

CDH 中發展控股有限公司

Central Development Holdings Limited

Incorporated in the Cayman Islands with limited liability

Stock Code : 00475



ENVIRONMENTAL, SOCIAL
And GOVERNANCE REPORT
2023/24

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DEFINITIONS

"Central Development" or "the Company"	means	Central Development Holdings Limited (Stock Code: 00475) is principally engaged in the Energy Business and the Jewelry Business, the shares of which are listed on the Main Board of the Stock Exchange;
"subsidiaries"	means	has the meaning ascribed to it under the Listing Rules;
"Group" or "we"	means	the Company and its subsidiaries;
"Energy Business"	means	principally i) manufacturing and sales of solar photovoltaic ("PV") components and accessories, intelligent direct-current micro-inverters and power optimisers, and solar cooling intelligent technology products (collectively called the "solar energy products"); ii) and the sales of refined oil and iii) the sales of liquefied natural gas ("LNG");
"Jewelry Business"	means	principally the provision of jewellery products to distributors;
"Report"	means	the eighth Environmental, Social and Governance Report published by the Group;
"Reporting Period"	means	1 April 2023 to 31 March 2024;
"the Year" or "2024" or "Year 2024"	means	1 April 2023 to 31 March 2024;
"Year 2023"	means	1 April 2022 to 31 March 2023;
"Board"	means	the Board of Directors of the Company;
"Stock Exchange"	means	The Stock Exchange of Hong Kong Limited;
"Guide"	means	the Environmental, Social and Governance Reporting Guide under Appendix C2 to the Rules Governing the Listing of Securities on Stock Exchange;
"Hong Kong"	means	Hong Kong Special Administrative Region of the People's Republic of China;
"the PRC"	means	the People's Republic of China, and for the purpose of the Report and geographical reference only, excluding Hong Kong, the Macau Special Administrative Region of the PRC and Taiwan; and
"%"	means	per cent.





ABOUT CENTRAL DEVELOPMENT

Central Development Holdings Limited focuses on the jewelry business and was listed on the Main Board of the Stock Exchange in April 2007 to meet business development needs. Subsequently, to ensure sustainable business growth, the Group seized the opportunity of the increasing global demand for green energy and began developing its energy business in 2015, expanding its sources of income and diversifying its development.



ENERGY BUSINESS

One of the principal businesses of Central Development is energy-related products and services, continuing to focus on the primary goal of providing diversified energy products and services, including the sales of LNG and refined oil, as well as the sales of customised solar modules, intelligent technology products (including solar photovoltaic modules, new energy smart direct current inverters and power optimisers, etc.). Backed by the overall stability and sustainability of the business with an open-minded and innovative mindset while upholding the operating principle of "maintaining a healthy, stable and long-term business". Therefore, the Group actively cooperates with partners in related industries to seek new development opportunities. Over the past few years, the Group has successfully obtained various patent use rights applicable to different application scenarios, which have enriched the Group's product types.



JEWELRY BUSINESS

Another principal business of Central Development is the sales of jewellery products, with a focus on providing suitable products to distributors in the PRC and Hong Kong. Our corporate cultures are "service awareness" and "positive thinking". In order to maintain business plans, source fashionable styles, and seek new customers, where permitted, we have been proactively participating in different jewellery exhibitions aiming at widening sales channels. In addition, the Group's long-established relationship with the suppliers enables us to maintain the quality of jewellery products.

ABOUT THE REPORT

PURPOSE OF THE REPORT

Central Development is pleased to present its eighth Environmental, Social, and Governance ("ESG") report, outlining the Group's policies, measures, and performance as well as significant issues related to ESG. This Report was reviewed and approved by the Board in June 2024.

REPORTING PERIOD AND SCOPE

This Report presents the ESG performance of Central Development for the financial year from 1 April 2023 to 31 March 2024.

During the Reporting Period, this Report covered the Energy Business and Jewelry Business, as well as the factory in Yuyao City, Zhejiang Province (the "Yuyao

Factory") (excluding the part of the factory that has been leased out), which the Energy Business covered the Hong Kong office (the "Hong Kong Office") and the sales of refined oil products and liquefied natural gas at the filling station in Chengdu.

The Group will continue to assess the impact of its business on key ESG aspects, continuously improve internal data collection procedures, and progressively expand the scope of disclosure based on the principle of materiality, incorporating ESG matters into this Report.

If there are any changes to the scope of the Report in the future, we will explain them in the notes for stakeholders' reference.





ABOUT THE REPORT (Continued)

REPORTING PRINCIPLES

To provide stakeholders with a clearer understanding of the Group's progress and direction in operations and sustainable development, this Report is prepared in accordance with the "Environmental, Social and Governance Reporting Guide" set out in Appendix C2 to the Rules Governing the Listing of Securities on

The Stock Exchange of Hong Kong Limited and on the basis of four reporting principles of Materiality, Quantitative, Balance and Consistency. For ease of reading, readers can refer to "ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE" in the appendix for a deeper understanding of the Report.

Principles	Definitions	Our Responsive Measures
Materiality	The issues covered in the Report should reflect the Group's significant impact on the environment and society or the scope of the assessment and decision of the impact stakeholders.	By analysing the views of various stakeholders of the Group, the environmental, social, and governance issues that are of great importance to the Group and its stakeholders have been identified, prioritised and disclosed in this Report.
Quantitative	The data in this Report are disclosed and calculated in a measurable manner.	The data in this Report are disclosed and calculated in compliance with the requirements of Appendix C2 of the Listing Rules - "Environmental, Social and Governance Reporting Guide" and "Appendix 2: Reporting Guidance on Environmental KPIs" and "Appendix 3: Reporting Guidance on Social KPIs" of "How to Prepare an ESG Report" to disclose the Group's environmental and social key performance indicators in a quantitative manner as far as possible.
Balance	The Report presents an impartial report on the Group's ESG performance.	In addition to reporting on the Group's ESG performance and achievements, this Report also discloses the ESG issues that have a significant impact on the Group's business and challenges.
Consistency	The Group ensures that the methodology for preparing the ESG report is consistent with previous years, that the revised reporting method is stated, or that other relevant factors may affect meaningful comparisons.	The Report uses consistent methodologies to allow for meaningful comparisons of ESG data over time. Any changes in the methodologies and reporting scope are explained in remarks for stakeholders' reference.

REPORT ACCESS

This Report is written in both Chinese and English and has been uploaded to the websites of the Stock Exchange and the Company (<http://www.475hk.com>). In case of any discrepancies or inconsistencies, the Chinese version shall prevail.

FEEDBACK

Stakeholder opinions are the cornerstone of our progress and help us establish sustainable governance strategies, directions and goals. Therefore, we attach great importance to every opinion of our stakeholders. If you have any enquiries or comments regarding this Report, please feel free to contact us through the following means:

Address: Room 2202, 22/F, Chinachem Century Tower, 178 Gloucester Road, Wanchai, Hong Kong

Tel: (852) 3695 0000

Email: info@475hk.com

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MESSAGE FROM CHAIRMAN

The increasing frequency of extreme weather conditions has prompted countries worldwide to collaborate to set science-based carbon emission targets. Following international trends, China has announced its “carbon neutrality and carbon peak” (“dual carbon goals”) in the 14th Five-Year Plan (2021-2025). To achieve dual carbon goals as quickly as possible, the Chinese government has proposed numerous energy transition initiatives to optimize energy usage structures and vigorously promote the integrated development of natural gas and various other energy sources. Building a clean, low-carbon, safe, and efficient energy system encompassing production, supply, storage, transportation, and sales is a crucial element of this strategy. Under the strict control of traditional energy consumption and ongoing improvements in the ecological environment, solar energy and natural gas have gradually become important strategic energy sources for China. At the same time, traditional fossil fuels such as refined oil products remain critical commodities for the livelihoods of citizens and continue to dominate the energy market. In light of these national policies and changes in energy usage patterns, the Group recognizes that clean energy will be a vital support for our sustainable development. Leveraging our experience in the solar photovoltaic and energy storage sectors, we will actively seek potential collaborations with partners to develop distributed power stations in the future, thereby expanding the market share and revenue of our solar energy products.

