



上海大生農業金融科技股份有限公司 Shanghai Dasheng Agriculture Finance Technology Co., Ltd.

(a joint stock company incorporated in the People's Republic of China with limited liability)
(於中華人民共和國註冊成立之股份有限公司)

Stock code 股份代號：1103



增強結構
發揮實力

PURSUIT OF
STRONG STRUCTURE
DEVELOPMENT

2022 環境、社會及管治報告 Environmental, Social and Governance Report

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About this Report

INTRODUCTION TO THIS REPORT

Shanghai Dasheng Agriculture Finance Technology Co., Ltd. (“**Dasheng Agriculture Finance**” or the “**Company**”) is pleased to announce its seventh Environmental, Social and Governance Report (“**this Report**”), with the aim of demonstrating to stakeholders the environmental, social and governance (“**ESG**”) performance of the Company and its subsidiaries (the “**Group**” or “**we**” or “**us**”) and enabling stakeholders to better understand the Group’s vision of substantial development.

SCOPE OF THIS REPORT

The reporting period of this report covers the period from 1 January 2022 to 31 December 2022 (the “**Reporting Period**” or the “**Year 2022**”). The content of this report mainly covers the Company and its major subsidiary Anhui Huaxing Chemical Industry Company Limited¹ (“**Huaxing Chemical Industry**”), which is included in the Company’s consolidated financial statements. According to the announcement of the Group dated 8 March 2022, Huaxing Chemical Industry ceased to be a subsidiary of the Group with effect from 3 March 2022 and therefore no part of the data of Huaxing Chemical Industry was collected. For the details of the business of the Company, please refer to the 2020 Annual Report of the Group.

BASIS OF PREPARATION

The Group prepared this report in compliance with the Environmental, Social and Governance Reporting Guide (the “**Guide**”) under Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited. We complied with the “comply or explain” provisions in the Guide and adopted the four reporting principles of “materiality”, “quantitative”, “balance” and “consistency” as the basis for the preparation of this Report.

REPORT STATEMENT

The Company aims to enhance our communication and exchange with stakeholders, and continue to promote sustainable development by publishing this Report. This Report contains forward-looking statements. These statements are certain assumptions and estimates made by the Company after due consideration, and involve known and unknown risks and uncertainties. Such risks and uncertainties could cause our actual performance to differ from these assumptions, estimates and/or conclusions.

DIRECTORS’ STATEMENT

The Group recognises the importance of environmental, social and corporate governance for sustainable corporate development. Accordingly, the Group has established an ESG management framework to ensure the relevant ESG policies are effectively implemented in its operations. The Board of the Group (the “**Board**”) is primarily responsible for monitoring ESG governance issues relating to the Group, including determining ESG governance programme, understanding and controlling ESG-related risks, and monitoring the formulation and implementation of relevant policies and measures by the management and relevant departments. The Board also requires the Group’s management to report to the Board on ESG-related issues and subsequent developments in a timely and proactive manner, such as significant deviations from expected targets in ESG performance indicators, serious ESG incidents, changes in regulatory requirements, etc.

¹ According to the announcement of the Group dated on 8 March 2022, Huaxing Chemical Industry ceased to be a subsidiary of the Group with effect from 3 March 2022, therefore the time frame of Huaxing Chemical Industry for the purpose of this report is from 1 January 2022 to 28 February 2022.

About this Report (Continued)



The Board is responsible for:

- appointing the Group's key person responsible for ESG issues;
- approving ESG strategies, action plans and goals;
- monitoring the progress and performance of ESG-related measures;
- approving the implementation of ESG-related measures and monitoring the resources required;
- raising appropriate ESG-related questions, inquiries and recommendations to management; and
- reviewing and approving annual ESG reports.

The management is responsible for:

- identifying and assessing the Group's ESG risks and opportunities and reporting to the Board;
- developing ESG strategies, action plans and goals and arranging relevant work accordingly;
- ensuring appropriate and effective ESG risk management and internal monitoring systems being in place;
- providing guidance for the implementation of ESG policies and measures;
- reporting to the Board on the progress and performance of ESG; and
- reviewing the annual ESG report and submitting it to the Board for approval.

The functional departments are responsible for:

- coordinating and implementing the specific ESG policies and measures;
- reporting ESG work and performance indicators to the management regularly;
- collecting the information and data on the Group's ESG performance; and
- preparing the annual ESG report and report to the management.

The Board will continue to monitor the ESG-related work and keep abreast of the latest ESG disclosure requirements and regulations of The Stock Exchange of Hong Kong Limited (the "**Stock Exchange**"). The Board will also ensure that all departments work closely to achieve the goal of operational compliance and shouldering social responsibility, and set clearer ESG goals for the Group in the future to better meet the expectations of stakeholders.



About this Report (Continued)

BOARD DIVERSITY POLICY

The Board currently comprises six male members including two executive Directors, one non-executive Director and three independent non-executive Directors. In assessing the Board composition, the Board has adopted a board diversity policy (the “**Board Diversity Policy**”) which sets out the approach to achieve diversity on the Board. All Board appointments shall be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board, including but not limited to gender, age, cultural and educational background, professional experience and skills. The ultimate decision shall be based on merit and contribution that the selected candidates will bring to the Board.

In the future, we look forward to appointing at least one new female Director before 31 December 2024 in accordance with code provision C.5.3 of the Corporate Governance Code in Appendix 14 and Rule 13.92 of the Main Board Listing Rules. We will review the Board’s diversification objectives on a regular basis to ensure appropriateness and progress.

FORM OF PUBLICATION OF THIS REPORT

This Report is released in electronic format and is available on the website of the Stock Exchange (www.hkexnews.hk) and the official website of the Company (www.dsgd-sh.co). This Report is available in both Chinese and English. In case of any discrepancy between the Chinese and English versions of this Report, the Chinese version shall prevail.

