



TFG International Group Limited
富元國際集團有限公司

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 542)

2021

**ENVIRONMENTAL, SOCIAL AND
GOVERNANCE REPORT**

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Environmental, Social and Governance Report

ABOUT THE REPORT

This is the sixth Environmental, Social and Governance (“ESG”) report of TFG International Group Limited (the “Company”) (Stock code: 542) and its subsidiaries (collectively, the “Group”). This report reaffirms the Group’s commitment to sustainability, describes how it is addressing relevant material issues and presents its ESG management approach and performance during the year 2021.

This report is published in both Chinese and English. The English version shall prevail in case of any discrepancy between the two versions. For governance section, please refer to our 2021 Annual Report from p.25–p.40.

Reporting Guidelines

This ESG report is prepared in compliance with the ESG Reporting Guide under Appendix 27 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The reporting principles of materiality, quantitative, consistency and balance underpin the report’s preparation. The report indicates which data have been estimated, and the underlying assumptions and techniques used for the estimation, or where that information can be found. Also, any significant variation between reporting periods for individual material topics, topic boundaries, length of reporting period, or information covered in the report can be identified and explained.

Reporting Boundary

This report discloses ESG performance of all operations of the Company’s Hong Kong headquarter and business operations in China with revenue of approximately HKD7.7 million, which includes property development business in Hengqin and Chengdu, China, a new project in Doumen, China and hotel business (La Palazzo Hotel) in Maoming, China.

Feedback

Your feedback is valuable as it helps us improve the report further. Please feel free to contact us for any questions or comments at info@tfginternationalgroup.com.

Environmental, Social and Governance Report

BOARD STATEMENT

Engaging in property development projects and hotel business in mainland China, the Group is committed to operating in an environmentally and socially responsible manner to produce long-term value. To manage and evaluate ESG performance and related policies, we have implemented an effective governance framework. Environmental management, talent management, product quality and safety, and customer satisfaction are all overseen by the Board of Directors, which formulates ESG-related strategic directions. Material ESG components are managed by senior management, and various departments are responsible for ESG-related actions in the course of everyday operations.

The Group undertakes materiality assessment and internal discussion to determine the relative importance of different sustainability indicators. ESG-related risks that are relevant to the Group are identified and prioritized based on the likelihood of occurrence, followed by the Board's evaluation and approval, to manage risks to the business.

This report details the steps the Group has taken to address the risks and opportunities in property development and hotel business operations, which account for the bulk of sustainability impacts. The Board of Directors regularly reviews the progress of environmental objectives to ensure that the management policy effectively reduces the impact of the Company's operations on the environment. The Board of Directors of the Company confirms that it has reviewed and approved the report.

On behalf of the Board

Yang Lijun

Chairman

Hong Kong, 10 June 2022

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STAKEHOLDER ENGAGEMENT

Materiality

The Group applies the materiality principles to identify material topics after taking into consideration the interests and expectations of stakeholders, particularly those who specifically connect with the operation of the organisation.

Customers, employees, suppliers, government departments, local communities, and the general public of the Group, amongst the internal and external stakeholders, are affected by social and environmental implications of the operation of the Group. The Group uses a variety of communication methods to ensure that the interests and concerns of the stakeholders can be effectively addressed.

Stakeholder	Interests and concerns	Channels of communication
Customers	<ul style="list-style-type: none"> • Full compliance with regulations • Product and service quality • Ethical marketing 	<ul style="list-style-type: none"> • Customer satisfaction survey • Guest services counter in hotel • Service hotline
Shareholders	<ul style="list-style-type: none"> • Ready and timely access to corporate information 	<ul style="list-style-type: none"> • Timely release of corporate information
Employees	<ul style="list-style-type: none"> • Compensation and benefits • Occupational health and safety • Career development opportunities • Corporate culture and engagement 	<ul style="list-style-type: none"> • Training • Media platform • “Welcoming Ambassador” • Employee activities
Suppliers	<ul style="list-style-type: none"> • Long-term partnership • Ethical business practices • Supplier assessment criteria 	<ul style="list-style-type: none"> • In-person meeting • Supplier audit
Government	<ul style="list-style-type: none"> • Regulatory requirements • Environmental and safety compliance 	<ul style="list-style-type: none"> • Regulatory policies training • In-person meeting
Community and General public	<ul style="list-style-type: none"> • Community engagement initiatives 	<ul style="list-style-type: none"> • Volunteering and donation

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MANAGING OUR ENVIRONMENTAL IMPACT

The Group acknowledges that sustainable development is crucial for its long-term success and it is committed to operating its businesses in an environmentally responsible manner. The Hong Kong headquarter is an office-based operation, environmental impacts of which are relatively limited.