With the potential uncertainty risks and unfavorable market conditions, we plan to actively identify more projects for natural gas, and look forward to capitalize on opportunities arising from the implementation of energy policies by local government through leveraging on our own resources advantages in areas such as energy storage technology, distribution and industry networks, and gradually expand nationally, thereby achieving the long-term goal of becoming a supplier of more diversified energy products and solutions, striving to incorporate the sustainable development ideas into our business operations.

As the COVID-19 pandemic gradually improves, border closures and social distancing measures are being lifted, and everyday travel, consumption, and commercial activities are returning to normal. At the same time, climate change is exacerbating extreme weather conditions, prompting countries to collaborate more closely. As a socially responsible enterprise, the Group actively incorporates green elements into our business operations. During the Reporting Period, as a pilot scheme, we utilized carbon credits certified under the United Nations Clean Development Mechanism (CDM) to offset greenhouse gas emissions, thereby reducing the carbon footprint of our operations. This effort contributes more significantly to achieving the dual carbon goals.

The Group believes that it is crucial to establish effective communication and relationships with all stakeholders. Therefore, we proactively maintain close communication with various stakeholders through different channels so that we can better understand their views and expectations on ESG issues of the Group, which in turn would help us formulate appropriate and effective sustainable strategies to fulfil our corporate responsibilities and achieve sustainable development goals, as well as to create values for all stakeholders.

Looking ahead, Central Development pledges to continue to work side by side with all stakeholders to continue to move forward towards the vision of sustainable development in a new generation that is full of challenges and unlimited possibilities, based on balancing the views of stakeholders and protecting the interests of investors.

Wu Hao

Chairman and Executive Director





SUSTAINABILITY GOVERNANCE

The Board is fully responsible for overseeing the group's ESG strategy and reporting. We believe that a robust sustainable development governance framework can enhance the management efficiency of our various businesses and create value for the interests of all stakeholders. To this end, we have established a clear and progressive governance structure that ensures the orderly communication of sustainable development goals, policies, and measures, enabling frontline employees to implement them effectively. Within this governance framework, the Board oversees an ESG working group composed of management from various business segments. The working group is responsible for regularly reviewing environmental protection, employment and labour practices, product responsibility, community engagement and other related activities in the regions where the Group operates, as well as coordinating and communicating with external organisations. If any risks are identified during operations, employees will report to senior management, who then relay the information to the ESG working group members to develop immediate countermeasures. To assist the Board in identifying ESG risks and opportunities, the ESG working group provides regular formal reports to the Board. Additionally, the Group has engaged Riskory Consultancy Limited as a professional consultant to provide advisory services on ESG and sustainable development, thereby minimizing the impact of risks on our business and ensuring its sustainable development.

BOARD DIVERSITY POLICY

The Group recognizes that board diversity helps in examining our business status and corporate strategy from various perspectives. Therefore, when reviewing and evaluating the composition of the Board, our Nomination Committee conducts a rigorous selection process based on a range of criteria, including but not limited to gender, age, cultural and educational background, race, experience, professional skills, industry knowledge, and length of service. The Nomination Committee will report on the Board's composition and review the objectives and progress of the diversity policy in the company's annual Corporate Governance Report. This ensures that the Board members have an appropriate balance of necessary skills, experience, and diverse perspectives to effectively support the execution of business strategies, enhance the Company's performance quality, and achieve sustainable development.

RISK MANAGEMENT

The Board is responsible for overseeing the management and reviewing the effectiveness of the risk management and internal control systems, establishing a clear corporate risk management framework and risk management policies. With the assistance of the Audit Committee, the Board continuously monitors the Group's risk management and internal control systems and conducts at least one review of the systems annually. For more details on the Group's corporate governance, please refer to the "Corporate Governance Report" section in the 2023/24 Annual Report.



STAKEHOLDER ENGAGEMENT

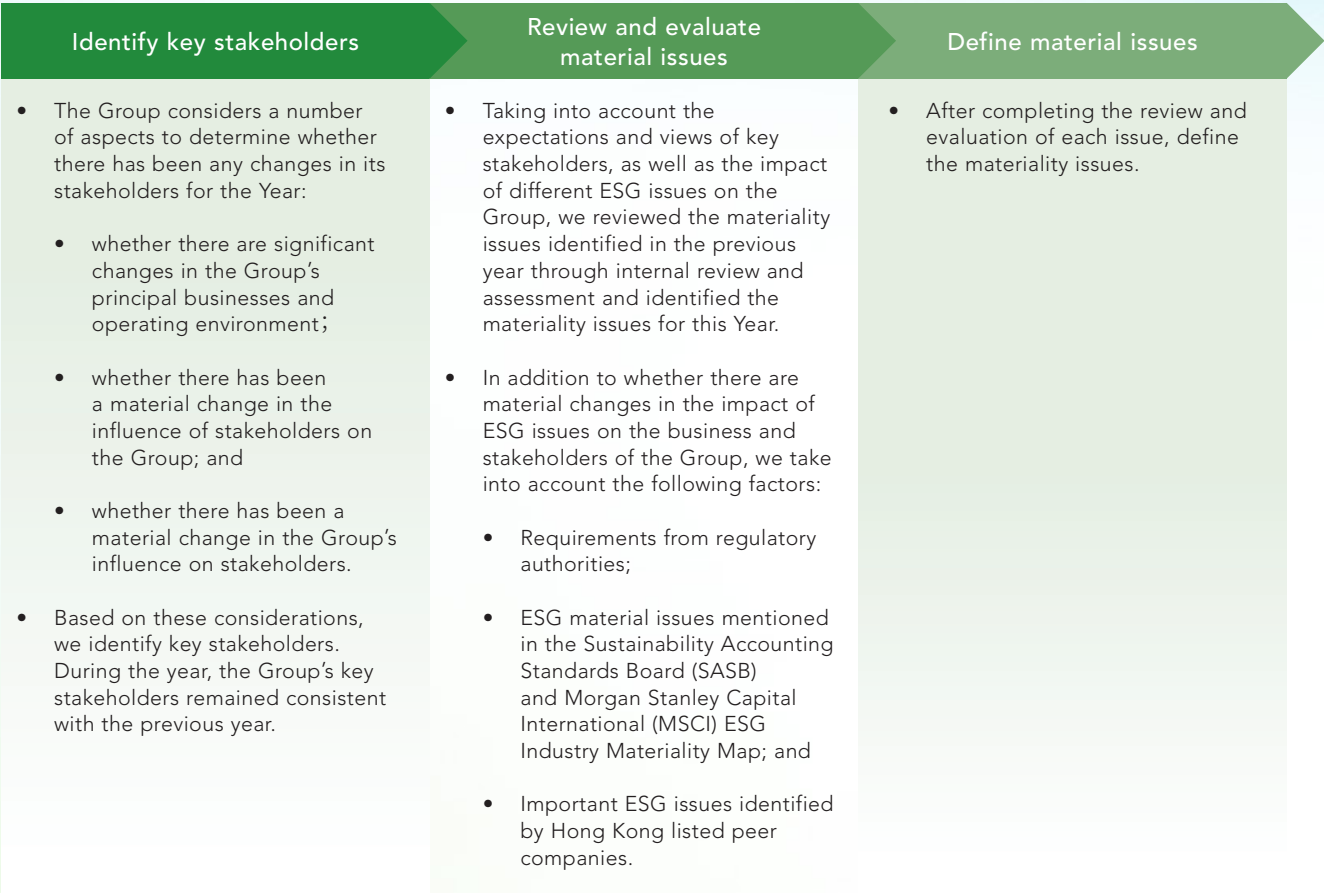
The Group recognizes that stakeholder engagement is crucial for understanding risks and opportunities. Therefore, we value stakeholders' opinions and maintain ongoing communication with all parties. Through various communication channels, we receive viewpoints and feedback from stakeholders, enhancing our sustainable development governance strategy. The following are the relevant stakeholders identified by the Group and the communication channels:

Relevant stakeholders	Communication channels
 Employees	<ul style="list-style-type: none"> • Employee activities • Employee training • Employee performance assessments • Business profile • Emails • Online surveys
 Investors and shareholders	<ul style="list-style-type: none"> • Company website • Company announcements • General meetings • Emails • Meetings with senior management • Annual and interim reports
 Customers	<ul style="list-style-type: none"> • Company website • Exhibitions • Meetings • Emails • Customer feedback and complaints • Telephone
 Suppliers and business partners	<ul style="list-style-type: none"> • Written documents • Emails • Site visits • Meetings • Telephone
 Government departments and regulators	<ul style="list-style-type: none"> • Written documents • Meetings
 Community	<ul style="list-style-type: none"> • Public welfare activities • Company website



MATERIALITY ASSESSMENT

To effectively identify ESG issues that have significant impacts on the Group, we conducted an internal materiality assessment. By integrating stakeholder opinions and operational circumstances, we reviewed the material issues identified in the previous year and assessed their relevance for the current year to ensure our sustainability efforts align with stakeholder opinions and needs. The materiality assessment process is as follows:



According to the result of internal materiality, we have identified 30 material issues, below 11 issues among those are identified as most important.

No.	Issues
2	Greenhouse gas emissions
4	Hazardous and non-hazardous waste treatment
8	Legal compliance in environmental protection
9	Responding to risks related to climate change
10	Supply chain management
12	Anti-corruption
14	Corporate governance
15	Quality and safety of the Company's products
17	Protection of intellectual property rights
24	Prevention of child and forced labour
27	Legal compliance in employment

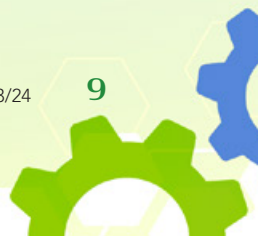




MATERIALITY ASSESSMENT (Continued)

LIST OF ISSUES

Environmental protection and green operation	Operating practices	Product and service responsibility	Quality of working environment	Community contributions
1. Sewage discharge	10. Supply chain management (including environmental and social risks of supplier)	15. Quality and safety of the Company's products	20. Diversity and equal employment opportunity	28. Community volunteer service
2. Greenhouse gas emissions	11. Green procurement	16. Customers' opinions and complaints	21. Employment relationship and communication with employees	29. Charitable donations
3. Air emissions	12. Anti-corruption	17. Protection of intellectual property rights	22. Occupational safety and health of employees	30. Participate in public welfare activities
4. Hazardous and non-hazardous waste treatment	13. Disaster contingency plans	18. Protection of customers' sensitive and private information	23. Development and training for employees	
5. Saving energy and water	14. Corporate governance	19. Logistics service	24. Prevention of child and forced labour	
6. Business activities' significant impacts on the environment and natural resources			25. Recruitment and retaining of outstanding and responsible employees	
7. Environmental education and advocacy			26. Employee Compensation and Benefits	
8. Legal compliance in environmental protection			27. Legal compliance in employment	
9. Responding to risks related to climate change (such as typhoons, floods, etc.)				





BUILDING OPERATIONAL EXCELLENCE

INTEGRITY AND HONESTY

The Group deeply understands the importance of integrity and honesty in business operations, recognizing them as the foundation for business development. We are committed to eradicating all unethical behaviors such as bribery, extortion, fraud, and money laundering. We believe that maintaining business reputation and compliance with all applicable laws and regulations within the industry are the most basic expectations of all stakeholders towards the Group. Therefore, we strictly adhere to anti-corruption laws and regulations, including but not limited to:

- the Criminal Law of the People's Republic of China;
- the Anti-Unfair Competition Law of the People's Republic of China;
- the Regulations of the People's Republic of China for Suppression of Corruption; and
- the Prevention of Bribery Ordinance (Cap. 201 of the Law of Hong Kong).

During the Reporting Period, we were not aware of any litigation and complaints involving violations of laws and regulations relating to corruption, bribery, extortion, fraud and money laundering. We were also not aware of any concluded legal case regarding corrupt practices brought against us or our employees.

To make sure potential corruption cases are handled in a timely manner, we formulate the Anti-corruption Policy and Whistleblowing Policy, stipulating that employees shall not abuse their power to engage in malpractice such as corruption and soliciting or accepting a bribe. As for the reporting mechanism, the Group has implemented communication channels for reporting cases of corruption or fraud for employees, customers and suppliers to report any non-compliances. Whistleblowers could report to the chief executive officer or the chairman of the Audit Committee and all reports will be handled directly by the Audit Committee. All personal information of whistleblowers will be kept confidential to protect them from unfair treatment. The Group will conduct an investigation based on the nature and severity of the complaints and establish a committee formed by senior officers to review the investigation report. Upon completion of the investigation, the whistleblower will receive a written report on the result of the investigation. If the result shows that the case is true, wrongdoers will receive appropriate disciplinary action, and in a more serious case, it will be handed to law enforcement agencies.

To strengthen the anti-corruption awareness for directors and employees, we arranged relevant training for them. During the Reporting Period, we actively organised anti-corruption-related online and physical training to strengthen the anti-corruption measures. During the Reporting Period, Hong Kong Office employees participated in the seminar held by the Independent Commission Against Corruption ("ICAC") about the latest regulations on commercial ethics, and we also participated in the Anti-Money Laundering Webinar for Money Lenders organised by the Money Lenders Section of the Companies Registry. For further details, please refer to the chapter "PROFESSIONAL DEVELOPMENT AND TRAINING".

PRODUCT QUALITY MANAGEMENT

The Group aims to ensure customer satisfaction with our products and services by enhancing product quality, thereby continuously creating value for our customers. To uphold our longstanding meticulous quality management philosophy, we have formulated the Policy on Product Responsibilities and Supply Chain and Stock Management System to regulate the storage management of products and the handling procedures of customer complaints. We strictly comply with the laws and regulations related to product liability, including but not limited to:

- the Product Quality Law of the People's Republic of China;
- the Trademark Law of the People's Republic of China;
- the Law of the People's Republic of China on Protection of Consumer Rights and Interests;
- the Patent Law of the People's Republic of China;
- the Copyright Law of the People's Republic of China;
- the Advertising Law of the People's Republic of China;
- the General Principles of the Civil Law of the People's Republic of China;
- the Trade Description Ordinance (Cap. 362 of the Law of Hong Kong); and
- the Personal Data (Privacy) Ordinance (Cap. 486 of the Law of Hong Kong).