FEEDBACK

You are welcome to contact the Company for any feedback on the Company’s ESG reporting efforts by the following means:

Office of the Board
Telephone: 0086-21-63256060
Email: investor@dsgd.co

Sustainable Development Management



STAKEHOLDERS ENGAGEMENT

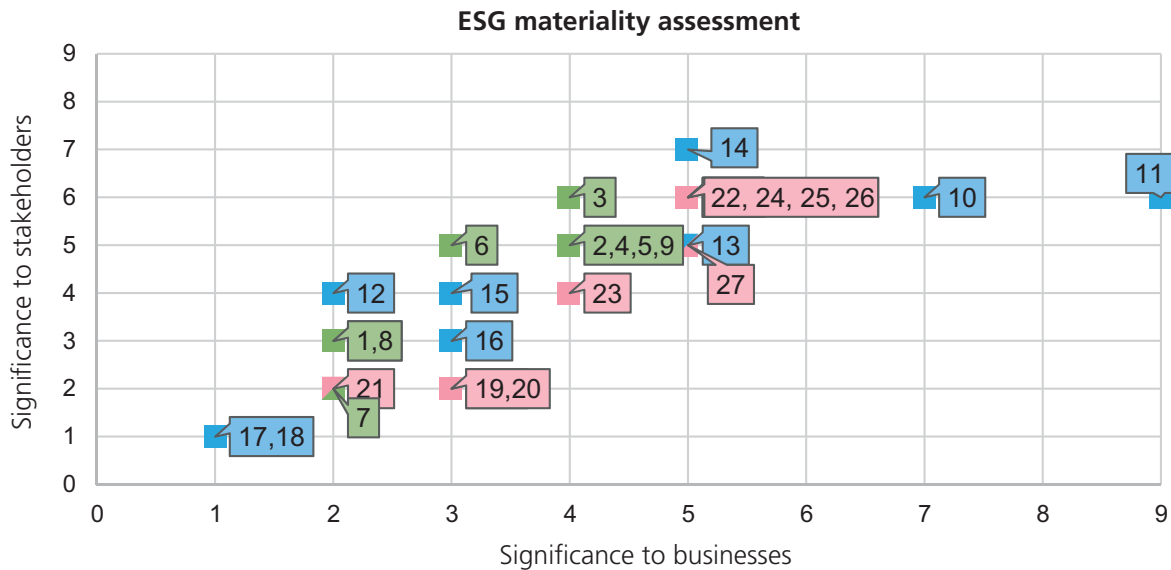
The Company regards stakeholders as fellow travellers during our journey towards corporate development. We attach great importance to stakeholders' opinions and strive to create value together with our stakeholders in the process of enhancing the Company's corporate social responsibility performance. The Company's stakeholders mainly include investors, employees, clients and the community. The Group makes use of different channels of communication to understand stakeholders' expectations and demands, in order to objectively review issues requiring the Company's particular attention in the process of carrying out sustainable development and to respond to them in this Report.

Key Stakeholders	Expectations	Methods of Communication	Responding Sections/ Channels
<ul style="list-style-type: none"> Investors 	<ul style="list-style-type: none"> Information on the operation Results performance 	<ul style="list-style-type: none"> Convening annual and interim result presentations regularly Convening annual general meetings to update investors' knowledge on the Group's operation Updating the Group's official website regularly to keep investors abreast of the latest information of the Company 	Annual report
<ul style="list-style-type: none"> Employees 	<ul style="list-style-type: none"> A platform for career development A comfortable working environment 	<ul style="list-style-type: none"> Providing staff training and allowing new colleagues to communicate with the management of different departments Annual work meetings and spring annual meetings convened by headquarters and subsidiaries Evaluating staff performance regularly Organising skill training programs or workshops of various scales Convening departmental meetings regularly Establishing trade union of Shanghai Dasheng 	Care for staff
<ul style="list-style-type: none"> Clients 	<ul style="list-style-type: none"> Providing quality products Maintaining positive communication 	<ul style="list-style-type: none"> Maintaining timely communication with clients during the implementation of projects Conducting site visits for projects with clients Visiting clients from time to time Attending annual meetings of clients 	Product responsibility
<ul style="list-style-type: none"> Community 	<ul style="list-style-type: none"> Promoting community development Engaging in charitable activities 	<ul style="list-style-type: none"> Becoming a member of the community trade union and actively participating in various cultural and sports activities organized by the trade union 	Giving back to society

Sustainable Development Management (Continued)

MATERIALITY ASSESSMENT

The Group consults internal and external stakeholders (including employees, major customers and major suppliers, etc.) in the form of questionnaires to identify and evaluate major ESG issues and determine their impact on the operational, environmental and social aspects of the Group’s business. Based on the Group’s reporting scope, business characteristics and feedback from various stakeholders, the Group has identified relevant material ESG issues and evaluated the same by using a scoring mechanism. The details are shown in the figure and table below:



No.	ESG issues
Environmental issues	
1	GHG emission/Global warming
2	Air emission
3	Energy consumption
4	Water consumption
5	Hazardous wastes/Waste water
6	Non-hazardous wastes/Waste water
7	Paper consumption
8	Use of raw and packaging materials
9	Compliance with laws and regulations on environmental protection

No.	ESG issues
Social issues	
10	Combating COVID-19
11	Employee rights and welfare
12	Inclusion, equal opportunity and anti-discrimination
13	Talent attraction and retention
14	Occupational health and safety
15	Training and development
16	Preventive measures for child and forced labour
17	Community investment and participation
18	Labour standards in the supply chain

No.	ESG issues
Operational issues	
19	Supply chain management
20	Customer satisfaction
21	Customer privacy
22	Product quality and safety
23	Intellectual properties
24	Economic performance
25	Operational compliance
26	Corporate governance
27	Anti-corruption

As shown above, after the Group’s investigation and evaluation, the more important ESG issues mainly cover social issues, among which combating COVID-19 as well as employee rights and welfare are more important and related to the Group’s business.

Looking ahead, the Group will maintain more active communication with various stakeholders and collect opinions from various parties through different channels for more comprehensive analysis. At the same time, the Group will revise the reporting principles of materiality, quantification and consistency as needed, so as to meet the reporting requirements and better meet stakeholders’ expectations on content and information disclosure of ESG Report.

Care for Staff



Talents are the most valuable asset to Dasheng Agriculture Finance that outstanding talents are essential to the sustainable development of the Group. We adhere to our people-oriented principle, continuously improving our human resources policies, providing employee benefits. We also adhere to create a work development platform with fairness and impartiality for employees, providing scientific development path and training to develop together with employees.