The Group's environmental impacts originate mainly from its property development and hotel businesses in mainland China. Operating rights of La Palazzo Hotel in Maoming, China have been sub-licensed but we manage its environmental performance with our integrated management system. Customers and employees are encouraged to adopt environment-friendly initiatives, while ensuring that operations of the Group are in strict compliance with relevant environmental laws and regulations¹.

Climate Change

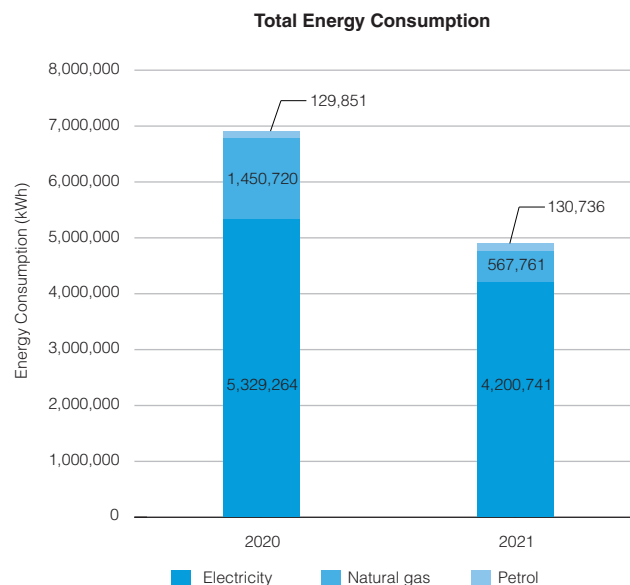
We are mindful of the possibility of climate change which influences on our activities. Extreme weather events such as typhoons and floods, for example, can affect our daily business operations. To assess the impact of climate change on the business, the Group has formulated a Climate Policy to manage the risks associated with climate change and has put climate change as one of the essential elements in enterprise risk management processes. To ensure availability of relevant information and resources to monitor the impact of climate change on its employees and business operations, the Group reviews the Climate Change Policy periodically.

Resources Consumption

Electricity, natural gas, petrol and water are the major resources consumed by the Group. During the year, our operations consumed 4,200,741.23 kWh of electricity, 52,501.59 cubic metres of natural gas and 14,766.93 litres of petrol.

Resource Type	2021	2020	Change
Electricity — Headquarter (kWh)	1,472	n/a	100%
Electricity — Hotel business segment (kWh)	3,990,000	5,120,000	-22%
Electricity — Property development segment (kWh)	209,269	209,264	0%
Natural gas (m ³)	52,502	134,150	-61%
Petrol (litres)	14,767	14,667	0.7%
Total energy consumption (kWh)	4,899,238	6,909,835	-29.1%
Energy intensity (kWh/HK\$'000)	630.2	309	103.9%

Total energy consumption of the Group was 4,899,238 kWh, with an intensity of 630.2 kWh per thousand HKD revenue. The energy consumption has decreased by 29.1% compared to the preceding year.

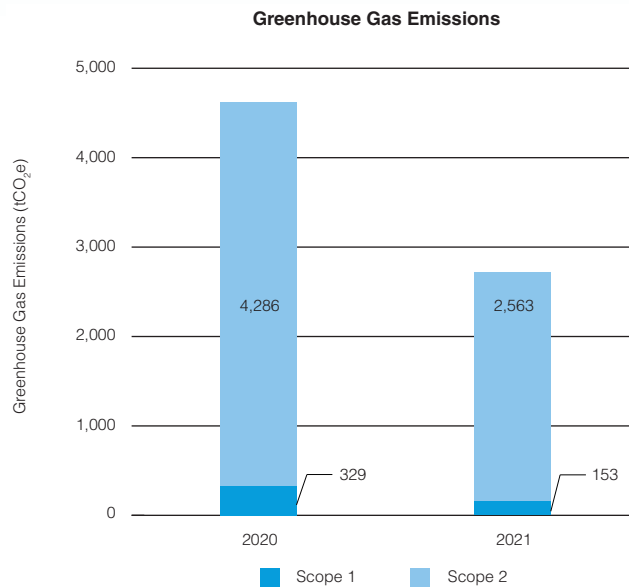


¹ List of applicable laws and regulations available in "Laws and Regulations".