During the Reporting Period, we have not received any notification of non-compliance with health and safety, advertising, labeling and privacy matters in relation to our products and services.



BUILDING OPERATIONAL EXCELLENCE (Continued)

QUALITY CONTROL

The effectiveness of products are significantly influenced by their quality. Therefore, we maintain strict quality control and do not allow substandard products to be delivered to our customers, as this would affect the hard-earned reputation of the Company. Consequently, the Group implemented rigorous quality control measures and standards across different business operations:

ENERGY BUSINESS (Refined oil and LNG products)

- Request the suppliers to provide inspection and testing reports to ensure that the products meet the standards of auto-fuels; and
- To inspect the quality of refined oil and LNG products, the testing agency will conduct test on the following items, including but not limited to the status of samples, storage environmental conditions, total amount of sulfur and density.

ENERGY BUSINESS (Solar energy products)

- Conduct several quality inspections of products on a regular basis according to international standards and customer requirements, such as STC tests (including temperature cycling test, wet freezing test, humid heat test), EL test (Electroluminescence), appearance test, etc.
- Ship product after obtained approval and passed inspection; and
- Take corresponding remedial measures, including product return, recall or recovery, in the event that products fail to meet the requirements of safety and quality.

JEWELRY BUSINESS

- Conduct internal sampling inspections for quality and regular calibration of our jewellery authenticating apparatus to ensure that the quality of the products can be accurately inspected.



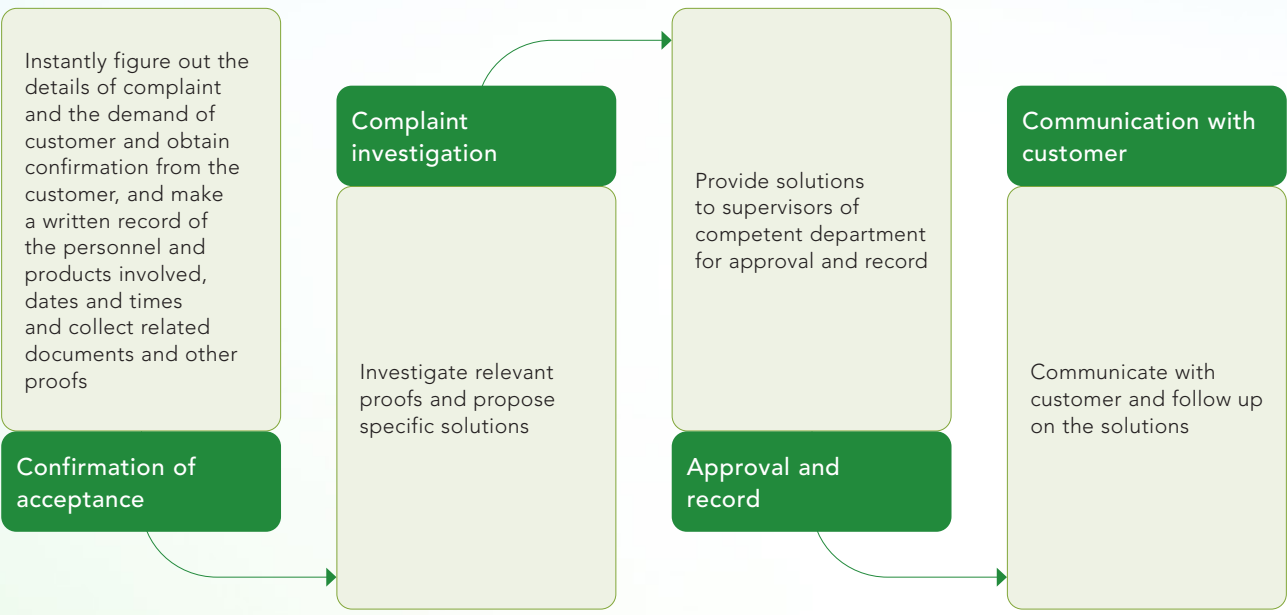


BUILDING OPERATIONAL EXCELLENCE (Continued)

CUSTOMER RELATIONS

The Group’s goal is to improve service performance and customer satisfaction. To improve our products and meet the needs of our customers, we continuously improve the quality of our products and services as well as valuing the opinion of customers. During the Reporting Period, the Group was not aware of any serious violations of laws and regulations for product and service quality, and no complaints were received about products and services, or incidents of recall occurred for safety and health reasons.

Once receiving a complaint, we will follow our established procedures and handle customer complaints promptly:





BUILDING OPERATIONAL EXCELLENCE (Continued)

INTELLECTUAL PROPERTY AND PRIVACY PROTECTION

Due to the possession of various patented technologies, trademark registrations, and patent licensing agreements with partners, the Group is well aware of the importance and responsibility of protecting intellectual property and customer personal data. Therefore, the Group is committed to enhancing employees' awareness of intellectual property protection and customer privacy.

Intellectual Property

- Protect our intellectual property through the registration of trademarks and patents; and
- As clearly stated in the Staff Handbook, leaking company confidential information, patented technology information, customer data, etc., is strictly prohibited. Upon discovery, the employment will be immediately terminated, and depending on the severity of the incident, the right to pursue legal action will be reserved.

Privacy Protection

- Establish a Privacy Policy to ensure that all collected data is securely processed;
- Require customer data must be stored in a secure computer system and accessible only to authorized employees;
- As stated in the Policy on Product Responsibilities and Supply Chain, customer's awareness and consent must be ensured before using any personal data; and
- As clearly stated in Staff Handbook, leaking customer data is strictly prohibited. Upon discovery, the employment will be immediately terminated, and depending on the severity of the incident, the right to pursue legal action will be reserved.

During the Reporting Period, the Group was not aware of any violations of laws and regulations for intellectual property rights and privacy protection.





BUILDING OPERATIONAL EXCELLENCE (Continued)

ADVERTISING AND MARKETING

Prior to marketing and advertising, all promotional materials are rigorously reviewed by the management of the Group to ensure that they are balanced, accurate, honest and fair and that the information is disseminated in the most appropriate manner. During the reporting period, we were not aware of any violations of advertising and marketing laws and regulations related to the products and services we provided.

SUSTAINABLE SUPPLY CHAIN

Central Development believes that the quality of products depends on the quality of suppliers. Therefore, we are very stringent in our supply chain management and are committed to work with outstanding suppliers to create a mutually beneficial and cooperative relationship. In the Policy on Product Responsibilities and Supply Chain, the Group regulates the requirements for selecting and managing suppliers. In selecting suppliers, Central Development takes factors such as the safety of product composition, the quality of products, prices, environmental risks and environmental performance; we also review the risks and performance of potential suppliers in social responsibility such as responsible procurement, protection of labour rights, welfare and equal opportunities, protection of intellectual property rights and anti-corruption. The Group also periodically visits factories of major suppliers to inspect the quality of products ordered and examines conditions including appearance, size and production environment and other conditions. During the Reporting Period, the Group had 27 suppliers, 5 were from Hong Kong, and 22 were from the PRC. At the same time, we have sampled 11 of our suppliers for assessment, and implemented the above practices with them.

For the Energy Business, the Group identifies potential suppliers at domestic and foreign fairs and exhibitions of solar photovoltaic and smart energy. Under reasonable and practicable circumstances, our procurement department will prefer products and services with related environmental labels, which are resource efficient so as to minimise the production of low hazardous and non-hazardous wastes.