EMPLOYMENT MANAGEMENT

The Group strictly complies with relevant laws and regulations such as the Labour Law of the *People's Republic of China* (the "PRC") (《中華人民共和國勞動法》), the *Labour Contract Law of the People's Republic of China* (《中華人民共和國勞動合同法》), the *Implementing Regulations of the Labour Contract Law of the PRC* (《中華人民共和國勞動合同法實施條例》) and the *Social Insurance Law of the PRC* (《中華人民共和國社會保險法》). It has also formulated and implemented a number of employee management systems including the *Management System for Recruitment* (《員工錄用管理制度》), the *Implementing Regulations of Employee Induction Management* (《員工入職管理實施細則》), the *Administrative Measures for Attendance and Holidays* (《考勤與假期管理辦法》) and the *Administrative Measures for Compensation and Benefits* (《薪酬福利管理制度》), thereby setting out detailed regulations on aspects including recruitment, compensation, dismissal, promotion, working hours, holidays, benefits, code of conduct as well as professional ethics. As the business nature of the subsidiaries under the Group vary, some of the subsidiaries may formulate their own staff manuals and employee management system based on actual circumstances to meet their internal needs.

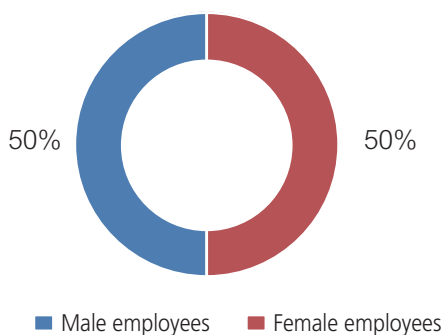
The Group recruits top talents through social recruiting, employment agencies and campus placements. Any selection made is based on the requirements of the post as well as the competence, professional skills and professionalism of the applicant. We respect differences among our employees and will not treat them differently due to factors such as race, gender, age, religion and ethnicity. During the recruitment process, the Group strictly abides by the Provisions on the *Prohibition of Using Child Labour* (《禁止使用童工規定》) and examines in detail any applicant's identity information to ensure that all our employees have already reached the legal working age and are eligible for employment, with the aim of eliminating the use of child labour and forced labour.

During the reporting period, the Group strictly implemented the employment management systems, without any use of child labour or forced labour, and did not receive any litigation or complaints in relation to employment.

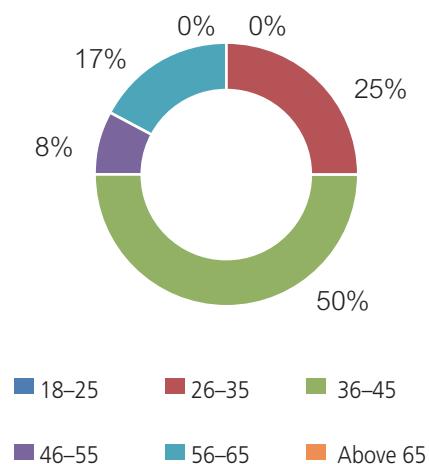
Care for Staff (Continued)

As of 31 December 2022, the Group had a total of 12 employees (2021: 1,317), and ordinary employees accounted for the majority. There were 10 employees from mainland China and 2 employees from Hong Kong. The Company does not collect statistics relating to the employment types. The employee distribution profile of the Group in 2021 and 2022 are shown in the following table according to employee gender, employment type, age group, employee level and geographical region:

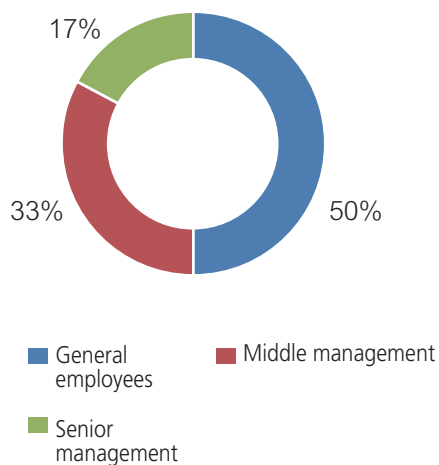
Gender statistics of employees in 2022



Statistics of employees of different age groups in 2022



Statistics of employees at different levels in 2022



Care for Staff (Continued)



Employee statistics	2022	2021
Total employees	12	1,317
By gender		
Male	6	985
Female	6	332
By employment type		
Full time employees	<i>No relevant data collected</i>	1,287
Rehired contract employees after retirement	<i>No relevant data collected</i>	16
Disabled employees	<i>No relevant data collected</i>	14
By age group		
18–25	0	40
26–35	3	214
36–45	6	305
46–55	1	509
56–65	2	247
Above 65	0	2
By employee level		
Senior management	2	20
Middle management	4	163
General employees	6	1,134
By geographical region		
Mainland China	10	1,315
Hong Kong	2	2

STAFF RIGHTS AND INTERESTS

The Group continuously improves its remuneration system based on the principles of “to each according to his contribution” and “giving priority to efficiency with due consideration to fairness”. A remuneration system that is “internally fair and externally competitive” has been established based on the administrative level, education, professional skills and competence of each employee, with reference to factors such as the salary levels and the talent scarcity of a particular post in the same industry. The Group also continuously optimises its performance appraisal system, using the results of performance appraisal as the main basis for appointment, removal, promotion, demotion, salary distribution and transfer, and incentivises its employees through incentive salary designs such as floating wages and bonuses.

For holiday benefits, the Group has implemented standard working hours of eight hours a day and five days a week in accordance with national regulations. Apart from the statutory holidays, the Group also provides the employees with paid leaves including personal leave, annual leave, sick leave, leave in lieu, maternity leave, marital leave, funeral leave, breastfeeding leave and carer’s leave. Moreover, the Group strictly fulfills its obligations under the Social Insurance Law and make contribution to its employees’ social insurance and housing provident funds, thereby safeguarding their legal rights and interests.

