory authorities 政府及監管機構	<ul style="list-style-type: none"> Compliance with local laws and regulation 遵守本地法律法規 Support for local economic growth 支持本地經濟增長 	<ul style="list-style-type: none"> Statutory filings and notification 法定文件及通知 Visits and government inspections 探訪及政府調查 Email, direct dialogues, telephone or meetings 電郵、直接對話、電話或會議
Shareholders and investors 股東及投資者	<ul style="list-style-type: none"> Return on investment and dividends 投資回報及股息 Corporate governance 公司管治 Risk mitigation and management 風險減緩及管理 Business Compliance 業務合規 	<ul style="list-style-type: none"> Annual General Meeting and other shareholder meetings 股東週年大會及其他股東大會 Annual and interim reports 年度及中期報告 Announcements, notices of meetings and circulars 公告、會議通知及通函 Company website 公司網站



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

STAKEHOLDERS ENGAGEMENT (continued)

持份者參與(續)

Communication Channels and Concerns of our Stakeholders (continued)

持份者的溝通渠道及關注(續)

Stakeholders 持份者	Interests and expectations 利益及期望	Engagement channels 參與渠道
Customers 客戶	<ul style="list-style-type: none"> Product and service quality 產品及服務質素 Robust operation management 強大的營運管理 Operational sustainability 營運可持續性 Customer data and privacy protection 客戶資料及私隱保護 	<ul style="list-style-type: none"> Regular meetings and communication 定期會面及溝通 Email, direct dialogues, telephone or meetings as required in daily operation 電郵、直接對話、電話或會議(視乎日常營運需要)
Suppliers 供應商	<ul style="list-style-type: none"> Fair and open procurement 公平公開的採購 Sustainable relationship 可持續的關係 	<ul style="list-style-type: none"> Site visits 實地探訪 Engagement and cooperation 委聘及合作 Business meetings and discussions 業務會議及討論
Employees 僱員	<ul style="list-style-type: none"> Remuneration and compensation, benefits 薪酬及補償、福利 Occupational health and safety 職業健康及安全 Career development opportunities 職業發展機會 Corporate culture and well-being 企業文化及僱員福祉 Fair and competitive employment 公平及競爭性僱傭 	<ul style="list-style-type: none"> Training programmes, seminars and briefings 培訓項目、研討會及簡介會 Performance reviews and appraisals 績效回顧及評核 Promote career development and enhance competence at all levels 促進公司各職級職業發展並提高競爭力 Regular meetings and internal memos 定期會面及內部備忘錄 Email 電郵

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

STAKEHOLDERS ENGAGEMENT (continued)

Communication Channels and Concerns of our Stakeholders (continued)

持份者參與(續)

持份者的溝通渠道及關注(續)

Stakeholders 持份者	Interests and expectations 利益及期望	Engagement channels 參與渠道
Media and the public 媒體及公眾	<ul style="list-style-type: none"> Operation in compliance with applicable laws and regulations 在營運中遵守適用法律法規 Support to civil society 支持公民社會 Environmental protection 環境保護 Local community activities involvement 本地社區活動參與 	<ul style="list-style-type: none"> Email, direct dialogues, telephone or meetings 電郵、直接對話、電話或會議 Press conference and interviews 新聞發佈會及採訪 ESG Report ESG報告

Materiality Assessment

Since ESG risks and opportunities for the Group vary among stakeholders with diverse backgrounds and concerns, the Group conduct an annual review to identify and understand the main concerns and material interests of its stakeholders for the preparation of the ESG Report.

The Group identified the ESG issues that are considered to have significant impacts on stakeholders and the development of the Group's business. All the identified ESG issues will be prioritised based on stakeholders feedback.

Through a materiality assessment, the Management/Working Group has identified two key issues, namely, (i) the use of resources and (ii) product responsibility, which significantly affect the long-term sustainability of the Group. The measures to manage these aspects will be the core focus for continuous improvement. Effective internal control systems are reinforced to enhance operational efficiency and generate environmental and social benefits to our stakeholders. Section A1, A2 and B6 of this ESG Report highlight how the Group addresses these key aspects.

重要性評估

由於本集團的ESG風險和機會會因持份者的各種背景、及關注事項的不同而存在差異，因此，本集團進行了年度檢討，以識別和了解持份者的主要關注和重大利益，以編製ESG報告。

本集團識別出被認為對本集團業務的持份者及發展有重大影響的ESG相關問題。所有已識別的ESG事宜將根據持份者反饋進行優先排序。

通過重要性評估，管理層／工作小組識別出兩個主要事項，即(i)資源使用及(ii)產品責任，兩者對本集團長期可持續發展的影響最為重大。有效的內部控制系統有所加強，以提升營運效率及為持份者創造環境及社會裨益。本ESG報告的A1、A2及B6各節重點介紹本集團如何改善該等重大方面。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL

A1. Emissions

The Group is currently running a scalable multi-media sharing and advertising platform. The Group helps clients produce customized multi-media content for display advertising. Due to the Group's business nature, immaterial industrial pollutants are emitted during our business operations as we have outsourced most of our production. As a responsible enterprise, we uphold the principle of "Green Operation" and continuously improve our environmental performance by implementing various measures and practices.

During the Year, the Group was not aware of any material non-compliance with any laws or regulations relevant to air and greenhouse gas ("GHG") emissions, discharge into water and land, and generation of hazardous and non-hazardous waste, including but not limited to:

- Air Pollution Control Ordinance of Hong Kong (Cap. 311 of the Laws of Hong Kong)《空氣污染管制條例》(香港法例第311章);
- Water Pollution Control Ordinance (Cap. 358 of the Laws of Hong Kong)《水污染管制條例》(香港法例第358章);
- Waste Disposal Ordinance (Cap. 354 of the Laws of Hong Kong)《廢物處置條例》(香港法例第354章);
- Law of Environmental Protection of the People's Republic of China《中華人民共和國環境保護法》;
- Atmospheric Pollution Prevention and Control Law of the People's Republic of China《中華人民共和國大氣污染防治法》;
- Water Pollution Prevention and Control Law of the People's Republic of China《中華人民共和國水污染防治法》;
- Law of the People's Republic of China on the Prevention and Control of Environmental Pollution Caused by Solid Wastes (《中華人民共和國固體廢物污染環境防治法》).

A. 環境

A1. 排放物

本集團現正打造可擴展的多媒體共享與廣告平台。本集團協助客戶就播放廣告製作量身訂做的多媒體內容。鑒於本集團業務性質，我們已將大部分生產外包，因此我們業務營運期間並無排放重大工業污染物。作為負責任的企業，我們本著「綠色營運」的原則，實行不同措施及常規，持續改進環境績效。

於本年度，本集團並未發現任何重大違反有關廢氣及溫室氣體(「溫室氣體」)排放、向水及土地的排污以及有害及無害廢棄物的任何法律法規，此等法律及法規包括但不限於：

- 《空氣污染管制條例》(香港法例第311章)；
- 《水污染管制條例》(香港法例第358章)；
- 《廢物處置條例》(香港法例第354章)；
- 《中華人民共和國環境保護法》；
- 《中華人民共和國大氣污染防治法》；
- 《中華人民共和國水污染防治法》；
- 《中華人民共和國固體廢物污染環境防治法》。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL (continued)

A1. Emissions (continued)

The Group's air and greenhouse gas ("GHG") emissions data during the Reporting Period and the year 2022 are set out on Key performance indicators A1.