For our Jewelry Business, we have established the Code of Conduct for Suppliers with suppliers, which includes compliance with environmental protection regulations, protection of employee health and safety, prohibition of corruption and bribery, and prohibition of child labour. If a supplier fails to provide standard products and materials or fails to meet the delivery schedule, the supplier may be warned, temporarily or even permanently denied an order.





BUILDING A PEOPLE-ORIENTED CULTURE

HUMAN RESOURCES MANAGEMENT

“An enterprise thrives with people and fails without them.” Central Development has always adhered to a people-oriented philosophy, respecting and treating every employee fairly, considering them employees valuable assets, and hoping them to grow with the enterprise. To properly communicate the responsibilities, benefits, and obligations of employees, we have established written systems such as the Staff Handbook, the Human Resources Management System and the Training Management Regulations, which specify employment terms such as wage, dismissal, recruitment, promotion, working hours and holidays, enabling employees to have a clear understanding of their own rights and obligations. We also clearly state in the Staff Handbook the Group’s commitment to equal opportunity and anti-discrimination that all employees will be treated equally on all human resources matters such as recruitment, training, promotion, transfer and benefit regardless of gender, religion, pregnancy, family status, marital status, race and disability.

The Group strictly complies with employment-related laws and regulations, including but not limited to:

- the Labour Law of the People’s Republic of China;
- the Labour Contract Law of the People’s Republic of China;
- the Social Insurance Law of the People’s Republic of China;
- the Regulation on Work-Related Injury Insurances;
- the Employment Promotion Law of the People’s Republic of China;
- the Interim Measures Concerning the Maternity Insurance for Enterprise Employees;
- the Plan for Reform of the State and Local Tax Collection and Administration Systems;
- the Interim Regulation on the Collection and Payment of Social Premiums;
- the Regulations on Unemployment Insurance;
- the Regulation on the Administration of Housing Accumulation Funds;
- the Employment Ordinance (Cap. 57 of the Law of Hong Kong);
- the Mandatory Provident Fund Schemes Ordinance (Cap. 485 of the Law of Hong Kong);
- the Employees’ Compensation Ordinance (Cap. 282 of the Law of Hong Kong);
- the Sex Discrimination Ordinance (Cap. 480 of the Law of Hong Kong);
- the Racial Discrimination Ordinance (Cap. 602 of the Law of Hong Kong);
- the Disability Discrimination Ordinance (Cap. 487 of the Law of Hong Kong);
- the Family Status Discrimination Ordinance (Cap. 527 of the Law of Hong Kong); and
- the Personal Data (Privacy) Ordinance (Cap. 486 of the Law of Hong Kong).

During the Reporting Period, the Group was not aware of any violation of employment-related laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.

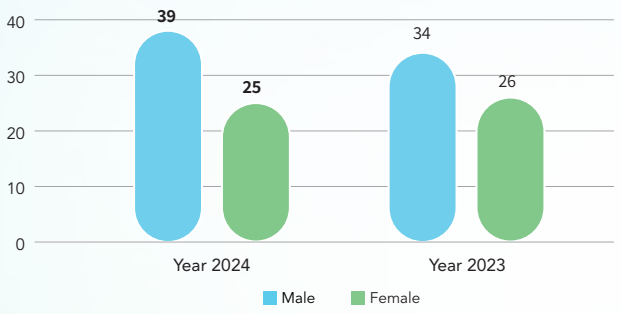




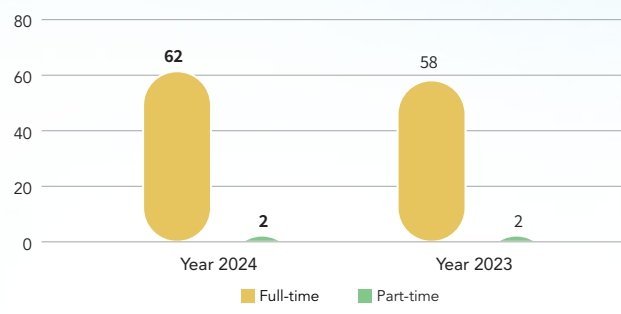
BUILDING A PEOPLE-ORIENTED CULTURE (Continued)

As at 31 March 2024, there was a total of 64 employees. The employee distribution by gender, employment type, employee category, age group and geographical region during the Reporting Period and in the Year 2023 was as follows:

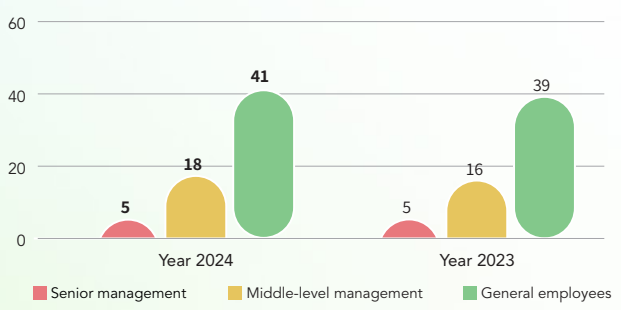
By gender



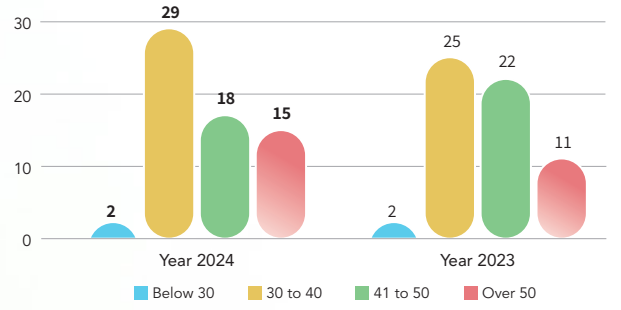
By employment type



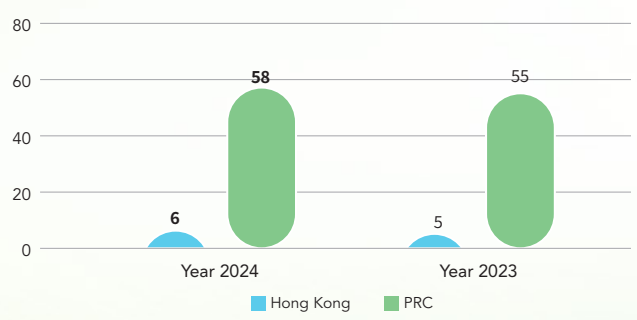
By employee category



By age group



By geographical region





BUILDING A PEOPLE-ORIENTED CULTURE (Continued)

The employee turnover rates¹ by gender, age group and geographical region during the Reporting Period and the Year 2023 are as follows:

Category	Unit	Year 2024	Year 2023
By gender			
Male	Percentage	5	35
Female	Percentage	16	62
By age group			
Below 30	Percentage	0	250
30-40	Percentage	14	32
41-50	Percentage	11	23
Over 50	Percentage	0	91
By geographical region			
Hong Kong	Percentage	17	40
PRC	Percentage	9	47

¹ Turnover rate = Number of employees who left employment during the Reporting Period/Number of employees as at the year-end of the Reporting Period x 100

LABOUR STANDARDS

Central Development is well aware that child labour and forced labour are serious violations of fundamental human rights, and therefore strictly prohibits all forms of child labour and forced labour, adopting a “zero tolerance” policy towards them. We stipulate in the Staff Handbook that the Human Resources Department should verify the identity documents of applicants to prevent hiring minors. In addition, employment contracts are signed and amended with employees based on the principles of equality, willingness and agreement, and there is no event of forced labour. The Group defines working hours and rest arrangements of employees. In case of emergency, overtime work shall be approved by department heads and managers, and compensation leave shall be given to employees who work overtime. If any cases of child labour or forced labour are identified, we will take them seriously and hold those in charge of the relevant departments accountable and may subsequently take appropriate measures to prevent their recurrence.