Care for Staff (Continued)

Based on a series of measures implemented by the Group, the average monthly turnover rate of the Group by gender, age group and geographical region of the employees will be shown as below:

	2022	2021
Average monthly turnover rate	1.95%	0.76%
By gender		
Male	2.39%	0.56%
Female	1.34%	1.33%
By age group		
18–25	—	2.58%
26–35	0.31%	1.37%
36–45	3.11%	0.62%
46–55	2.29%	0.54%
56–65	0.28%	0.46%
Above 65	4.17%	6.11%
By geographical region		
Mainland China	2.25%	0.76%
Hong Kong	—	—

HEALTH AND SAFETY

The health and safety of employees are the cornerstone of corporate sustainable development and the safeguard of the happiness of the employees. The Group strictly abides by national laws and regulations including the *Production Safety Law of the PRC* (《中華人民共和國安全生產法》), the *Labour Law of the PRC* (《中華人民共和國勞動法》), the *Regulation on Work Related Injury Insurance of the PRC* (《中華人民共和國工傷保險條例》) and the *Special Equipment Safety Law of the PRC* (《中華人民共和國特種設備安全法》). It has also formulated safety management systems such as the *Labour Safety and Hygiene System* (《勞動安全衛生制度》), the *Hazard Inspection and Control System* (《隱患排查治理制度》), the *Operation Safety Protocol* (《安全操作規程》) and the *Management System for Safe Production* (《安全生產管理制度》) in order to provide a safe working environment to its employees.

The Group is committed to enhancing the safety awareness of its employees, regularly carrying out fire system monitoring and maintenance to ensure that the Group's fire equipment is in good shape and ready to use. It also regularly conducts fire safety inspections on key fire prevention locations to eliminate hazards. The Group does not collect relevant records of fire fighting education and fire prevention skills training.

Huaxing Chemical Industry, as a chemical enterprise, has imposed further regulations on occupational health and safety according to its own needs, which include stringent regulations and supervision carried out on the operation safety procedures of pharmacy, power, original drugs, chlor-alkali, logistics management center and environmental protection branches respectively to ensure its safe operation. Huaxing Chemical Industry has set up an internal occupational health and safety management system based on the Occupational Health and Safety Management System Requirements (GB/T 28001: 2011), which has been certified by third parties since 2016. Meanwhile, in line with its safety standardization, it has adopted a series of safety monitoring measures to ensure the safety of production and operation and create a safe working environment for its employees. Huaxing Chemical Industry attaches great importance to staff occupational health and safety training. It provides induction training to new employees, gradually improves the three-tier staff safety education and continues to enhance the safety awareness and prevention skills of its employees. Furthermore, Huaxing Chemical Industry has set health and safety objectives, introduced detailed prevention measures for potential occupational health incidents including hazardous product leakage, fire and explosion and conducted inspection on on-site occupational risk factors regularly in order to further strengthen its protection of occupational health and safety of its employees.

Care for Staff (Continued)



For the sake of giving an effective response to incidents of leakage of hazardous chemicals, improving the speed of response to incidents, minimizing losses resulting from incidents, implementing emergency rescue operations in an expeditious and orderly manner as well as ensuring the safety of staff and its properties, Huaxing Chemical Industry has also devised drill plans for various hazards and clearly defined the responsibilities and corresponding measures to be taken by each department in the plans.

During the Reporting Period, there were 2 cases of work-related injuries (2021: 2), resulting in approximately 66 working days lost (2021: 176). During the Reporting Period, there was no case of work-related fatalities for the Group (2021: Nil; 2020: Nil).

The *Implementation Scheme of Prevention and Treatment of Occupational Diseases* (《職業病防治工作實施方案》) of Huaxing Chemical Industry is as below:

The Implementation Scheme of Prevention and Treatment of Occupational Diseases

Number	Items	Contents
1	Plan for prevention and treatment of occupational diseases	Formulating the <i>2019 Occupational Diseases Prevention and Treatment Plan and Implementation Scheme</i> (《2019年度職業病防治計劃及實施方案》), under which each unit carries out occupational health management duties as required
2	Written notification of results of occupational health checks and managing health files	Notification of results of health checks and requiring employees receiving health checks to sign to confirm the receipt of the results of health checks; including the results of health checks in the personal files in respect of employee occupation health
3	Refining the occupational health management system, operational safety procedures and relevant management measures	Collecting latest laws and regulations governing occupational health and overhauling and adjusting the current system of the Company
4	Analysis report of the current occupational health condition of the Company	Collecting information and commissioning organizations with appropriate qualifications and helping these organizations to compile the analysis report of the current occupational health condition of the Group
5	“Three Simultaneities” (三同時) of occupational health	Carrying out “Three Simultaneities” of occupational health in the newly established projects
6	Updating the notice board of occupational hazards	Updating the contents of the notice board according and warning signs to the results of occupational hazard detection. Changing the warning signs which are not in line with the new standards and those damaged
7	Occupational health education and training	Providing an occupational health knowledge training course to employees who are exposed to occupational hazards; providing a special training course to impart knowledge of occupational disease prevention and treatment to employees who are exposed to serious occupational hazards and keeping records
8	Occupational health monitoring	Ensuring that employees leaving their positions have taken occupational health checks and arranging employees who are engaged in operations with occupational hazards for occupational health checks and keeping occupational health monitoring records



Care for Staff (Continued)

Number	Items	Contents
9	Hazard rectification	Conducting regular checks, informing production units for prompt rectification and implementation of the rectification when hazards are discovered
10	Emergency drills for occupational health	Adjusting the emergency plans for occupational hazard incidents and organizing drills
11	Notification of occupational hazards	Potential occupational disease hazards in operations and the consequences thereof, protection measures against and treatment for occupational disease hazards should be specified in the labour contracts
12	Labour protection products	According to the distribution standards of the labour protection products of the Company, each unit reports their procurement plans as required for procurement of labour protection products that are in line with the national standards and distributes them in a timely manner
13	Distribution of heat-proof and cooling materials	Under high temperature hazards in summer, corresponding heat-proof and cooling products will be bought for and distributed to employees
14	Eliminating dangerous chemical products, leakage of toxic goods, fire and explosion	Strictly implementing the Enterprise Fire Safety Management System and strengthening material and warehouse management
15	Comprehensive on-site occupational protection and prevention facilities	Formulating regulations on the protection, maintenance and management of relevant occupational protection and prevention facilities and equipment; stepping up on-site inspection

TRAINING AND DEVELOPMENT

Constantly promoting employee development is essential for the Group to maintain sustainable development. The Group has formulated its *Training Management System* (《培训管理制度》), establishing a training model based on internal training and complemented by external training. An excellent platform for learning and exchange is provided to our employees to enhance their all-around competence, to foster team spirit and to lay a solid foundation for the Group's sustainable development.