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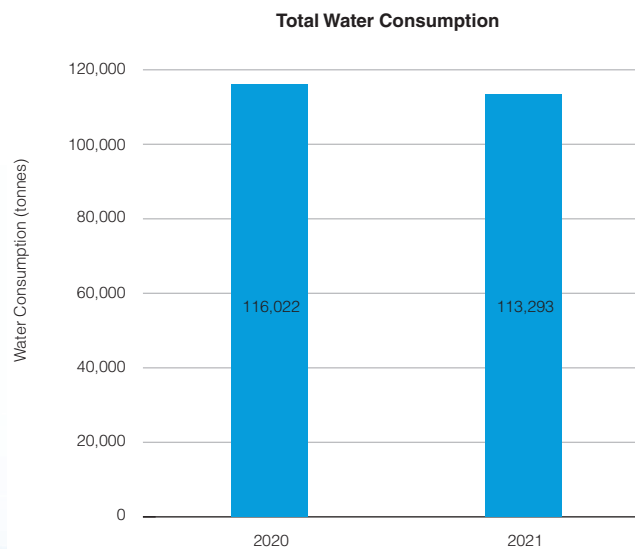
Carbon Emissions

In 2021, total greenhouse gas (“GHG”) emissions amounted to 2,715.39 tonnes of carbon dioxide equivalent (“tCO₂e”), of which 152.68 tCO₂e were direct emissions from vehicle fuel combustion (Scope 1), while 2,562.71 tCO₂e were indirect emissions from purchased electricity (Scope 2). During the year, purchased electricity consumption accounted for 94% of total GHG emissions.



Water Consumption

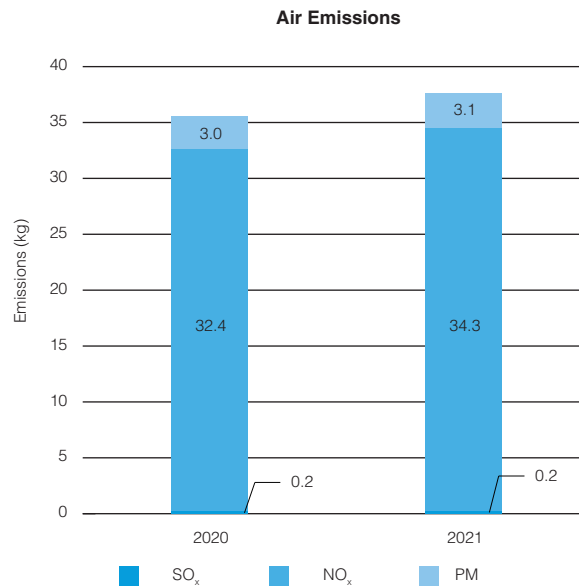
The Group has had no issue in sourcing water fit for the purpose. During the year, we consumed a total of 113,293 tonnes of municipal water, with an intensity of 14.57 tonnes per thousand HKD revenue.



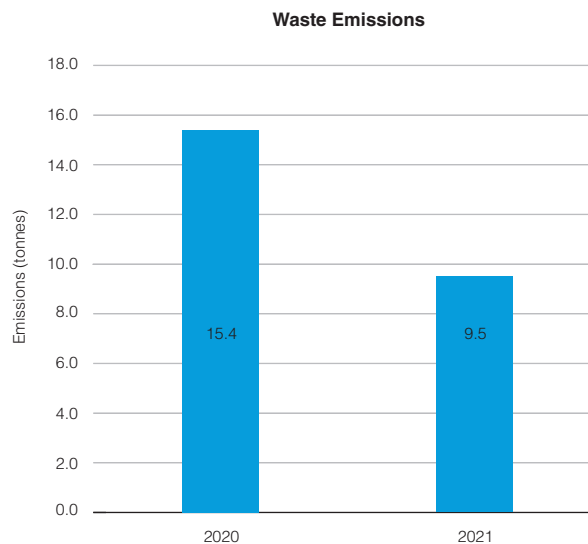
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Emissions and Waste Management

In 2021, operations of vehicles by the Group generated 0.2 kg of sulphur oxides (SO_x), 34.3 kg of nitrogen oxides (NO_x) and 3.1 kg of particulate matter (PM). Air emissions increased compared to the preceding year because of new property development projects. We insist that sprinklers and protective nets be used by contractors at construction sites to reduce spreading of dust from construction machinery and vehicles. To boost indoor air quality in its hotel, the Group has installed an air ventilation and treatment system. Cooking fumes are treated with water type exhaustion hood before being discharged at higher elevations.