We strictly comply with relevant labour laws and regulations, including but not limited to:

- the Labour Law of the People’s Republic of China;
- the Regulations on Paid Annual Leave for Employees;
- the Provisions on the Prohibition of Using Child Labour of the People’s Republic of China;
- the Law of the People’s Republic of China on the Protection of Minors; and
- the Employment Ordinance.

During the Reporting Period, the Group did not have any irregularities related to child labour and forced labour.





BUILDING A PEOPLE-ORIENTED CULTURE (Continued)

REMUNERATION AND BENEFITS

A healthy and friendly work environment, along with competitive compensation and benefits, is crucial for attracting and retaining talent. Therefore, the Group has always been committed to offering competitive remuneration packages and actively improving the work environment, hoping that employees and the enterprise will continuously progress in various aspects.

Thus, the Group upholds the principle of open and fair competition and ensures openness and transparency in recruitment. Employee remuneration and promotion are determined based on various factors, including qualification, position, working experience, educational background and performance. Remuneration adjustments will be made based on job responsibilities, educational background, working experience, competence, potential and performance of employees so as to ensure that employees enjoy fairness, diversity, anti-discrimination and equal

opportunities in terms of remuneration and promotion. In terms of dismissal, we implement the relevant provisions of the Employment Ordinance, and a written resignation application shall be submitted to the Human Resources Department and manager 30 days in advance, to protect the rights of employees and the Group.

Meanwhile, employees' opinions can contribute to a stronger governance structure. Therefore, we adopt an open attitude and listen carefully to the concerns, needs and opinions of our employees for work. We meet with our employees to understand their needs and opinions and conduct supervision and review on work procedures, staff benefits and various policies regularly. We organise activities to promote a close relationship between employees by creating a sense of belonging. Also, we offer different benefits for employees according to the law, including:



Insurances

Labour insurance, mandatory provident fund and "Five Insurances and One Fund" (including pension insurance, medical insurance, unemployment insurance, maternity insurance and work-related injury insurance and housing provident fund) etc.



Benefits

Distribute Chinese New Year bonus, meal allowance, staff medical benefits etc.



Holidays

Enjoy statutory holidays, personal leave, sick leave, marriage leave, maternity leave, bereavement leave, work injury leave, etc.





BUILDING A PEOPLE-ORIENTED CULTURE (Continued)

OCCUPATIONAL HEALTH AND SAFETY

The Group values the physical and mental well-being of its employees. We are committed to creating a healthy and safe working environment for our employees in order to protect their safety and well-being. In view of this, we have established the General Rules for Safety Production to specify the rules that employees need to comply with in the workplace of the production line and strictly adhere to the safety procedures of machinery operation. We provided appropriate labour protection equipment (such as safety helmets, work clothes and work shoes) to avoid dangerous work. In case of work-related injuries, we will follow up immediately on the day of the accident to ensure that the injured employees are in stable condition, and those who are seriously injured will be sent to the hospital immediately for treatment. The cause of the accident will be investigated later, and appropriate measures may be taken to reduce the chance of an accident. At the same time, in order to allow our employees to better understand the importance of production safety and safety-related knowledge, we have arranged three-tier safety education and technical training.

We strictly comply with the laws and regulations related to occupational health and safety, including but not limited to:

- the Production Safety Law of the People's Republic of China;
- the Production Safety Regulations of Zhejiang Province;
- the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases;
- the Occupational Safety and Health Ordinance (Cap. 509 of the Law of Hong Kong);
- the Regulation on Work-related Injury Insurances; and
- the Fire Control Law of the People's Republic of China.

During the Reporting Period, we were not aware of any violation of the laws and regulations relating to occupational safety, and there were no work-related injuries or fatalities in the past three years.

Even if the epidemic is relatively stable, we are not complacent about precautionary measures. We continue to take effective and appropriate preventive measures to reduce the risk of infection, as well as maintain the hygiene and safety of the working environment:



- Carry out daily disinfection work in all workplaces regularly to prevent the spreading of bacteria and viruses;



- Conduct irregular temperature checks;



- Provide masks and sanitising products to employees and clients who work or meet at the office;



- Implement flexible working hours arrangement to avoid overcrowding during peak hours;
- Arrange part of employees to work from home to ensure a safe working environment; and
- Arrange video or phone conference instead of physical meetings.





BUILDING A PEOPLE-ORIENTED CULTURE (Continued)

PROFESSIONAL DEVELOPMENT AND TRAINING

The Group deeply understands that employees are the cornerstone of our business growth and development. Therefore, we are committed to investing resources in the professional development of our employees, encouraging them to pursue further education in job-related skills and knowledge. We have formulated the Training Management Regulation to specify the management of staff training and development work. We have established a comprehensive development program, and the Human Resources Department is responsible for formulating the annual training plan, assessing the implementation of training, and tracking the results of the assessment and training, expecting to assist them in enhancing their vocational skills, professionalism and understanding of our company culture, so as to meet the needs of our business development. Additionally, Central Development values the pursuit of employees for their occupational development and sponsors them to acquire relevant professional qualifications. We promote employees

based on their merits in accordance with the principles of business development and improvement of organisational effectiveness and formulate training policies and directions with the consideration of prospective and systematic factors.

During the Reporting Period, Central Development provided various types of training for employees, including onboarding training, internal and external training. For external training, we arranged directors and employees to participate in training provided by professional training institutions and government departments, such as the Equal Opportunities Commission, accounting firms, the Companies Registry, and the Independent Commission Against Corruption ("ICAC"). The training covers a wide range of issues such as business ethics, antidiscrimination, prevention of sexual harassment, promotion of a culturally inclusive workplace, etc.

The percentage of employees trained and average training hours by gender and employee category are as follows:

Key performance indicator	Unit	Year 2024	Year 2023
Percentage of Employees Trained			
By gender			
Male	Percentage	54	35
Female	Percentage	60	69
By employee category			
Senior management	Percentage	100	100
Middle-level management	Percentage	61	25
General staff	Percentage	49	54
Average Training Hours Per Employee			
By gender			
Male	Hours	30	10
Female	Hours	14	16
By employee category			
Senior management	Hours	98	23
Middle-level management	Hours	27	8
General staff	Hours	13	13



BUILDING A GREEN ENVIRONMENT

CLIMATE CHANGE RISKS AND OPPORTUNITY

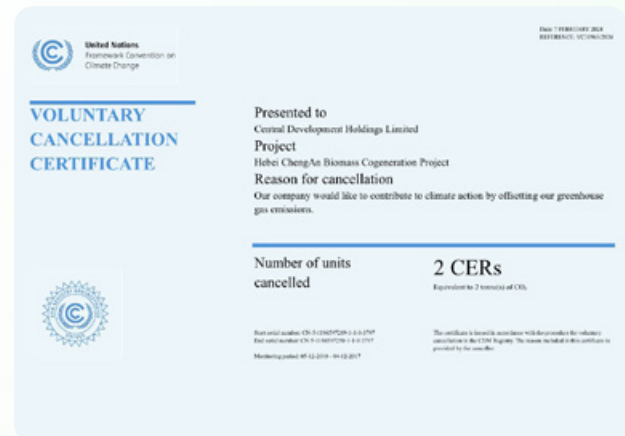
Extreme weather events such as typhoons, heavy rain, and floods are becoming increasingly frequent, forcing countries worldwide to address the severe global challenge of climate change swiftly. Inevitably, employees and operations of Central Development are also threatened by floods caused by typhoons and heavy rain, resulting in loss of workdays. As a socially responsible enterprise, the Group is committed to minimizing the negative impact of its operations and responsibly utilizing natural resources to contribute to addressing climate change.