The Group provides specific training programs to different employees employed in different positions to meet their diverse needs in learning and enhance their professional skills. During the Reporting Period, the Group consolidated internal and external resources to provide its employees with induction training, post training, external training and training for special types of jobs, which cover many areas including administrative systems, corporate culture, environmental protection knowledge, quality control and management, operational skills, pollution control, process equipment, control and management of legal risks and control and management of hazards. All this was to ensure that their performance should meet the Company's expectations and they should be able to adapt to market changes. The Group also provides subsidies to employees with job-related professional titles

Care for Staff (Continued)



and certificates according to their level, with the aim of encouraging its employees to improve themselves. The details of relevant training materials are shown in the table below:

Training information	2022	2021
Total number of employees trained	619 ²	1,304
Percentage of employees trained	47%	99%
The percentage of employees trained by gender (%)		
Male	73%	75%
Female	27%	25%
The percentage of employees trained by employee level (%)		
Senior management	—	1%
Middle management	7%	12%
General employees	93%	86%
Average training hours completed by gender (hours)		
Male	3.69	23.83
Female	3.94	23.57
Average training hours completed by employee level (hours)		
Senior management	—	13.50
Middle management	2.24	17.64
General employees	4.04	24.82

The Group attaches great importance to the professional development of its employees and provides them with ample opportunities for personal and career development. In order to establish diversified career development modes and platforms and to regulate the management of career-ladder promotion of our professional managers, the Group has formulated the *Administrative Measures for Promoting Professional Managers* (《職業經理人晉升管理辦法》). The Group has adopted a “Y”-structured career development system. The backbone of this “Y”-structured system is our fundamental staff, who acts as a strong support to the hierarchy of the entire Group, and is also the upward promotion channel. There are two career paths for the promotion of our fundamental staff: one leads to management positions and the other to expert positions. This system has defined the requirements for promotion to different rank positions and regulated the rank descriptions and salary points of different rank positions, providing employees with an open and definite promotion and remuneration mechanism.

CONCERN FOR STAFF

The Group stands by its “people-oriented” principle, actively organising outdoor team development activities, staff birthday parties, book club sharing sessions and staff networking activities, with the aim of enriching its employees’ leisure lives, fostering friendship among them and strengthening the cohesion and loyalty of its workforce. Meanwhile, we also concern for our employees’ family welfare. We organise house visit activities and provide gratuities to some of our employees during important festivals, thereby enhancing our employees’ sense of belonging to the Company.

² The total number of employees trained includes the number of employees of Huaxing Chemical Industry who have received training during the period from 1 January 2022 to 28 February 2022.



Environmental Protection

ENVIRONMENTAL MANAGEMENT

While being committed to its business development, the Group attaches importance to environmental protection. We cannot underestimate the environmental impacts caused by our operation, whether they are caused by chemical production or office activities. The Group strictly complies with relevant laws and regulations including the *Environmental Protection Law of the People's Republic of China* (《中華人民共和國環境保護法》), the *Energy Conservation Law of the People's Republic of China* (《中華人民共和國節約能源法》), the *Environmental Impact Assessment Law of the People's Republic of China* (《中華人民共和國環境影響評價法》), the *Air 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》) and the *Law of the People's Republic of China on the Prevention and Control of Water Pollution* (《中華人民共和國水污染防治法》), and has formulated a number of environmental management systems according to the Group's business.

GREEN OFFICE OPERATION³

Adhering to its corporate philosophy of “sustainable development of green agriculture”, the Group improves its environmental management systems continuously and has, according to the actual circumstances of its office environment, formulated office environmental management policies including the *Corporate Energy Saving and Environmental Protection System* (《公司節能環保制度》) and the *Administrative Measures for Office Environmental Protection* (《辦公室環境保護管理辦法》). We seek an energy-saving, environmentally friendly and efficient management model for office operation, in order to reduce cost but increase efficiency, to improve the office environment thus indirectly enhancing the competitiveness of the Company, and to achieve a healthy and sustainable development for the Company. Adopted measures include energy saving with respect to office equipment, reduction of resource consumption, having a paperless office, paper recycling as well as adopting low-fuel consumption and low-carbon transportation.

The Group manages the consumption of utilities and the solid waste generated in the office area collectively in the following ways.

Administrative Measures for Consumption Reduction for Utilities in the Office Area

1. Energy saving education is carried out for each department to further reinforce the practice of water and electricity conservation by all staff with a view to enhancing staff awareness of energy saving by starting with little things.
 2. Energy-saving lighting systems and equipment shall be chosen for office use; obsolete water and electrical equipment shall be replaced in a timely manner. If any water or electricity leakage is found, it shall be promptly notified to the Company.
 3. The policy of “turning off the lights when leaving” shall be implemented in the office. The staff is required to turn off air conditioners before they leave in summer. If the staff notices that any electric appliances are left on, they shall promptly report to the office to inform the relevant staff so the latter can turn off the appliances.
 4. If the staff notices any problems in respect of the use of electrical appliances and sanitary ware, they shall promptly inform the office so the latter can arrange maintenance by professionals to ensure normal functioning of the equipment.
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³ As the Company obtained its water from the government water supply system, it did not experience any problems in securing water sources.

Environmental Protection (Continued)



Administrative Measures for Waste Electronic Products and Other Solid Waste

1. Disposal of electronic products: electronic products mainly include computers, printers, photocopiers, scanners, routers, electric kettles, fluorescent tubes, batteries, etc. These items have a long pollution cycle and are highly hazardous to human health. These items must not be disposed of casually. They must be recycled by professional organizations with environmental recycling qualification to avoid environmental pollution. Items that cannot be recycled at the present stage shall be kept properly and recorded in a register for future disposal.
 2. Solid waste shall be disposed separately by the use of waste sorting bins. Recyclable solid waste shall be delivered to waste recycling organisations. General waste shall be delivered to professional environmental protection organisations for disposal.
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GREEN WORKS

The Group is committed to preventing, reducing and eliminating environmental impact caused by its production and operation. Huaxing Chemical Industry is principally engaged in the production of chemicals and pesticides. In order to fully promote clean production, Huaxing Chemical Industry has formulated and implemented environmental protection policies applicable to the environmental impact caused by its production activities, including the *Regulations for the Environmental Protection Management of Anhui Huaxing Chemical Industry Company Limited* (《安徽華星化工有限公司環境保護管理規定》), the *Administrative Measures for the Hazardous Waste of Anhui Huaxing Chemical Industry Company Limited* (《安徽華星化工有限公司危險廢物管理辦法》), the *Administrative Measures for the Solid Waste of Anhui Huaxing Chemical Industry Company Limited* (《安徽華星化工有限公司固體廢棄物管理辦法》), the *Appraisal Rules for Third Parties Responsible for the Maintenance of Waste Gas Control of Anhui Huaxing Chemical Industry Company Limited* (《安徽華星化工有限公司廢氣治理第三方維保考核細則》) and the *Management Rules for Water Conservation of Anhui Huaxing Chemical Industry Company Limited* (《安徽華星化工有限公司節約用水管理細則》), thus regulating the environmental protection measures adopted for its production process.