Operations of the Group generated 0 tonnes of hazardous waste and 9.49 tonnes of non-hazardous waste, comprising food waste, domestic waste and 0.18 tonnes recycled waste. During the year, our operations did not generate any waste packaging materials.



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The Group places great emphasis on waste management because a considerable amount of waste is generated by its hotel operations. Authorised waste collectors and recycling agencies are responsible for daily handling of food waste and recyclable waste respectively. Meanwhile, the Municipal Hygiene Department collects other non-hazardous waste. Hazardous waste generated by the Group's property development projects is handled separately an authorised waste collector in order to avoid its mixing with non-hazardous waste.

To reduce the environmental impact of our activities, we have set the following targets:

KPI	Target(s)
A1.5 Emission Reduction	Full switch to electric vehicles by 2030
A1.6 Waste Reduction	Increase the proportion of third-party recycling of non-hazardous waste
A2.3 Energy Efficiency	Gradually move towards 100% electrical appliances with energy-saving labels
A2.4 Water Efficiency	The proportion of water-saving devices is gradually moving towards 100%

Promoting Green Measures

The Group endeavours to achieve environmental sustainability of its property development business. Green building elements are incorporated in projects by way of various green construction initiatives such as adopting water recirculating systems and energy saving lamps and flow restrictors at water taps. Natural lighting and ventilation are used for saving electricity and improving indoor air quality.

For better understanding of potential impacts brought by property development projects, environmental impact assessments are conducted before construction commencement. Green construction plans are proposed for reducing or eliminating the corresponding impacts during the construction phase. We continuously strive for reducing resource consumption with the use of energy-efficient systems and water-saving devices. The progress in resource conservation is monitored on a regular basis within construction sites.

In addition, we also pursue more sustainable operations in our hotel by establishing energy saving targets. The targets are embedded in annual employee performance appraisal to motivate them. To achieve our targets, we adopt environment-friendly initiatives in our hotel, such as recycling swimming pool water for sanitary use to conserve water resources.

To further reduce resource consumption, we continue to focus on implementing green elements in projects. The "air conditioning and hot water" energy saving project uses a solar system for heating water and a heat recovery system. Heat ventilated from the laundry is recycled for heating water while cold air cools the elevator room, shaft and bridge box to save air conditioning costs.

In addition to incorporating green building elements, we encourage employees to adopt energy-saving practices in operations. Aligning with the energy saving incentive and penalty scheme introduced by the government, each department of the Group is rewarded or penalised in accordance with energy saving performance. Training is provided to enhance employees' knowledge of energy conservation.

During the year, we were not aware of any non-compliance of laws and regulations that could have a significant impact on the Group relating to air and greenhouse gases emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.

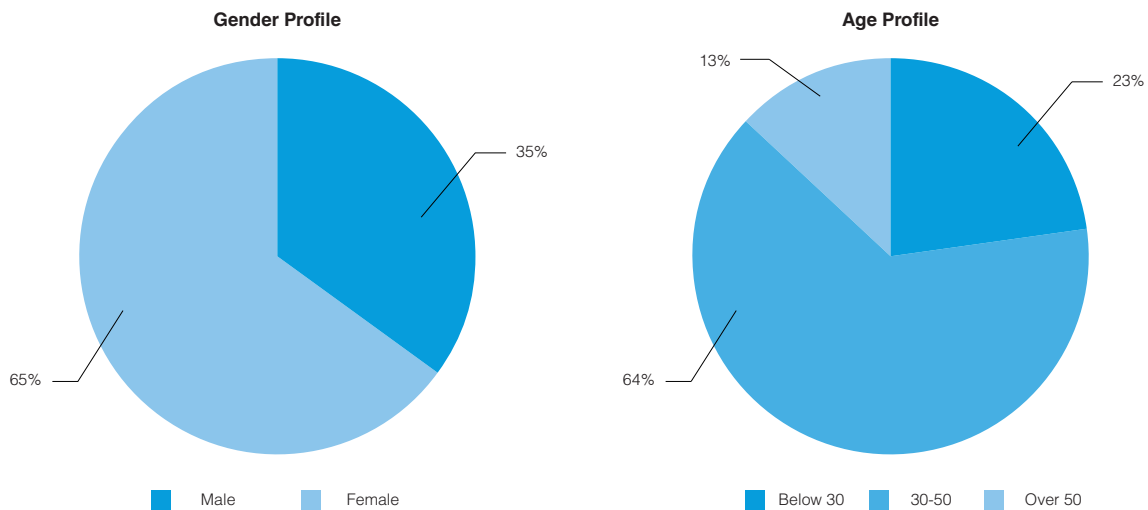
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OUR PEOPLE

The kind of human resources is regarded by the Group as the key to growth of its business. Therefore well designed and tested policies are followed in order to attract and retain talented workers, supervisors and managers. We remain committed to ensuring that all rights of all employees are protected and they receive their due benefits. For this we insist upon complying with all applicable labour laws and regulations² in Hong Kong as well as China.