Waste Management

Non-hazardous management

During the Year, our non-hazardous waste was mainly generated in daily office operations and was collected by a corresponding waste collection company arranged by the building management company. The Group has implemented the policy that promotes double-sided printing and copying, and the use of electronic means for information dissemination whenever possible to reduce paper consumption, and hence waste paper disposal. Initiatives to reduce the use of disposable and non-recyclable products, and replacing one-off stationeries with refillable stationeries are also adopted to maintain a sustainable utilisation of resources.

Hazardous waste management

During the Year, no material hazardous waste was generated by the Group due to the Group's business nature.

A2. Use of Resources

The Group recognises the importance of maintaining environmental sustainability in its daily operation. We adhere to the concept of green development and has been striving to implement the 4R Principle (Reduce, Reuse, Recycle and Replace) in order to reduce resource consumption and improve resource utilisation efficiency in all possible aspects of business operations, including energy conservation and water conservation. Due to the business nature, the Group's business did not involve significant consumption of water and packaging materials, thus no KPIs on such aspect were set by the Management/Working Group.

A. 環境(續)

A1. 排放物(續)

本集團於報告期間及二零二二年的廢氣及溫室氣體("GHG")排放量數據載於關鍵績效指標A1。

廢棄物管理

無害廢棄物

本年度，我們的無害廢棄物主要源於日常辦公室營運，由樓宇管理公司安排之相應廢棄物收集公司收集。本集團提倡雙面列印及複印、盡量使用電子途徑發佈資料的政策，以減少耗用紙張，從而減輕廢棄紙張的棄置。為保持資源的可持續利用，我們亦已採取減少使用一次性及不可回收之產品的措施，並以可補充文具取代一次性文具。

有害廢棄物

由於本集團業務的性質，本年度本集團並無產生重大的有害廢棄物。

A2. 資源使用

本集團深明於日常營運中維持環境可持續發展的重要性。我們秉持綠色發展理念及一直努力推行減量化、再利用、再循環及替代使用四大原則，從而在業務營運的所有可能方面減少資源消耗及提高資源使用效率，包括節約能源及節約用水。由於業務性質使然，本集團的業務不涉及大量用水及消耗包裝材料，因此管理層／工作小組未設定此方面的關鍵績效指標。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

A. ENVIRONMENTAL (continued)

A2. Use of Resources (continued)

Energy Conservation

As part of the Group's initiatives to reduce energy consumption in the lighting system, we divide the office area into different light zones using independent lighting switches, adopt energy-efficient lighting, and clean light fixtures regularly to increase the energy efficiency of lighting system. We have also employed measures to enhance the energy efficiency of air conditioning system, such as applying window blinds to reduce direct sunlight and the demand for air conditioning. In addition, the Group actively integrates energy conservation initiatives into its operations. For instance, when procuring new electronic Operations. For instance, priority is given to electronic devices with energy efficiency labels when procuring new equipment to reduce energy consumption.

Fuel Consumption

Regular maintenance is essential for maintaining the optimal performance and fuel efficiency of vehicles within the Group. By conducting routine maintenance tasks, such as air filter replacements and spark plug inspections, potential issues can identified and addressed promptly so as to ensure a higher efficiency and reduce emissions.

Water Consumption

The Group mainly consumes water for cleaning purposes in the office premises, and the water supply service is provided by the office management company. Therefore, consumption data cannot be obtained from the Group.

The Group endeavors to conserve water effectively by identifying water-saving initiatives, for example, posting water conservation notices in the pantry to raise employees' awareness on water saving and installing water-saving taps, fixtures and accessories. Furthermore, the Group has conducted regular maintenance of water pipes to prevent leakage of water and timely repair any defective components.

A3. Environment and Natural Resources

Due to the nature of the business, the Group does not have any direct and significant impacts on the environment and natural resources in the course of its operations. However, the Group has integrated policies and measures to reduce emissions and resources consumption, which strives to minimize the impacts of business activities on the environment and natural resources.

In case of any significant environmental issues, the Group will immediately assess the impact, formulate an emergency plan and report to the relevant departments to rectify any damage to the environment.

A. 環境(續)

A2. 資源使用(續)

節約能源

作為本集團減少照明系統能耗措施一環，我們利用獨立照明開關將辦公空間劃分為不同照明區、採用品能源效益之照明用品，並定期清潔照明裝置以提升照明系統之能源效益。我們亦已採取措施提升空調系統之能源效益，例如使用百葉簾減少陽光直射及對空調的需求。此外，本集團積極於營運中融入節約能源理念。舉例而言，採購新電子器材時，我們會優先選擇具有能源效率標籤的產品，以降低能源消耗。

燃料消耗

定期維修對維持本集團的車輛達致最佳性能及燃料效益至關重要。通過更換空氣過濾器及檢查火花塞等日常例行維修工作，可以即時發現及解決潛在問題，從而確保提高效益及減少廢氣排放。

用水

本集團主要在辦公室物業的清潔方面用水。供水服務由辦公室管理公司提供，因此本集團無法獲得該等耗用數據。

本集團致力通過識別節水舉措有效地節約用水，例如，於茶水間張貼節水通告提升僱員節約用水的意識及安裝節水水龍頭、固定裝置及配件。此外，本集團對水管進行常規保養以避免漏水，並會適時修理任何缺損部分。

A3. 環境及天然資源

基於業務性質，本集團在其營運中並無對環境及天然資源造成任何直接及重大影響。藉著整合有關降低排放及資源消耗的政策及措施，本集團致力減低業務活動對環境及天然資源的影響。

如有任何重大環境問題，本集團將立即評估影響，制定應急預案並向有關部門報告，以對環境造成的任何損害進行整改。

A. ENVIRONMENTAL (continued)

A4. Climate Change

Climate change, which may lead to extreme weather, poses potential risks to the Group's business and could have significant impacts on the Group's daily operations. The Group pays close attention to the trend of climate change and assesses the impact on the operation of the Group's business. The Group has adopted measures in response to the assessed risks, including both physical risks and transition risks arising from the climate change.

Physical Risks

The increasing frequency and severity of extreme weather events such as extreme cold or extreme heat, rainstorms, and typhoons, may affect the supply chains of the Group and damage the Group's assets and pose threats to the health and safety to the Group's employees, potentially resulting in the interruption to the operations of the Group.

Transition Risks

The Group also anticipate that more stringent laws and regulations will be imposed by the governments in response to the global trend of low-carbon sustainable development. The stricter environmental protection laws and regulations may limit the expansion of business and increase in compliance costs of the Group and risk of lawsuits of the Group arising from the failure to comply with such laws and regulations.

Alongside with the Group's ongoing commitment to the green operation, the Group takes various actions such as providing low-carbon living guidelines to the employees, following extreme weather guidelines issued by the governments, adopting flexible working arrangement where considered necessary, and exploring opportunities to allocate resources to technological advancements on energy and resources saving materials and processes. These measures help ensure the continuity and sustainability of business.