Environmental Protection (Continued)

Clean Production

During the production process, we strive to save raw material and energy, remove poisonous material, take comprehensive preventive measures, reduce pollution and realize “waste-less production” or “less-waste production”. Our administrative measures include:

- A Steering Committee for Clean Production shall be set up according to the time frame stipulated in the *Law for the Promotion of Clean Production* (《清潔生產促進法》), in order to launch clean production activities in the Company.
 - Awards and incentives shall be used to inspire creativity among our employees; pollution shall be controlled and reduced through innovative initiatives such as reasonable suggestion programs and minor but progressive reforms.
 - Our employees shall be educated about the importance of environmental protection; job demonstration training shall be strengthened; our employees’ operational skills and environmental awareness shall continue to be enhanced; management shall be improved in order to eliminate the occurrences of “running, dropping, dripping and leakage”, thus avoiding or reducing soil, water and environmental pollution.
 - The passive “end-of-pipe treatment” shall be replaced by pollution control at the source or during the process.
 - The Technical Division and other relevant departments shall introduce green pesticide, avoid using, or use as little as possible, poisonous raw material and adopt production processes that produce no waste or less waste.
 - The Technical Division, the Production Coordination Division and other relevant departments shall keep studying and improving the production processes, in order to increase the product conversion rate, thus realizing clean production during the process.
 - Staff from each department shall conduct discussions and studies concerning potential steps during the production process, to formulate reformative plans and to submit such plans to the Steering Committee for Clean Production.
 - The Steering Committee for Clean Production shall ask the Technical, Management and Production departments to analyse, propose reasonable suggestions and submit plans for waste reduction concerning each step of the whole production process in a comprehensive manner from various subjective and objective perspectives and based on their technical complexity, cost of investment and efficiency, in order to choose the alternative plans.
 - The alternative plans shall be evaluated from various perspectives, including their technical sophistication, practicability, product quality, operational difficulty, level of pollution reduction, return of the investment, and profit, before the implementation plans are formulated.
 - The implementation plans shall be implemented upon approval.
 - A reward-and-punishment system shall be formulated and rewards be offered or punishments be meted out based on the effects of the plans.
 - The Power Equipment Division, the Production Coordination Division and other relevant departments shall study and explore the possibilities of increasing the recycling rate of raw material, reducing its consumption and reducing pollution through equipment improvement and modification. The end-of-pipe treatment shall be perfected; discharged waste water, waste gas and waste residue shall be controlled by employing the Company’s own resources or by introducing technology from research institutions; recycling shall be considered, whenever possible, to turn waste into profit and increase efficiency. Waste that is useless or cannot be put into comprehensive use at the present stage shall be treated in a harmless manner in order to reduce pollution.
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Environmental Protection (Continued)



Huaxing Chemical Industry strictly abides by relevant environmental laws and regulations and internal policies, managing energy conservation, emission reduction and the use of resources. In order to achieve the reduction of waste water discharge and the recycling of hazardous waste salts, it carried out a transformational project regarding the reduction of waste water produced in vacuum pools and a recycling project regarding waste salts. During the Reporting Period, the Group's waste water discharge decreased by 82%. The Company does not collect data relating to the chemical oxygen demand of its discharge, solvents and hazardous waste.

During the Reporting Period, the Group did not violate any law or regulation on environmental issues or pollutant discharge, nor did it receive any complaint about environmental issues.

ENVIRONMENTAL PERFORMANCE⁴

Index	Data of 2022	Data of 2021	Units
Total consumption of resources			
Total electricity consumption ⁵	43,166,266.00	295,810,657.00	kWh
Electricity consumption intensity	No relevant data collected	3,157.20	kWh/revenue of RMB10,000
Gasoline consumption ⁶	14,100.00	109,620.00	Liters
Gasoline consumption intensity (Vehicles)	3,525.00	27,405.00	Liters/vehicle
Diesel consumption	—	—	Liters
Diesel consumption intensity (Vehicles)	—	—	Liters/vehicle
Coal consumption	No relevant data collected	No relevant data collected	Tonnes
Coal consumption intensity	No relevant data collected	No relevant data collected	Tonnes/revenue of RMB10,000
Total water consumption ⁷	461,610.00	2,508,540.00	m ³
Total water consumption intensity	No relevant data collected	26.77	m ³ /revenue of RMB10,000

⁴ The scope of data disclosure covers the Company and Huaxing Chemical Industry.

⁵ Total electricity consumption is significantly lower than the previous year as Huaxing Chemical Industry has been disposed of on 3 March 2022.

⁶ Gasoline consumption is significantly lower than the previous year as Huaxing Chemical Industry has been disposed of on 3 March 2022.

⁷ Total water consumption is significantly lower than the previous year as Huaxing Chemical Industry has been disposed of on 3 March 2022.