Employee Composition

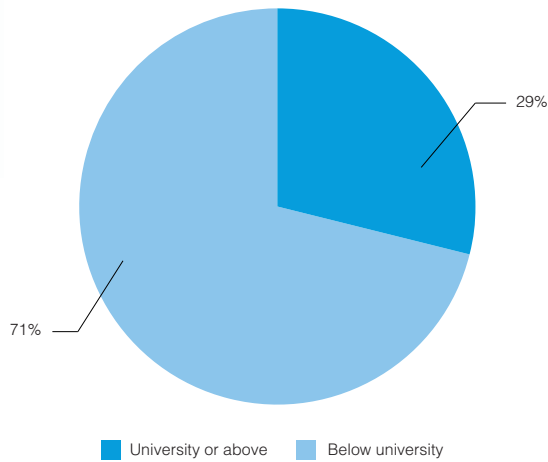
The Group employed a total of 282 employees as on 31 December 2021. Of these 10 were based in Hong Kong headquarter, 63 were in the property development business in mainland China and the hotel had 209 employees. Female employees account for 13 of every 20 employees and the majority were aged from 30 to 50. Around 29% of our employees have a university degree or higher educational qualifications.



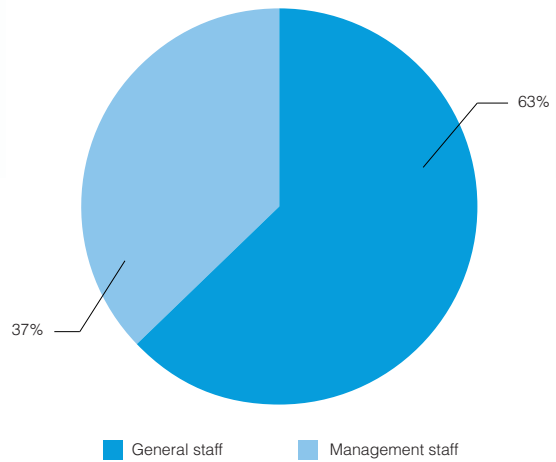
² List of applicable laws and regulations available in "Laws and Regulations".

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Educational Profile

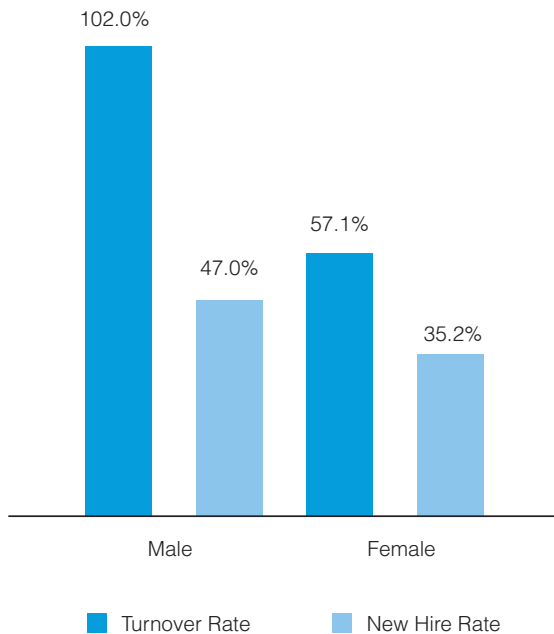


Professional Profile

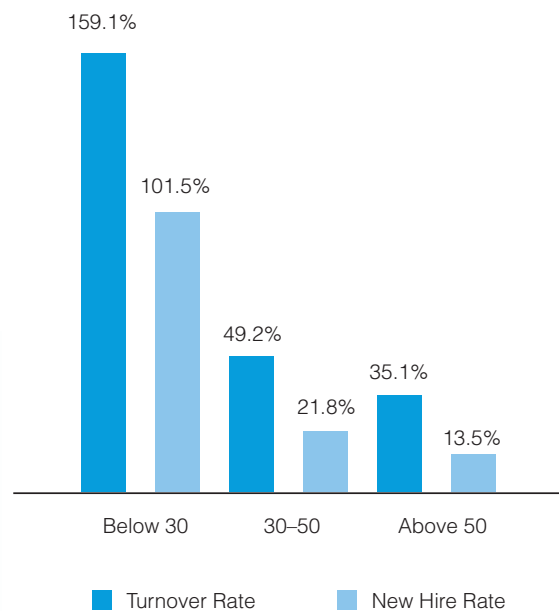


We experienced an overall employees turnover rate of 73.1% whereas the new hire rate was 39.4%. Profiles of turnover and new hire rates in terms of gender and age are as below.