A. 環境(續)

A4. 氣候變化

氣候變化可能導致極端天氣，因而對本集團的業務構成潛在風險，並可能對日常營運產生重大影響。本集團關注氣候變化趨勢，評估對本集團業務經營的影響。本集團已採取措施應對所評估的氣候變化帶來的風險，包括實體風險及過渡風險。

實體風險

極端天氣事件(例如極冷極熱、暴雨及颱風)越來越頻繁及嚴重，可能會影響本集團的供應鏈，損害本集團的資產，並對本集團的僱員的健康和安全構成威脅，導致本集團的營運中斷。

過渡風險

本集團亦預期政府將因應全球低碳可持續發展趨勢而制訂更嚴格的法律法規。更嚴格的環保法律法規可能會限制業務擴展、並增加本集團的合規成本以及因未能遵守該等法律法規而引發的訴訟風險。

本集團持續致力於綠色營運，並且採取多項行動，例如為僱員提供低碳生活指引，遵循政府發佈的極端天氣指引，在必要時採取靈活的工作安排，並尋求機會將資源分配於提升能源和資源節約材料和工藝上的技術，以確保業務的連續性和可持續性。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL

B1. Employment

The Group recognises its employees as one of the key members to maintain the sustainable development of the Group. During the Year, the Group was not aware of any material non-compliance with employment related laws and regulations having a significant impact on the Group, including but not limited to the Employment Ordinance of Hong Kong, the Labour Law of the PRC, the Social Insurance law of the People's Republic of China (《中華人民共和國社會保險法》) and the Regulations on Management of Housing Provident Funds (《住房公積金管理條例》). As at 31 March 2023, the Group employed 89 staffs (2021/22: 62) in Hong Kong and the PRC.

As a high-technology company, the Group experienced a rise in employee turnover during the Year, particularly among employees under the age group of "Below 30". The increase in employee turnover was primarily attributable to the continuous advancement and updates of the Group's technologies which had placed different requirements on the knowledge and skill sets of our frontline employees.

As of 31 March 2023, the Group's employee size breakdown was as below.

B. 社會

B1. 僱傭

本集團認為其僱員為維持本集團可持續發展的重要成員之一。於本年度，本集團並不察覺有任何重大違反對本集團有重大影響的僱傭相關法律及法規情況，此等法律及法規包括但不限於香港《僱傭條例》、《中華人民共和國勞動法》、《中華人民共和國社會保險法》及《住房公積金管理條例》。於二零二三年三月三十一日，本集團於香港及中國聘用89名員工(二零二一/二二年：62名)。

身為一家高科技的公司，本集團於本年度經歷僱員流動增加的情況，情況在屬「30歲以下」的年齡組別的僱員間最為明顯。僱員流動增加的主因為本集團的技術持續進步與更新，令對前線僱員的知識及技能有不同的要求。

截至二零二三年三月三十一日，本集團的僱員人數明細如下。

		FY2022/23 二零二二/ 二三財年	FY2021/22 二零二一/ 二二財年
Total number of employees	僱員總數	89	62
By Gender	按性別劃分		
Male	男性	46	35
Female	女性	43	27
By Age	按年齡劃分		
Below 30	30歲以下	33	11
30-50	30至50歲	43	39
Over 50	50歲以上	13	12
By Level	按級別劃分		
Senior management	高級管理層	16	21
Mid-level management	中級管理層	30	16
Non-managerial employees	非管理層	43	25
By Employment Type	按僱傭類型劃分		
Full-time	全職	81	61
Part-time	兼職	8	1
By Geographic Region	按地區劃分		
PRC	中國	71	43
Hong Kong	香港	18	19

B. SOCIAL (continued)

B1. Employment (continued)

Employee Benefits

The Group offers competitive remuneration and benefits to attract and retain the talents. Apart from basic salary, we also offer discretionary bonus to our employees. Employees at all levels are appraised annually based on the same categories of performance criteria. Discretionary bonus, share options, salary increment and promotion are determined in accordance with the results of the staff appraisal. Our employees are also eligible for different types of leave, such as annual leave, early leave on festival days, compassionate leave, wedding leave and maternity leave. Other entitlements include medical insurance, dental benefits, travel insurance and Mandatory Provident Fund. In addition, the Group also provides employees working in mainland China with other benefits such as lunch subsidy, afternoon and late night refreshments, health checks and various festival, birthday and wedding gifts.

B2. Health and Safety

Work safety is the cornerstone of the sustainable development of the Group. The Group is committed to safeguarding to wellbeing of the employees by complying with relevant laws and regulations such as the Occupational Safety and Health Ordinance of Hong Kong, the Law of the PRC on Prevention and Control of Occupational Diseases, the Regulations on Work-Related Injury Insurances (《工傷保險條例》) of the PRC, the Trade Union Law of the PRC(《中華人民共和國工會法》), the Occupational Safety and Health Ordinance of Hong Kong (《第509章《職業安全及健康條例》).

To maintain a safe working environment, health and safety measures have been implemented by the Group and working arrangement guidance under the typhoons and rainstorms are provided to all employees to ensure safety.

B. 社會(續)

B1. 僱傭(續)

僱員福利

我們提供具競爭力的薪酬及福利以吸引及留住人才。除基本薪金外，我們亦會向僱員發放酌情花紅。本集團根據同一類別的表現標準對所有級別的員工進行年度評估，有關評估結果將作為釐定花紅、購股權、加薪及晉升的依據。我們的僱員享有不同類型假期，如年假、節日提早下班、恩恤假、婚假、產假等。其他福利包括醫療保險、牙科福利、旅遊保險及強制性公積金。此外，本集團亦為於中國內地工作的僱員提供其他福利，如午膳津貼、下午茶及宵夜、健康檢查及不同節慶贈禮、生日禮物及結婚賀禮。

B2. 健康與安全

工作安全為本集團可持續發展之基石。本集團通過遵守如香港《職業安全及健康條例》、《中華人民共和國職業病防治法》、中國《工傷保險條例》、《中華人民共和國工會法》、《第509章《職業安全及健康條例》等相關法律法規，致力保障僱員福祉。

為保持安全的工作環境，本集團已落實健康與安全措施，亦為全體僱員提供颱風及暴雨下的工作安排指引，以確保僱員安全。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B2. Health and Safety (continued)

We also seek to create a pleasant and comfortable workplace for employees by carrying out various measures, including provision of adjustable seats, spacious desk area and regular maintenance or replacement of office equipment. The Group also provides every full-time employee with a comprehensive set of health insurance, including but not limited to medical insurance, surgical insurance and hospitality issuance.

In response to COVID-19 pandemic, the Group has implemented a series of precautionary measures to prevent the spread of COVID-19 at the workplace. Cleaning of air-conditioning systems and disinfection treatment of carpets are carried out regularly.

The Group has maintained a healthy and safe working environment and recorded no work-related injuries throughout the past three years.

B3. Development and Training

The Group acknowledges the importance of training for the development of the employees as well as the Group. The Group encourages and supports employees in personal and professional trainings to strengthen the skills and knowledge. Besides, our employees are entitled study leaves to participate in external training courses relevant to their job duties. Performance appraisals are conducted annually to assist our employees in their long-term development.