As a member of the energy industry, in response to the national call, as well as to address the risks of climate transition resulting from increasingly stringent environmental laws and regulations, we actively practice and promote Low-Carbon development and vigorously promote the development of clean energy. We formulated the Environmental Protection Policy, in which our position on climate change has been set out. The Board continuously identifies and assesses climate-related risks that may affect our operations in order to manage the Group's climate risks effectively. We are committed to minimising greenhouse gas emissions from our daily operations by implementing several environmental initiatives. During the Reporting Period, we also replace and select nationally standardised motor gasoline for the Company's vehicles to reduce air pollution and carbon emissions.

In response to the opportunities brought about by climate change for the Group's business, consumer's increasing awareness and attention to energy conservation and emission reduction are opportunities for sustainable development. Solar and natural gas, as green and clean energy sources, are becoming one of the important strategies for achieving China's Dual Carbon goals. This benefits us to continue promoting and expanding our natural gas sales business. We have a stable supply chain of resources that ensures the steady growth of our energy business.

With the increasing global focus on environmental issues, adopting environmentally friendly measures has become an important part of social responsibility. Carbon credits allow the Company to balance its remaining emissions by funding carbon reduction

projects while investing in clean energy and energy efficiency measures. Therefore, during the Reporting Period, as a pilot program, we purchased carbon credits to offset the greenhouse gas emissions generated by our operational activities, thereby reducing our carbon footprint. The carbon credit project selected for this pilot program is the Hebei ChengAn Biomass Cogeneration Project (Project No. 3797) under the United Nations Clean Development Mechanism (CDM). This project focuses on generating electricity using local cotton stalks and selling the generated electricity to the Hebei provincial grid, replacing coal-fired power plants to reduce greenhouse gas emissions. It promotes resource efficiency, environmental protection, and socio-economic benefits in the local community. The certified emission reductions (CERs) from this project were also utilized to help the 2022 Asian Games in Hangzhou achieve carbon neutrality.



EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT

Our lives and social development rely on abundant natural resources. However, due to frequent human activities such as deforestation and natural resource extraction, the natural environment has been severely damaged, affecting the rights of future generations to enjoy these resources. As part of the energy industry, the Group has an even greater responsibility to engage in environmental protection efforts and lead other enterprises in contributing to the environment.





BUILDING A GREEN ENVIRONMENT (Continued)

The Group strictly complies with applicable laws and regulations related to the environment, including but not limited to:

- the Environmental Protection Law of the People's Republic of China;
- the Water Pollution Prevention and Control Law of the People's Republic of China;
- the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste;
- the Energy Conservation Law of the People's Republic of China;
- the Waste Disposal Ordinance (Cap. 354 of the Law of Hong Kong); and
- the Atmospheric Pollution Prevention and Control Law of the People's Republic of China.

During the Reporting Period, the Group was not aware of any prosecutions for violations of laws and regulations relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous wastes.

Central Development has always been shouldering corporate environmental and social responsibility, and reducing carbon footprint is the long-term aspiration of the Group. We are committed to improving overall energy efficiency and reducing energy consumption through the implementation of relevant measures, and to achieve the target of saving energy and reducing greenhouse gas emissions, we have taken the following measures:

Enhancing the monitoring of the use of electricity and turning off unused electrical appliances;

Signing the "Energy Saving Charter 2023" launched by the Hong Kong Environment and Ecology Bureau, maintaining the air conditioning temperature at a comfortable 26 degrees Celsius;

Using electronic devices with energy efficiency ratings (such as those with Grade 1 energy labels);

Conducting regular inspections of air conditioning systems and filters to ensure energy efficiency;

Utilising natural lighting and adopting energy-saving lighting systems, and installing motion detectors or light sensors to control the lighting system;

Conducting regular maintenance of company vehicles to ensure fuel efficiency, and holding electronic meetings when possible to cut down business air travel; and

Posting the "Environmental and Charity Calendar" to actively support and participate in various environmental and social charity activities.



BUILDING A GREEN ENVIRONMENT (Continued)

During the Reporting Period, we participated in the “Earth Hour 2024” organised by the World Wide Fund for Nature, turning off non-essential lights and electrical appliances for one hour to change personal living habits and support a sustainable lifestyle.



Due to the nature of the Group’s business, our air and direct greenhouse gas emissions (Scope 1) are mainly generated from unleaded petrol used in our self-owned vehicles, the main emissions of which include nitrogen oxides, sulphur oxides and respirable suspended particulates. Indirect greenhouse gas emissions (Scope 2) are mainly generated from electricity consumption in daily office operations and filling station.

Key performance indicator	Unit	Year 2024	Year 2023
Air emissions			
Nitrogen oxides	Kg	2.37	1.69
Sulphur oxides	Kg	0.06	0.04
Respirable suspended particulates	Kg	0.17	0.12
Greenhouse gas emissions			
Scope 1 – Direct emissions	Tonnes of CO ₂ e	10.94	7.77
Scope 2 – Energy indirect emissions	Tonnes of CO ₂ e	152.68	101.32
Total emissions	Tonnes of CO ₂ e	163.62	109.09
Intensity	Tonnes of CO ₂ e/revenue in HK\$ million	0.87	0.44
Energy consumption			
Direct energy	MWh	37.45	26.61
Indirect energy	MWh	266.18	164.56
Total energy	MWh	303.63	191.17
Intensity	MWh/revenue in HK\$ million	1.61	0.77



BUILDING A GREEN ENVIRONMENT (Continued)

WATER RESOURCES MANAGEMENT

The Group's main source of water consumption is the car washer in the filling station of the Energy Business. The water resources of the Group is supplied by the municipal system, and therefore we do not have any problem in obtaining suitable water sources. The industrial wastewater and domestic sewage generated therefrom are treated by the sewage treatment plants via a local pipe network. To achieve the water conservation target, we conduct regular inspections of water leakages from water pipes and faucets, make timely repairs, and use faucets with a Grade 1 water efficiency rating to reduce the wastage of water resources.

Key performance indicator	Unit	Year 2024	Year 2023
Water consumption			
Total	m ³	5,360.00	1,203.46
Intensity	m ³ /revenue in HK\$ million	28.43	4.85

WASTE MANAGEMENT

During our business operation, our major types of hazardous waste produced toner cartridges, while non-hazardous waste includes primarily waste paper and domestic waste. The waste paper and factory discarded scraps generated by Yuyao Factory and its office were delivered to the recycling station set up by qualified companies for recycling, while all domestic wastes were collected and disposed of by cleaning companies. Due to the nature of the Group's business, we did not involve the use of packaging materials.

We aware that the lack of proper disposal of waste has caused pollution to the natural environment and damage to the surrounding ecology. Thus, we are committed to reducing waste generated in the course of our operations by implementing relevant measures, and to achieve the target of reducing waste generation and emissions, we have taken the following measures:

- Adopting electronic communication and electronic filing;
- Encouraging suppliers to use electronic bills;
- Setting computers and photocopiers in double-sided printing mode;
- Using recycled paper or paper made from sustainable resources;
- Updating the computer's operating system and software regularly;
- Purchasing computer hardware only if necessary; and
- Signing the Food Wise Charter, committing to reducing food waste.