Turnover and New Hire Rates (by Gender)



Turnover and New Hire Rates (by Age)



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The management has articulated an approach for addressing issues related to recruitment, dismissal and promotion, as provided in the Employee Handbook. Stringent checks are in place to ensure child labour is not employed. These include the requirement and verification of identity cards at the time of hiring, to ensure no individual below the legal working age is hired. There were no cases of use of child or forced labour during the year.

Employee Benefits and Rights

The Group invariably ensures that it pays remuneration packages to employees that are the same as or higher than the industry average. There is a Remuneration Committee which reviews every year remuneration paid to existing employees, taking into consideration individual performance as well as market conditions. Suitable rewards are given to individual employees that recognise performance. In case of employees performing special duties, night shift allowances are provided. Benefits offered to employees include discretionary bonus, stock options and post-retirement benefits.

Besides competitive and attractive remuneration, we also strive to help employees maintain a work-life balance by organising activities such as birthday parties and company sponsored tours. Those delivering outstanding performances are honoured by way of prizes and certificates. A Love and Care Fund has been operational since 2014 to help those facing financial difficulties because of special circumstances.

We recognise that individual employees can have specific grievances and have set up a mechanism to address such issues, as well as to help employees report any unethical acts. All communications received through this channel are handled by either supervisors or managers. During the year, there was no instance of non-compliance with laws and regulations³ related to human resources that could have had a significant impact on the Group.

Health and Safety

Providing a safe working environment to employees is viewed as an important responsibility and safety risks at different business units are managed diligently and efficiently, ensuring compliance with the relevant laws and regulations⁴.

COMBATING COVID-19

The COVID-19 pandemic has affected our operations too, like all others. We have adjusted our operations to ensure the safety of our employees and we follow all government ordered restraints related to the pandemic such as work premise closure and personnel movement restrictions.

We have proactively taken measures to address pandemic related risks and continue to cooperate with local government strategies by implementing policies like mandatory temperature screening and hand sanitisation for all employees entering work premises. Effective communication has been a focus for ensuring that employees are aware of the need for maintaining personal hygiene and following social distancing norms. Other safety measures such as the issue of precautionary notice responding to COVID-19 have also been adopted.

^{3 and 4} List of applicable laws and regulations available in "Laws and Regulations".

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MITIGATING SAFETY RISKS

One way to mitigate safety risks is to identify the sources of potential hazards and risks. We secure safety of our personnel by informing them in detail about all possible safety control measures and instructions about the use of protective equipment, such as helmets, high visibility clothing and safety harness.

Our hotel provides safety training to all employees, including those of contractors, to equip them for handling incidents of fire, electric shock, mechanical injury and other types of accidents that may happen at construction sites. Emergency drills are conducted regularly to ensure preparedness on part of all employees. During the year, the Group recorded 560 hours of safety training in total.

When a work-related injury takes place, the concerned department is informed immediately and we ensure that all employees receive the required treatment. Detailed reports of all such incidents are prepared within 12 hours for analysing the causes and identifying any possible steps that may help prevent recurrence. In the past three years, there were no work-related fatalities. During the year under report, the Group's management was not aware of any violation of relevant laws and regulations that could have had a significant impact.

Development and Training

The Group believes not only in hiring the best available talent but also providing adequate training to constantly enhance knowledge, skills and experience of its employees. Besides on-the-job training, operational training and cross-training programmes are also organised and where necessary we engage external professionals or educational institutions.

Training and Development Programmes in 2021



Induction Training

New employees are familiarised with our operations and working environment



On-The-Job Training

Employees receive on-the-job training with regard to their working duties



Cross-Training

Employees are sent to other departments or hotels to develop new skills



External Training

Management staff are subsidised to receive external visits and trainings

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Over the year, a total of 1,645 hours of training were recorded, with 41.1% of employees trained. The following is a breakdown of average training hours and percentage of trained employees by gender and function:

	Average Training Hours	Percentage of employees trained
By Gender		
Male	8	58%
Female	4.64	31.9%
By Function		
Management	6.54	34.6%
General Staff	5.42	44.9%

OUR OPERATION

Ensuring that its customers are satisfied with the quality of its products and services is important for the Group. We directly engage with customers continuously through diverse communication channels so that we get the right feedback about the degree of satisfaction of our customers. Timely engagement also enables us to address any complaints in a proper and prompt manner.