Environmental Protection (Continued)

Index	Data of 2022	Data of 2021	Units
Emission of air pollutants by vehicles⁸			
NO _x emissions	1.38	9.05	kg
SO _x emissions	0.21	1.61	kg
PM emissions	0.10	0.67	kg
Emission of air pollutants by boilers			
NO _x emissions	No relevant data collected	No relevant data collected	kg
SO _x emissions	No relevant data collected	No relevant data collected	kg
PM emissions	No relevant data collected	No relevant data collected	kg
Emission of greenhouse gases			
Scope 1	No relevant data collected	No relevant data collected	Tonnes
Scope 2 (emissions from purchased electricity)	25,079.60	171,865.99	Tonnes
Total greenhouse gases emissions	No relevant data collected	No relevant data collected	Tonnes
Greenhouse gases emissions intensity	No relevant data collected	No relevant data collected	Tonnes/revenue of RMB10,000
Non-hazardous waste produced			
Coal cinder produced by boilers	No relevant data collected	No relevant data collected	Tonnes
Intensity of coal cinder produced by boilers	No relevant data collected	No relevant data collected	Tonnes/revenue of RMB10,000
Office waste produced	No relevant data collected	No relevant data collected	kg
Intensity of office waste produced	No relevant data collected	No relevant data collected	kg/revenue of RMB10,000
Hazardous waste produced			
Cartridges	No relevant data collected	No relevant data collected	piece
Intensity of waste cartridges produced	No relevant data collected	No relevant data collected	piece/revenue of RMB10,000
Other hazardous waste	No relevant data collected	No relevant data collected	Tonnes
Intensity of other hazardous waste	No relevant data collected	No relevant data collected	Tonnes/revenue of RMB10,000

⁸ As Huaxing Chemical has been disposed of on 3 March 2022, the use of gasoline has been reduced compared to the previous year, therefore, the emission of air pollutants by vehicles is significantly lower than in the previous year.

Compliance in Operation



SUPPLY CHAIN MANAGEMENT

The Group strictly complies with relevant laws and regulations including the *Law of PRC on Tenders and Bids* (《中華人民共和國招投標法》) and has formulated and implemented internal policies including the *Supply Chain Management System* (《供應鏈管理制度》), with specific rules to oversee procurement planning, procurement processes, supplier management, price management and quality management. The purpose of the Group's supplier management is threefold. Firstly, it is designed to regulate the workflow of each department's project execution with a view to achieving overall efficiency and effectiveness as well as minimizing the total cost during the supply chain process. Secondly, it is used to coordinate the relationship between the Group and suppliers in order to achieve a win-win situation for both sides. Thirdly, it is set to clarify the handover of work between relevant departments and to regulate workflow.



Guided by a fair and just principle of cooperation, the Group has adopted a standardized operation model that includes centralized planning, centralized tendering and centralized procurement. The Group also attaches great importance to communications with suppliers, in order to enhance suppliers' understanding and recognition of our corporate values, to strengthen the cooperative relationship between the Group and suppliers, which is based on mutual trust and mutual benefit, and to drive the sustained and stable development of the industry.

The Group's major suppliers include manufactures and trade partners. When selecting its suppliers, the Group gives priority to suppliers who have been certified to the ISO 9001 quality management system standard and are able to provide quality test reports, in order to ensure the quality of its services and products. Moreover, the Group also takes the environment factor into account when selecting its suppliers. During 2021 and 2022, based on the scoring records of suppliers and summary reports on them kept during the year and then collected and collated by the management, a comprehensive evaluation was carried out by a special task force. Specifically, the classification is as follows:

Suppliers' evaluation	Measures
A — with a score between 90 and 100	To be listed directly on the <i>Directory of Qualified Suppliers</i> (《合格供應商目錄》) and preferred
B — with a score between 75 and 89	To be listed directly on the <i>Directory of Qualified Suppliers</i> and used on a routine basis
C — with a score between 60 and 74	To be used with discretion
D — with a score below 60	Not to be recommended

As at the end of the Reporting Period, the Group had a total of 3 major suppliers located in the PRC (2021: 3), who were managed according to the Group's relevant procurement practices. During 2021 and 2022, no material non-compliance pertinent to the Group's supply chain management was identified. We will continue to implement the aforementioned measures and maintain effective supply chain management.

PRODUCT RESPONSIBILITY

The Group has implemented various management policies and complied with both national and regional laws and regulations in relation to its business, in order to assume responsibility for the quality of the Group's products and services, and no violations related to product quality were found in 2021 and 2022, and there were no recalls of products produced by the Group due to safety and health reasons in 2021 and 2022.

The Group has its own *Control Procedures for Dealing with Customers' Complaints* (《客戶投訴處理控制程序》), in order to provide satisfactory services to customers and listens extensively to their opinions. In doing so, the Group keeps abreast of market information with a view to continuously enhancing its customer service level. The system exercises effective control over customer services by clearly defining the service standard (including systems regarding customer information collection and customer visits), handling customers' complaints in a timely manner and establishing a customer service system for material agreements. During the Reporting Period, the Group received a total of 1 customer complaint (2021: 5).

We exercise strict product quality control over the pesticide products of Huaxing Chemical Industry, respond to customers' feedback and fulfill our product obligations proactively. If a customer complains about the ineffectiveness of or any harm caused by its pesticide products, the handling department shall pass the *Acceptance Form of Customer Complaints* (《客戶投訴受理表》) to the head of the Technical Quality Department within four hours after the complaint is filed. The Quality Center shall pass information about the inventory or about the sampling tests of the product to the Engineering Research Division within 24 hours. The Engineering Research Division shall pass the results of the process to the handling department and report to the deputy managers of each department within 48 hours. If the responsible departments fail to solve the problem, they shall report to the relevant senior management personnel and let the latter handle it, and they are obliged to pass the results of the process to the Customer Management Department within four days. Any material pesticide harm shall be reported to the general manager, the quality deputy manager and the technical deputy manager, and be handled according to the *Procedures for Material Pesticide Harm* (《重大藥害處理程序》).

For brand advertising, the Group aims at providing customers with complete, truthful and accurate product information through product promotion events and advertisements. When launching its advertisements and other promotional campaigns, the Group complies with the *Advertising Law of the PRC* (《中華人民共和國廣告法》) and other applicable regulations. It also ensures the truthfulness of all its promotional material, and ensures that no false and misleading product descriptions are used to deceive customers. The labels of the Company's products are in strict compliance with relevant provisions of the *Trademark Law of the PRC* (《中華人民共和國商標法》), the *Implementing Rules of the Trademark Law* (《商標法實施細則》) and the *Guideline on Labels for Pesticide Products* (《農藥產品卷標通則》).

For the management of customer information and privacy protection, the Group is in strict compliance with the *Internet Security Law of the PRC* (《中華人民共和國網絡安全法》) and other relevant laws and regulations. It has established rigorous rules to regulate and implement its customer information management system, taken diverse measures to prevent information leakage, and exercised stringent control over the use and access of information storage media that contain customer information.