B. 社會(續)

B2. 健康與安全(續)

我們亦推行不同措施，盡力為僱員提供理想舒適之工作環境，包括提供可調校座椅、足夠的桌面空間、定期維修或更換辦公室設備。本集團亦提供每名全職僱員全套健康保險，包括但不限於醫療保險、手術保險及住院保險。

為應對新型冠狀病毒疫情，本集團已落實一系列預防措施，以防新型冠狀病毒於工作場所傳播。空調系統及地毯會定期清潔及消毒。

本集團一直維持健康及安全的工作環境，於過去三年並無發生工傷事件。

B3. 發展及培訓

本集團明瞭培訓對僱員及本集團的發展至關重要。本集團鼓勵及支持僱員參與各種個人及專業培訓，以加強技能及知識。此外，我們的僱員亦享有考試假期，以參與與彼等職責相關的外部培訓課程。我們會每年進行績效考核，協助僱員作長遠發展。

B. SOCIAL (continued)

B4. Employment Standard

The recruitment of child labour is strictly prohibited by the Group. Prior to the confirmation of appointment, we will verify the identity of candidates to ensure that they are lawfully employable and have reached the legal working age as stipulated in the Employment of Children Regulation of Hong Kong and the Provisions on the Prohibition of Using Child Labour. The Group also opposes and prohibits any form of forced labour. The Group offers sufficient rest days to employees and would not force any employees to work overtime against their will. Employees are required to enter into a labour contract which contains necessary terms, such as working hour, benefits and rights on termination, to protect the best interests of both the Group and our employees. We also set up communication channels for employees to report cases of child labour and forced labour.

If the violation is identified, the proper procedure will be taken by the relevant department promptly. During the Year, no instances of child labour or forced labour were reported.

B5. Supply Chain Management

The Group develops long-term strategic relationship with its suppliers to sustain business growth of the Group. To maintain high quality standards and minimise environmental and social risks associated with the supply chain, the Group has formulated policies and procedures, including the Procurement Policy, to standardise the selection, evaluation, and monitoring procedures of suppliers in a fair, open and impartial manner. During the Year, all major suppliers were located within the PRC, the majority of which were in Guangdong province. The Management maintains a supplier list, and relevant departments are required to submit an application prior to each procurement or engagement. Suppliers are assessed based on different criteria, including product quality, management, production techniques, environmental performance, and social responsibility. Quality assurance terms are included when signing procurement contracts or entering into an engagement to ensure that the delivered products and components meet the required standards, and defective products are returned. All deliverables from the third-party service providers are reviewed by the Group before being published on the public platform for multi-media and advertising services. All suppliers for bulk and regular procurement decision can be only sourced from suppliers in the approved suppliers list. The Group has also established a rating system for the assessment of current suppliers, and those who consistently failed to meet the required standards would be excluded from the supplier list.

B. 社會(續)

B4. 僱傭準則

本集團嚴禁僱用童工。於確認聘請前，我們會核實身份，確保候任人可合法受僱，並符合香港《僱用兒童規例》及《禁止使用童工規定》規定的法定工作年齡。本集團亦反對及嚴禁任何形式的強制勞工。本集團提供充足的休息日數予僱員，且不會強迫任何僱員違背其意願加班。僱員須簽訂勞工合約，當中載有有關工作時數、個人福利及終止合約權利的必要條款，保障本集團及僱員的最佳利益。我們亦為僱員建立了溝通渠道，讓僱員舉報童工及強制勞工的情況。

一經發現違規行為，有關部門將及時採取適當措施。於本年度，並無報告任何有關童工或強迫勞工的情況。

B5. 供應鏈管理

本集團與供應商建立長期戰略關係以維持本集團的業務增長。為維持高質量標準，並減少與供應鏈相關的環境及社會風險，本集團制定了政策和程序，包括採購政策，以公平、公開和公正的方式規範供應商的篩選、評估和監控程序。本年度，本集團所有主要供應商均位於中國，當中大部分位處廣東省。管理層保有一份供應商名單。我們要求每宗採購或委聘前均須由相關部門作出申請，而供應商會從產品品質、管理、生產技術、環保表現及社會責任等多方面評核選定。簽訂採購合約或委聘時，我們會於當中加入質量保證條款，以確保所交付產品及零部件符合標準，而有缺陷產品會被退貨。所有來自第三方服務供應商的交付成果經本集團審閱後，方可於多媒體及廣告服務相關公眾平台上發佈。本集團僅向認可供應商名單內的供應商進行批量及常規採購。本集團亦已對現有供應商的評定建立評級系統，持續不達標的供應商將會被從供貨商名單中除名。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B6. Product Responsibility

The Group is committed to providing quality products and services to its customers. Product quality inspection, return and repair of defective products guidelines have been set to further ensure that the quality of our products is up to standard. Customers can get their replacement for unsatisfactory products.

Customer Service

Customers satisfaction is of the utmost importance to the Group. The Group has a customer service policy in place to handle customer complaints. Our customer service team is responsible for monitoring and addressing customer complaints, and a set of procedures have been formulated so that complaints can be categorised and solved by the designated staff timely. There were no significant complaints from customers on our services and recall of products during the Year.

Quality Assurance

The Group has established standard approval guidelines and checklists to ensure legitimate advertising contents for all the industries it serves. Document proof and information including business registration and relevant supporting evidence must be provided for the Group's review in order to safeguard the integrity, consistency and timeliness of the advertising materials. The content of the multi-media products are reviewed regularly by the Group to avoid false and misleading advertising claims or statements. Additionally, the engagement contract requires third-party service providers to abide the laws and regulations such as Advertising Law of the People's Republic of China.

Privacy Protection

The Group attaches great importance to the protection of confidential data and intellectual property rights. We strictly comply with the laws and regulations relating to privacy matters, such as the Personal Data (Privacy) Ordinance of Hong Kong and the Cybersecurity Law of the People's Republic of China. To safeguard the confidentiality of the Group's information, suppliers are required to sign confidentiality agreements to prevent the unauthorised disclosure of confidential materials. Also, we endeavor to protect the software system to prevent virus infections and the leakage of confidential information. The Group has not encountered incidents of infringement of intellectual property rights or leakage of confidential information during the Year.

B. 社會(續)

B6. 產品責任

本集團致力為客戶提供優質的產品和服務。本集團已制定有關產品品質檢定、退回及維修有缺陷產品的指引，以進一步確保我們的產品品質符合標準。顧客可就其不滿意的產品作出換貨。

客戶服務

客戶滿意度對本集團至關重要。本集團訂有客戶服務政策，以處理客戶投訴。我們的客戶服務團隊負責監察及處理顧客投訴，我們亦已制訂一套程序將投訴分門別類，由指定人員及時解決。本年度並無收到客戶就服務作出的重大投訴，亦無回收產品。

質量保證

本集團已制定標準批核指引及清單，確保其適用於所服務的所有行業的合法廣告內容。文件證明及資料包括商業登記證及相關支持證據須呈交本集團審閱，保障廣告材料的真實性、一致性及及時性。本集團會定期審核多媒體產品內容，避免錯誤及誤導性的廣告陳述或聲明。此外，委聘合約要求第三方服務供應商遵守《中華人民共和國廣告法》等法律法規。

保護私隱

本集團極其重視保護機密資料及知識產權，恪守香港《個人資料(私隱)條例》及《中華人民共和國網絡安全法》等私隱相關法律法規。作為保障本集團資料保密性的方式，供應商須簽署一份保密協議，防止保密材料未經授權披露。此外，我們竭誠保護軟件系統免受病毒感染及避免洩漏機密資料。於本年度，本集團未發生侵犯知識產權或洩露機密資料的事件。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B7. Anti-Corruption

The Group strives to comply with the applicable laws and regulations relating to fraud and corruption prevention and anti-money laundering in the PRC and Hong Kong. To maintain high standards of corporate governance, we fulfill our commitment through abiding by anti-corruption policies and guidelines, such as acceptance of gifts and conflict of interest. Related procedures and guidelines are available in our conduct code. There is also a whistle-blowing policy and established reporting channels to encourage employees to report any suspected misconduct to the Audit Committee directly in person or through email.