Quality Management

We believe customer satisfaction, which is the key to customer retention, is heavily dependent upon quality of goods and services we provide. For this purpose we have established a set of guidelines to be followed to ensure customer satisfaction, as well as compliance with relevant laws and regulations⁵.

Quality is important in real estate projects also and therefore we have set procedures that ensure product quality. Quality of construction materials and equipment used is strictly maintained by proper checking before they are put to use. Where necessary we commission third-party inspections of construction materials and equipment and require the suppliers to provide quality certification documents.

In hotel business food safety and hygiene are matters of primary concern. We have to ensure that non-edible cooking media and restrictive additives are not used. We ensure this by maintaining meticulous records of sources from which we procure these materials. Also, hygiene is maintained by use of professional cleaning tools and equipment.

Since physical safety of hotel guests too is a concern, including cases where a guest may need medical assistance, a close-circuit TV monitoring system has been installed that translates into 24-hour support from the hotel staff. Training is provided on a regular basis to staff, to ensure our people are able to handle natural disasters, fire, sabotage, theft and other incidents of an emergency nature. The Employee Handbook lists the standard procedures that the staff should follow when handling emergencies.

During the year, the Group was not aware of any incidents of non-compliance with laws and regulations⁶ that can have a significant impact in respect of health and safety, advertising, labelling and privacy concerns of hotel customers.

^{5 and 6} List of applicable laws and regulations available in "Laws and Regulations".

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Supply Chain Management

A smooth running supply chain with reliable members at each stage, including delivery of quality commodities and services is necessary for maintaining high quality standards at the consumer end. The Group therefore maintains a close and stable relationship with its business partners. In the year 2021, we had 22 suppliers for the hotel business and 208 for our property development business in China.

As stated earlier, suppliers of construction materials are required to provide quality certificates. In addition we perform random inspections to evaluate the performance of our contractors. Whenever we face any problems we discuss things with our business partners and take appropriate follow-up actions if any instances of violation of norms comes to notice. In some cases, suppliers are issued warnings and in some cases we even blacklist the erring suppliers.

All suppliers are assessed comprehensively before we enter into a relationship and after commencement of supplies of goods and services we maintain records to control product quality and safety. We have a list of criteria, including but not limited to price and quality, to evaluate suppliers. Their business operation licenses and qualifications are also checked and verified from time to time. Customer feedback is considered an important way of assessing quality of inputs used and for this purpose we interact with customers on an ongoing basis.

Privacy Protection

As big data is becoming bigger every day, importance of maintaining customer privacy is growing. We ensure that personal information of our customers is used and stored in full compliance with the relevant laws and regulations⁷.

In hotel business, heads of each department and Personnel Administration Officer are responsible for ensuring security of the growing mass of data we have, in order to protect privacy of our customers. All information is graded for deciding the level of confidentiality and for allowing access to officers at different levels of management hierarchy. All customer information is classified as “confidential”. Our Security Department strictly monitors information safety management.

We also have confidentiality agreements with employees that make them liable for protecting information from unauthorised access and misuse. Information that needs to remain confidential includes designs, banners, billboards, newspaper advertisements, new dishes and recipes for food and beverages and other internal plans of our hotel.

⁷ List of applicable laws and regulations available in “Laws and Regulations”.

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Anti-corruption

For maintaining high standards in quality and customer satisfaction, it is necessary for the Group to have a policy of zero tolerance to corruption, blackmail, fraud and money laundering. The Code of Conduct states the relevant guidelines quite clearly, besides spelling out the consequences of any violations. We have in place appropriate and functional channels for reporting any grievance or reporting suspected cases of corruption.

The Group has conducted various anti-corruption training for our workers throughout the year to help them appreciate the value of honesty and integrity. The Group's senior management has participated in online webinars or courses relating to anti-corruption, and relevant resources, such as books and magazines, have been provided to the Board of Directors. We believe that by providing such guidelines to directors and employees, the risk of corruption in the organization can be reduced.

During the year, we were not aware of any non-compliance with laws and regulations⁸ that could have a significant impact on the Group relating to bribery, extortion, fraud and money laundering.

COMMUNITY CARE

The Group recognises its responsibility towards welfare of communities at places where it operates. It strives to behave in a socially responsible manner and as a good corporate citizen. For this we proactively initiate and participate in diversified community services and encourage our employees to participate in social welfare events. We have been holding events such as blood donation and cooperate with colleges and universities, often supporting students needing help. During the year a total sum of RMB58,400 was donated to support local development and events. Moving ahead, we intend to continue to explore opportunities for contributing more to the local community.