Compliance in Operation (Continued)



ANTI-CORRUPTION

Upholding the operating philosophy that embodies integrity and honesty, the Group implements and improves its internal control procedures on a continuous basis so as to ensure stable development of its business operation. In order to prevent issues relating to bribery, extortion, fraud and money laundering, the Group strictly observes the national laws and regulations such as the *Anti-Money Laundering Law of the PRC* (《中華人民共和國反洗黑錢法》), the *Criminal Law of the PRC* (《中華人民共和國刑法》) and the *Anti-unfair Competition Law of the PRC* (《中華人民共和國反不正當競爭法》), and instructs its staff to strictly comply with the relevant standards.

The Group has established and implemented the *Anti-corruption System* (《反貪腐制度》). Meanwhile, the Group has engaged an external auditor to perform external audits for the Company so as to prevent and control the occurrence of any corruption or unethical behaviours in the Group through internal and external audits. The Anti-corruption System regulates the liabilities and obligations of the relevant departments and responsible persons. For example, the primary duties of the supervision and administration department are, among others, to conduct anti-corruption work in accordance with the national laws and regulations; to supervise and manage the business integrity of the employees; to improve the anti-corruption system; and to follow up, supervise and inspect the implementation of the Group's anti-corruption system. In the Group's ordinary operation, we require our employees to comply with the laws, to uphold their integrity and not to abuse their office and duty for personal gain.

The Group continuously improves its whistleblowing mechanism for anti-corruption, having set up whistleblowing boxes against commercial bribery and whistleblowing hotlines for its employees. Upon implementation of the anti-corruption system, by investigation and anonymous visits conducted against other departments, the supervision and administration department identified the source of commercial bribery in a timely manner to study countermeasures and actions against commercial bribery. For any breach of disciplines and regulations in the performance of anti-corruption work, each department shall curb or handle such breach and report it to the relevant departments in a timely manner, and in case of a suspected criminal offence, it shall be referred to a judicial authority for decision.

During the Reporting Period, the Group did not receive any complaint or case in relation to corruption.

The Company does not collect records relating to anti-corruption training.



Giving Back to Society

Not forgetting our root, we give back to society. Adhering to its philosophy of “embracing all aspects of humanity and accommodating all matters in this world, prioritising integrity, serving the community and realizing values”, the Group advocates the idea of dedicating oneself to serve the public and give back to society. The Group strives to fulfill its social responsibilities by integrating the resources of different parties. The Group proactively participates in charitable activities and greatly concerns itself with social problems. Relying on its own rich resources, it takes the initiative to shoulder social responsibilities.

During the Reporting Period, the Group did not make any social donation and public welfare activities.

Index to the ESG Reporting Guide



A. Environmental			
Items	Descriptions	Reference Section	
Aspect A1: Emissions			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to waste gas and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	Green Office Operation Green Works	
KPI	A1.1	The types of emissions and respective emissions data	Environmental Performance
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environmental Performance
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environmental Performance
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility)	Environmental Performance
	A1.5	Description of emission target(s) set and steps taken to achieve them	Green Office Operation Green Works Environmental Performance
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	Green Office Operation Green Works Environmental Performance

Index to the ESG Reporting Guide (Continued)

A. Environmental			
Items		Descriptions	Reference Section
Aspect A2: Use of Resources			
General Disclosure		Policies on the efficient use of resources, including energy, water and other raw materials	Green Office Operation Green Works
KPI	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility)	Environmental Performance
	A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility)	Environmental Performance
	A2.3	Description of energy use efficiency target(s) and steps taken to achieve them	Green Office Operation Green Works Environmental Performance
	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	Green Office Operation Green Works
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	The Group's business does not involve the use of packaging material due to its nature
Aspect A3: The Environment and Natural Resources			
General Disclosure		Policies on minimising the issuer's significant impact on the environment and natural resources	Environmental Management
KPI	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	Green Office Operation
Aspect 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	No relevant data collected
KPI	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	No relevant data collected

Index to the ESG Reporting Guide (Continued)



B. Social			
General Disclosure and KPI	Descriptions	Relevant Section	
Aspect B1: Employment			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare	Employment Management Training and Development	
KPI	B1.1	Total workforce by gender, employment type (such as full-time or part time), age group and geographical region	Employment Management
	B1.2	Employee turnover rate by gender, age group and geographical region	Employment Management
Aspect B2: Health and Safety			
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	Health and Safety	
KPI	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Health and Safety
	B2.2	Lost days due to work injury	Health and Safety
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Health and Safety

Index to the ESG Reporting Guide (Continued)

B. Social		
General Disclosure and KPI	Descriptions	Relevant Section
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	Training and Development
KPI	B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management)	Training and Development
	B3.2 The average training hours completed per employee by gender and employee category	Training and Development
Aspect B4: Labour Standards		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	Employment Management
KPI	B4.1 Description of measures to review employment practices to avoid child and forced labour	Employment Management
	B4.2 Description of steps taken to eliminate such malpractices when discovered	No relevant data collected
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain	Supply Chain Management
KPI	B5.1 Number of suppliers by geographical region	Supply Chain Management
	B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Supply Chain Management

Index to the ESG Reporting Guide (Continued)



B. Social			
General Disclosure and KPI		Descriptions	Relevant Section
Aspect B6: Product Responsibility			
General Disclosure		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress	Product Responsibility
KPI	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Product Responsibility
	B6.2	Number of products and service related complaints received and how they are dealt with	Product Responsibility
	B6.3	Description of practices relating to observing and protecting intellectual property rights	No relevant data collected
	B6.4	Description of quality assurance process and recall procedures	No relevant data collected
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Product Responsibility
Aspect B7: Anti-corruption			
General Disclosure		Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to anti-bribery, extortion, fraud and money laundering	Anti-corruption
KPI	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases	Anti-corruption
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	No relevant data collected
	B7.3	Description of anti-corruption training provided to directors and staff	Anti-corruption

Index to the ESG Reporting Guide (Continued)

B. Social		
General Disclosure and KPI	Descriptions	Relevant Section
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests	Giving Back to Society
KPI	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	Giving Back to Society
	B8.2 Resources contributed (e.g. money or time) to the focus area	Giving Back to Society



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