BUILDING A GREEN ENVIRONMENT (Continued)



Additionally, to align with the government's upcoming Municipal Solid Waste Charging, we arranged for employees to participate in training sessions organised by the Environmental Protection Department during the Reporting Period. This training aimed to enhance their understanding of waste charges and actively prepare for the policy's implementation.

Key performance indicator	Unit	Year 2024	Year 2023
Hazardous waste			
Total	Tonnes	0.0005	0.0026
Intensity	Kg/revenue in HK\$ million	0.0025	0.0106
Non-hazardous waste			
Total	Tonnes	0.94	1.26
Intensity	Tonnes/revenue in HK\$ million	0.01	0.01

THE ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT

Central Development deeply understands that protecting the environment and natural resources is an important responsibility of global businesses. Therefore, we strictly manage the waste generated in our operations and strive to minimize our impact on the environment and natural resources. During the Reporting Period, we were not aware of any significant impact on the environment and natural resources or any violations of laws and regulations. Regarding the

Energy Business in Chengdu, the "Operating Licenses for Hazardous Chemicals" and the "Refined Oil Business Activities Qualification" were in place during the Reporting Period. We have added a "Fueling Station Fuel-gas Recycling Online Monitoring System" in accordance with the requirements of the local government to monitor the concentration of oil and gas emissions from our filling station and prevent any pollution.



SOCIETY DEVELOPMENT

CARING FOR THE COMMUNITY

Central Development is willing to take on corporate social responsibility and actively participate in various environmental and community welfare activities. We have formulated the Community Investment, Sponsorship and Donation Policies to establish the structures and standards of community investment and encourage employees to actively participate in various voluntary activities and social services, including different cultural and recreational activities and activities held by charities.

The Group treated "Climate Change and the Environment", "Youth Education and Development", "Community Health", and "Culture Arts" as the core

theme of our community investment. To echo the theme of "Climate Change and Environment", during the Reporting Period, we participated in the "Earth Hour 2024" event organised by the World Wide Fund for Nature. We encouraged employees to turn off unnecessary lights and electrical appliances for one hour on the day of the event to promote energy conservation. Additionally, we also participated in the charity event "Skip Lunch Day 2024" organised by the Hong Kong Community Chest on 22 March 2024. We encouraged employees to save the cost of their lunch and donate it to the Community Chest, raising funds to support the homeless, cage home dwellers, and residents living in subdivided units.



The Group plans to allocate more resources to community activities in the future, with management responsible for regularly reviewing the goals and direction of policies and investments. They will also evaluate the Group's social performance to assist more vulnerable communities.





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE

Indicators	Description of Indicators	Reporting Chapter
Mandatory Disclosure Requirements		
Governance Structure	A statement from the Board containing the following elements: i. disclosure of the Board's oversight of ESG issues; ii. the Board's ESG management approach and strategy, including the process used to evaluate, prioritise, and manage material ESG-related issues (including risks to the issuer's businesses); and iii. how the Board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses.	SUSTAINABILITY GOVERNANCE
Reporting Principles	A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report.	ABOUT THE REPORT
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.	ABOUT THE REPORT
"Comply or explain" Provisions		
A. Environment		
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 air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT
A1.1	The types of emissions and respective emissions data.	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	WASTE MANAGEMENT
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	WASTE MANAGEMENT





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

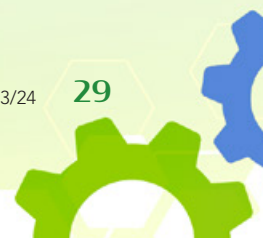
Indicators	Description of Indicators	Reporting Chapter
"Comply or explain" Provisions		
A. Environment		
Aspect A1: Emissions		
A1.5	Description of emission target(s) set and steps taken to achieve them.	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them	WASTE MANAGEMENT
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT
A2.1	Direct and/or indirect energy consumption by types (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	WATER RESOURCES MANAGEMENT
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	WATER RESOURCES MANAGEMENT
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	WATER RESOURCES MANAGEMENT
A2.5	Total packaging material used for finished products (in tonnes), and if applicable, with reference to per unit produced.	EMISSIONS AND ENERGY CONSUMPTION MANAGEMENT





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Indicators	Description of Indicators	Reporting Chapter
"Comply or explain" Provisions		
A. Environment		
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	THE ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT
A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them.	THE ENVIRONMENT AND NATURAL RESOURCES MANAGEMENT
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.	CLIMATE CHANGE RISKS AND OPPORTUNITIES
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.	CLIMATE CHANGE RISKS AND OPPORTUNITIES
B. Social		
Employment and Labour Practices		
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.	HUMAN RESOURCE MANAGEMENT, REMUNERATION AND BENEFITS
B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	HUMAN RESOURCE MANAGEMENT
B1.2	Employee turnover rate by gender, age group and geographical region.	HUMAN RESOURCE MANAGEMENT





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Indicators		Description of Indicators	Reporting Chapter
B. Social			
Employment and Labour Practices			
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.		OCCUPATIONAL HEALTH AND SAFETY
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.		OCCUPATIONAL HEALTH AND SAFETY
B2.2	Lost days due to work injury.		OCCUPATIONAL HEALTH AND SAFETY
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.		OCCUPATIONAL HEALTH AND SAFETY
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees’ knowledge and skills for discharging duties at work. Description of training activities.		PROFESSIONAL DEVELOPMENT AND TRAINING
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).		PROFESSIONAL DEVELOPMENT AND TRAINING
B3.2	The average training hours completed per employee by gender and employee category.		PROFESSIONAL DEVELOPMENT AND TRAINING
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.		LABOUR STANDARDS
B4.1	Description of measures to review employment practices to avoid child and forced labour.		LABOUR STANDARDS
B4.2	Description of steps taken to eliminate child and forced labour practices when discovered.		LABOUR STANDARDS





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Indicators	Description of Indicators	Reporting Chapter
B. Social		
Employment and Labour Practices		
Operating Practices		
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	SUSTAINABLE SUPPLY CHAIN
B5.1	Number of suppliers by geographical region.	SUSTAINABLE SUPPLY CHAIN
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	SUSTAINABLE SUPPLY CHAIN
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	SUSTAINABLE SUPPLY CHAIN
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	SUSTAINABLE SUPPLY CHAIN
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 QUALITY MANAGEMENT
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	QUALITY CONTROL, CUSTOMER RELATIONS
B6.2	Number of products and service related complaints received and how they are dealt with.	CUSTOMER RELATIONS
B6.3	Description of practices relating to observing and protecting intellectual property rights.	INTELLECTUAL PROPERTY AND PRIVACY PROTECTION
B6.4	Description of quality assurance process and recall procedures.	QUALITY CONTROL, CUSTOMER RELATIONS
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	INTELLECTUAL PROPERTY AND PRIVACY PROTECTION





ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE (Continued)

Indicators	Description of Indicators	Reporting Chapter
B. Social		
Employment and Labour Practices		
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 bribery, extortion, fraud and money laundering.	INTEGRITY AND HONESTY
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.	INTEGRITY AND HONESTY
B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	INTEGRITY AND HONESTY
B7.3	Description of anti-corruption training provided to directors and staff.	INTEGRITY AND HONESTY
Community		
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 takes into consideration communities' interests.	CARING FOR THE COMMUNITY
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	CARING FOR THE COMMUNITY
B8.2	Resources contributed (e.g. money or time) to the focus areas.	CARING FOR THE COMMUNITY