We have designated personnel to investigate the misconduct reported and take corresponding remedial measures against the irregularities. All reports and enquiries are handled with strict confidentiality under all circumstances to preserve anonymity.

During the Year, the Group had arranged training sessions and circulated internal policies and materials related to anti-fraud and anti-money laundering to the directors and employees to enhance their awareness. The Group was not aware of any breach of laws and regulations that have a significant impact on the Group in relation to bribery, extortion, fraud and money laundering.

B. 社會(續)

B7. 反貪污

本集團致力遵守中國及香港有關反欺詐、反腐敗及反洗錢的適用法律法規。為保持高水平之企業管治，我們透過遵守反腐敗政策和指引(如收受餽贈及利益衝突)履行我們的承諾。相關程序及指引載於我們的行為守則。本集團亦訂有舉報政策並已建立舉報渠道，鼓勵僱員親身或透過電郵向審核委員會直接舉報任何懷疑不當行為。

我們指派專人調查經舉報之不當行為，並採取相應補救措施糾正違規行為。在任何情況下所有報告及查詢一律嚴加保密，以免有關人士身份外洩。

於本年度，本集團為董事及僱員安排反欺詐及反洗錢相關培訓並傳閱相關的內部政策及資料，以提升彼等於有關方面的意識。本集團並無發現任何有關賄賂、勒索、欺詐及洗錢等對本集團影響重大的違反法律法規的行為。



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

B. SOCIAL (continued)

B8. Community Investment

In addition to pledging to peak emissions by 2030 and reach carbon neutrality by 2060, the PRC government has placed a strong emphasis on ensuring a stable supply of iron ores in the long run as one of its key sustainable developments in mining industry. In July 2022, the China Mineral Resources Group Limited was formally established by the State Council to spearhead the strategic "Cornerstone Initiatives" to achieve four essential principles, including but not limited to, adhere to ESG and to build green iron ore mines with optimised overall planning to avoid over investment.

In response to this industry development, the Group is currently working closely with domestic and international iron ore majors to promote the application of our DGDB Technologies. It is believed that the Group can provide a green technology with a lower production cost, reduce carbon emissions and energy consumption and produce higher grade iron concentrates, thus enhancing the competitiveness of the China's steel industry. This aligns with the sustainable developments goals as well. Our Group was credited as environmentally friendly and ESG entity for long-term sustainable developments in the community.

Over the years, the Group has focused on community activities and strongly encouraged our employees to actively participate in various volunteer activities, public conventions, conference, exhibitions and events with a particular focus on community investment, sponsorships and charitable contributions.

B. 社會(續)

B8. 社區投資

中國政府除承諾到二零三零年達到碳排放峰值，及到二零六零年實現碳中和，亦已強調確保鐵礦石的長期穩定供應乃採礦業的其中一項關鍵可持續發展措施。於二零二二年七月，國務院正式成立中國礦產資源集團有限公司，引領戰略「基石計劃」，以實現四項基本原則，包括但不限於堅持ESG，優化統籌規劃建設綠色鐵礦，避免過度投資。

為應對這一行業發展，本集團目前正在與國內外鐵礦石巨頭密切合作，推動我們的乾磨乾選技術應用。相信本集團能夠提供減低生產成本的環保技術、降低碳排放及生產高品位的鐵精礦，從而提高中國鋼鐵行業的競爭力。這亦符合可持續發展目標。本集團被譽為社區可持續發展上的環保及ESG實體。

多年來，本集團一直注重社區活動，大力鼓勵員工積極參與各項志願者活動、公約、大會、展覽及活動，尤其注重社區投資、贊助及慈善捐助。

Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS

關鍵績效指標

A. Environmental Indicators	A. 環境指標	Unit 單位	2022/23 二零二二/ 二三年	2021/22 二零二一/ 二二年
A1 Emissions	A1 排放物			
A1.1 Air emissions	A1.1 廢氣排放			
Nitrogen oxides (NO _x)	氮氧化物	kg 千克	27.06	9.92
Sulphur oxides (SO _x)	硫氧化物	kg 千克	0.04	0.02
Particulate matter (PM)	顆粒物	kg 千克	2.59	0.95
A1.2 GHG Emissions	A1.2 溫室氣體排放量			
Total Emissions	排放總量	Tonnes CO ₂ e 噸二氧化碳當量	30.66	24.20
Scope 1: Direct emissions – from combustion of fuels for vehicle use	範圍1: 直接排放 – 車輛燃燒燃料	Tonnes 噸	7.22	2.65
Scope 2: Energy indirect emissions – from electricity consumption	範圍2: 能源間接排放 – 電力消耗	Tonnes 噸	22.96	21.07
Scope 3: Other indirect emissions – from disposal of paper to landfill	範圍3: 其他間接排放 – 將廢紙棄置於堆填區	Tonnes 噸	0.48	0.48
Intensity	密度	Tonnes CO ₂ e/employee 噸二氧化碳當量/僱員	0.34	0.39
A1.3 Waste	A1.3 廢棄物			
Total Non-hazardous Waste (Paper A4 (80GSM))	無害廢棄物 (A4紙(80GSM))	kg 千克	100	100
Total Hazardous Waste (Toner Cartridges)	有害廢棄物(碳粉盒)總量	Piece ¹ 件 ¹	1	2
A2 Use of Resources	A2 資源使用			
A2.1 Energy (Electricity)	A2.1 能源(電力)			
Total Consumption	總耗量	kWh 千瓦時	33,770	29,675
Intensity	密度	kWh/employee 千瓦時/僱員	379	479
A2.2 Water²	A2.2 水²			
Total Consumption	總耗量	m ³ 立方米	N/A 不適用	N/A 不適用
Intensity	密度	m ³ /employee 立方米/僱員	N/A 不適用	N/A 不適用
A2.5 Packaging Material³	A2.5 包裝物料³			
Total Consumption	總耗量	Tonnes 噸	N/A 不適用	N/A 不適用
Intensity	密度	Tonnes/unit of product 噸/單位產品	N/A 不適用	N/A 不適用



Environmental, Social and Governance Report (continued)

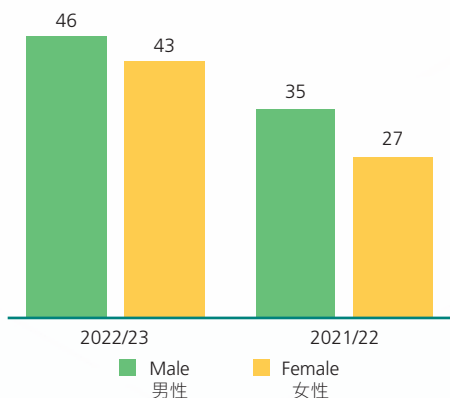
環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

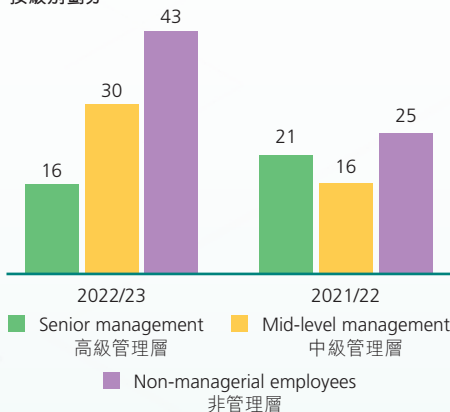
關鍵績效指標(續)

B 1.1 Employee Composition 僱員組成

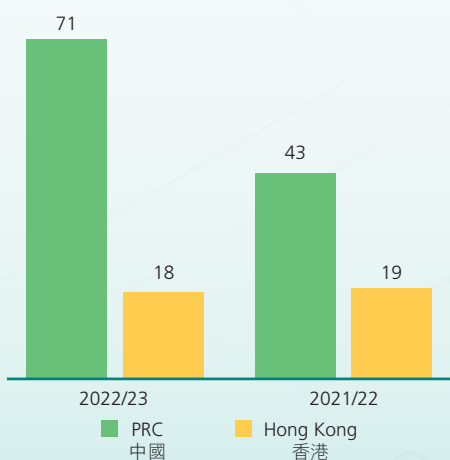
By Gender
按性別劃分



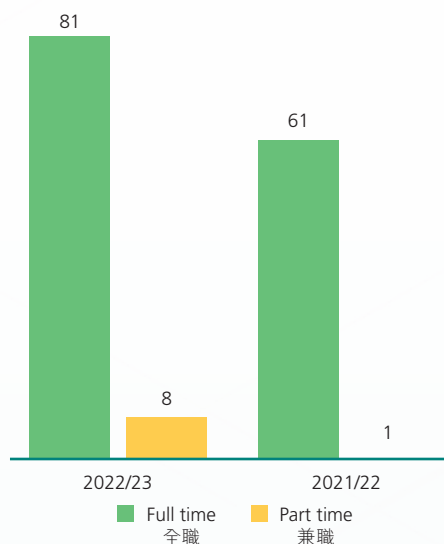
By Level
按級別劃分



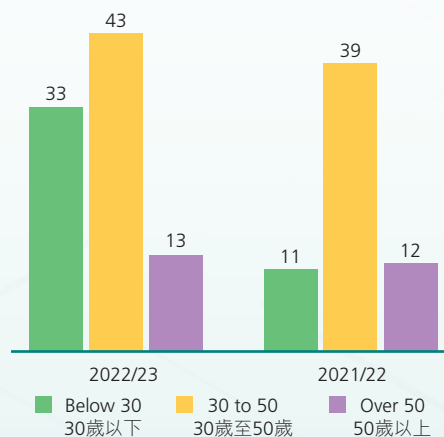
By Geographical Region
按地區劃分



By Employment Type
按僱傭類型劃分



By Age Group
按年齡組別劃分

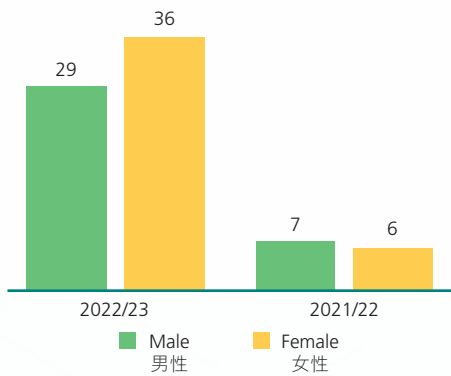


KEY PERFORMANCE INDICATORS (continued)

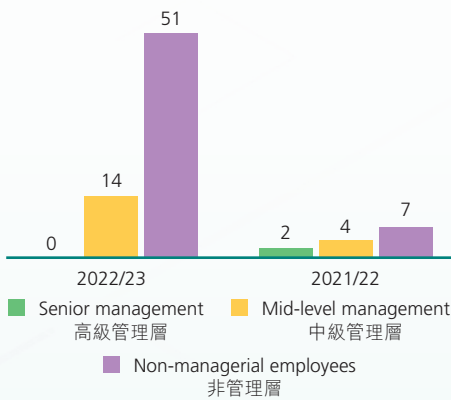
關鍵績效指標(續)

B 1.2 Employee Turnover 僱員流動

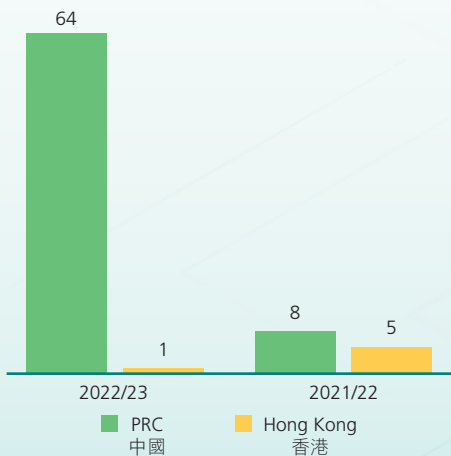
By Gender
按性別劃分



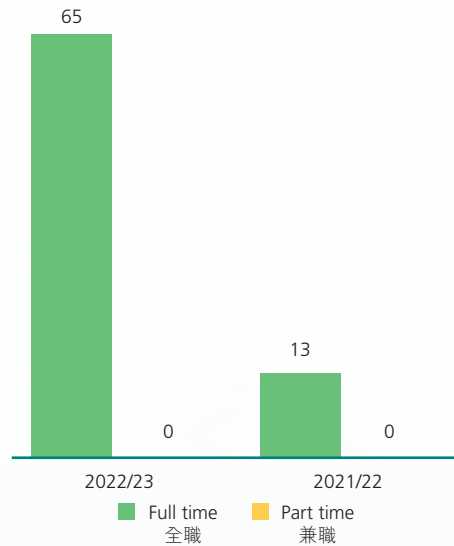
By Level
按級別劃分



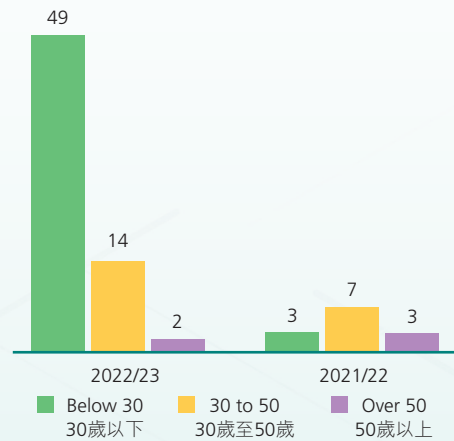
By Geographical Region
按地區劃分



By Employment Type
按僱傭類型劃分



By Age Group
按年齡組別劃分



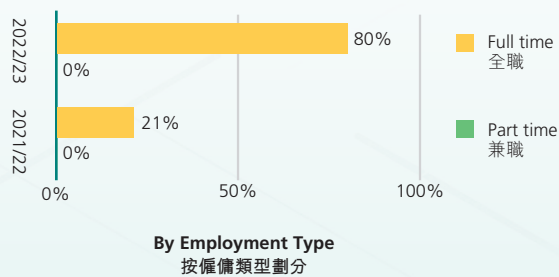
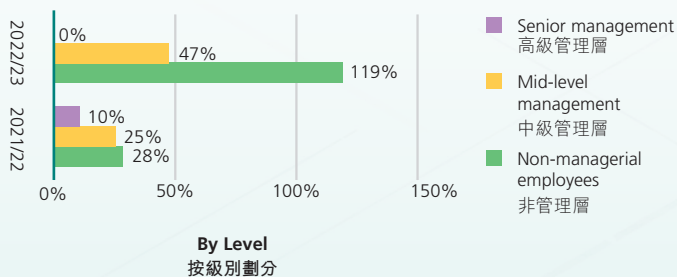
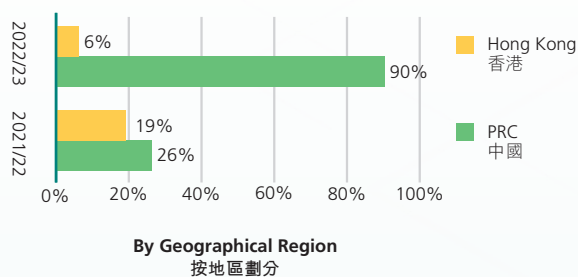
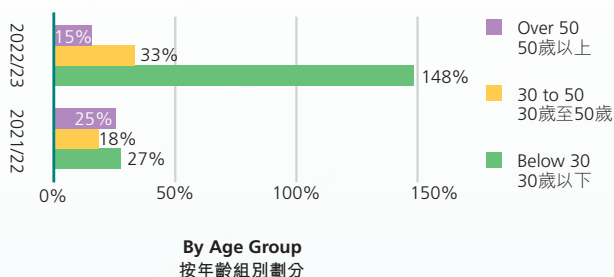
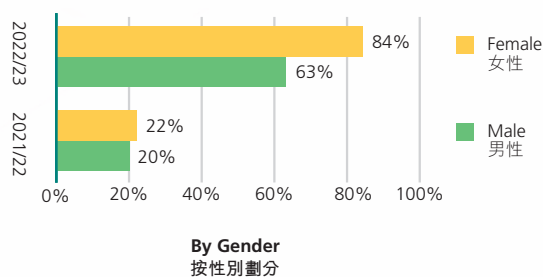
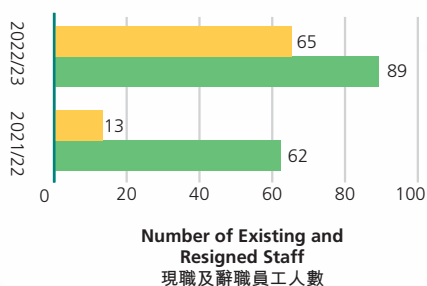
Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標(續)

B 1.3 Employee Turnover Rate 僱員流動率

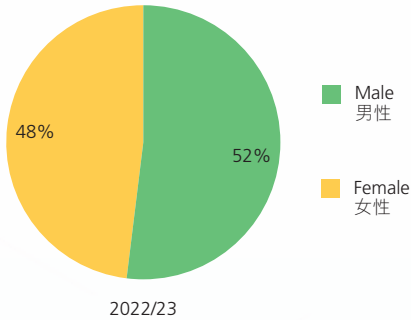


KEY PERFORMANCE INDICATORS (continued)

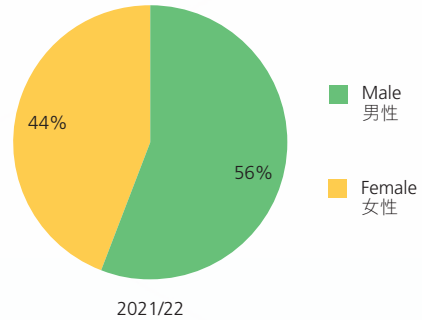
關鍵績效指標(續)

B3.1 Percentage of Employees Trained
受訓僱員百分比

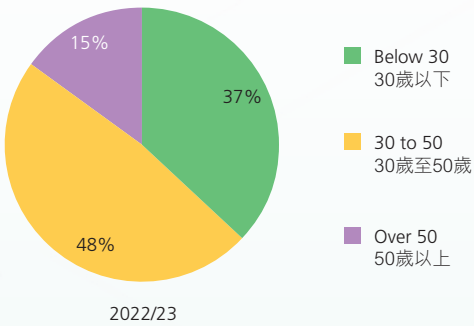
By Gender
按性別劃分



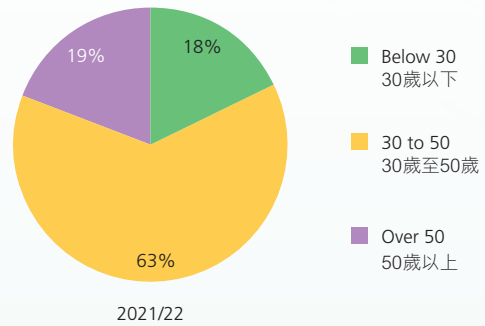
By Gender
按性別劃分



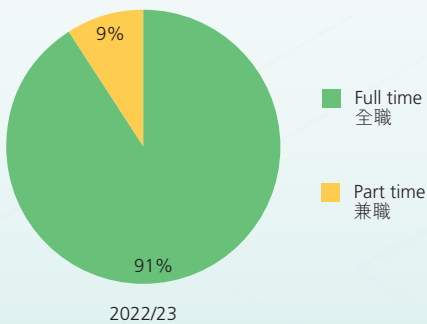
By Age Group
按年齡組別劃分



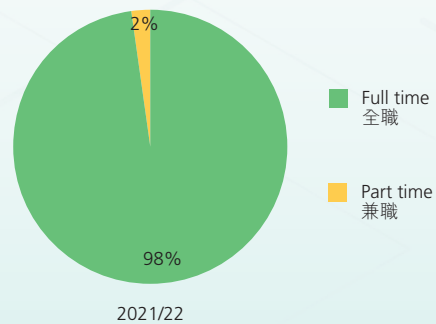
By Age Group
按年齡組別劃分



By Employment Type
按僱傭類型劃分



By Employment Type
按僱傭類型劃分



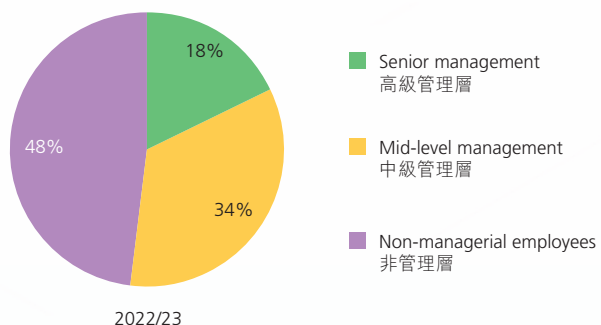
Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

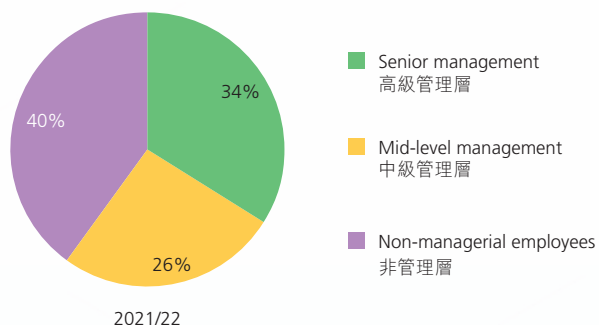
關鍵績效指標(續)

B3.1 Percentage of Employees Trained (continued) 受訓僱員百分比(續)

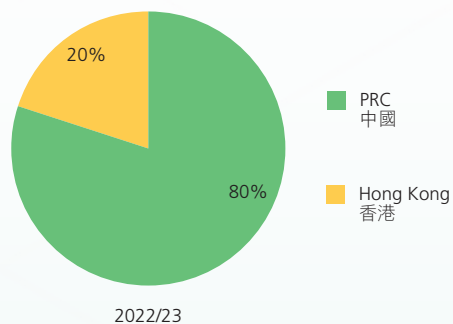
By Gender
按性別劃分



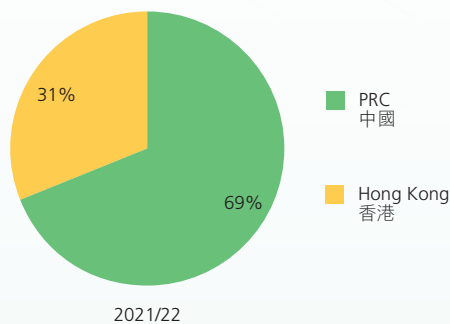
By Gender
按性別劃分



By Geographical Region
按地區劃分



By Geographical Region
按地區劃分



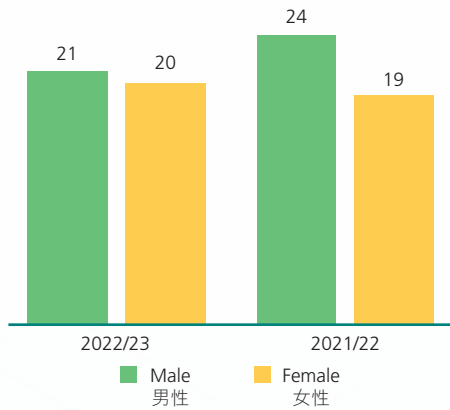
Environmental, Social and Governance Report (continued) 環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

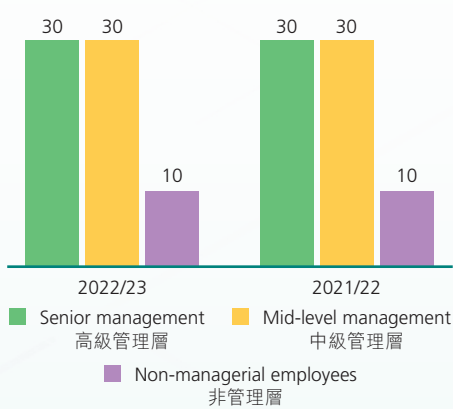
關鍵績效指標(續)

B3.2 Average Training Hours completed per Employee 每名僱員的平均培訓時數

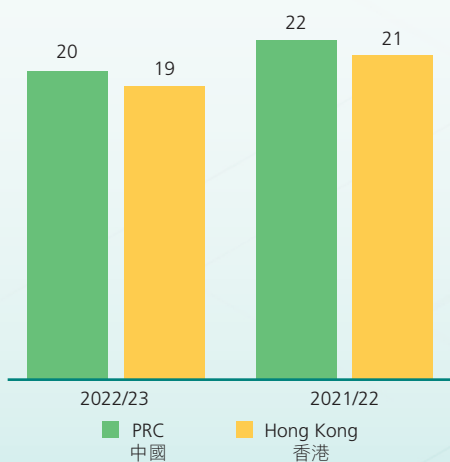
By Gender 按性別劃分



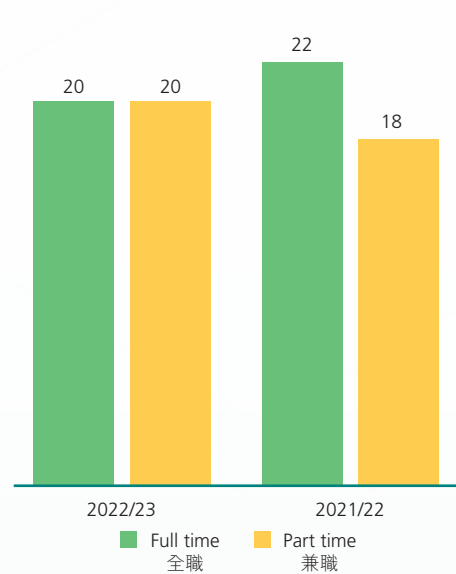
By Level 按級別劃分



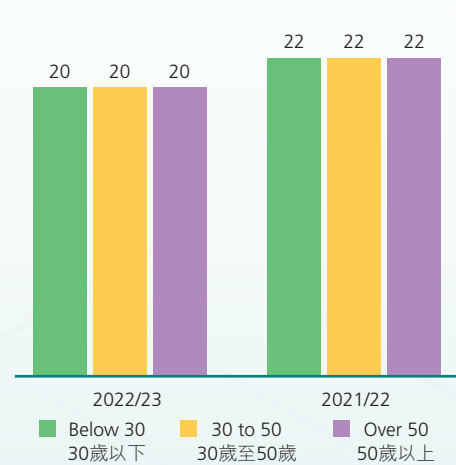
By Geographical Region 按地區劃分



By Employment Type 按僱傭類型劃分



By Age Group 按年齡組別劃分



Environmental, Social and Governance Report (continued)

環境、社會及管治報告(續)

KEY PERFORMANCE INDICATORS (continued)

關鍵績效指標(續)

B. Social Indicators	B. 社會指標	2022/23 二零二二／二三年	2021/22 二零二一／二二年
B2 Health and Safety	B2 健康與安全		
Total Injuries	工傷總數	—	—
Lost Days Due to Work Injury	因工傷損失工作日數	—	—
Total Work-related Fatalities	因工亡故事件的總人數	—	—
B5 Suppliers (By Geographical Region)⁴	B5 供應商(按地區劃分)⁴		
China	中國	7	6

¹ Waster toner cartridges were not weighed thus recorded as pieces.

¹ 廢棄碳粉盒未稱重，按件記錄。

² Water for both Hong Kong office and the subsidiaries in the PRC were supplied by the office management company, thus consumption data is unavailable.

² 香港辦事處及中國附屬公司的用水由辦公室管理公司供應，因而無法取得耗量數據。

³ There is no product packing due to the scope of business of the Group.

³ 因應本集團的業務範圍，故無產品包裝。

⁴ Data includes tier 1 suppliers which directly supply goods and service.

⁴ 數據包括直接供應貨品及服務的第一層供應商。



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