⁸ List of applicable laws and regulations available in "Laws and Regulations".

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LAWS AND REGULATIONS

The Group has designed and implemented policies for addressing each material issue related to ESG and ensures compliance with all applicable laws and regulations. The list of applicable laws and regulations is as follows:

Aspect	Applicable Laws and Regulations	Section/Remarks
Environmental Management	<ul style="list-style-type: none"> • Law of the People's Republic of China on Conserving Energy • Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution • Regulations of Guangdong Province on Conserving Energy in China • Energy Consumption Limits of Hotels and Shopping Malls in Guangdong Province (Trial) in China • Catering Industry Fume Emissions Standards in China • Integrated Wastewater Discharge Standards in China 	MANAGING OUR ENVIRONMENTAL IMPACT
Labour Standards	<ul style="list-style-type: none"> • Employment Ordinance in Hong Kong • Labour Law of the People's Republic of China • Labour Contract Law of the People's Republic of China • Law of People's Republic of China on Protection of Disabled Persons • Provisions on the Prohibition of Using Child Labour in China 	OUR PEOPLE
Workplace Health and Safety	<ul style="list-style-type: none"> • Production Safety Law of the People's Republic of China • Law on Prevention of Occupational Disease of the People's Republic of China 	Health and Safety
Food Safety	<ul style="list-style-type: none"> • Food Safety Law of the People's Republic of China • Measures for the Supervision and Administration of Food Safety in Catering Services in China • Standard Requirements for Catering Service Industry in China • Food Safety Regulations in Guangdong Province in China • Publicity Requirements on Food Additives Use in China 	Quality Management
Anti-corruption	<ul style="list-style-type: none"> • Prevention of Bribery Ordinance in Hong Kong • Criminal Law of the People's Republic of China • Anti-Unfair Competition Law of the People's Republic of China 	Anti-corruption

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PERFORMANCE DATA SUMMARY

		2021	2020
Workforce Demographics	Total Headcount	282	373
	By Geographical Distribution		
	Hong Kong (Headquarters)	10	15
	Mainland China — Property development segment	63	78
	Mainland China — Hotel segment	209	280
	By Age Group		
	<31	66	105
	31–50	179	223
	>50	37	45
	By Gender		
	Male	100	148
	Female	182	225
	By Education		
	University or above	83	91
	Below university	199	282
By Functional Category			
General staff	178	262	
Management staff	104	111	
TOTAL	282	373	
Health and Safety	Occupational Health and Safety Performance		
	Number of accidents	0	0
	Lost person days due to work-related injuries	0	0
	Work-related fatalities	0	0
	Safety Training		
Total person-times	454	4,470	
Total hours	560	2,797	
Environment	Total Resources Consumption (kWh)	4,899,238	6,909,835
	Electricity (kWh)	4,200,741	5,329,264
	Natural gas (m ³)	52,502	134,150
	Petrol (litres)	14,767	14,667
	Municipal water (tonnes)	113,293	116,022
	Greenhouse Gases Emissions		
	Total GHG emissions (tCO ₂ e)	2,716	4,615
	Scope 1 (tCO ₂ e)	153	329
	Scope 2 (tCO ₂ e)	2,563	4,286
	Air Emissions⁹		
	Sulphur oxides (SO _x) (kg)	0.2	0.2
	Nitrogen oxides (NO _x) (kg)	34.3	32.4
	Particulate matters (PM) (kg)	3.1	3.0
	Waste		
	Hazardous waste (tonnes)	—	—
Non-hazardous waste (tonnes)	9.5	15.4	

⁹ Air emissions are calculated based on fuel consumption of company vehicles.

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ESG CONTENT INDEX

KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks	
A. Environmental			
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.	MANAGING OUR ENVIRONMENTAL IMPACT	
	KPI A1.1	The types of emissions and respective emissions data.	Emissions and Waste Management
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Carbon Emissions
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions and Waste Management
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Emissions and Waste Management
	KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Emissions and Waste Management
	KPI 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.	Emissions and Waste Management
Aspect A2: Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Promoting Green Measures	
	KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Resources Consumption
	KPI A2.2	Water consumption in total and intensity.	Water Consumption
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Promoting Green Measures
	KPI 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 Consumption; Promoting Green Measures
	KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Emissions and Waste Management

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KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect A3: The Environment and Natural Resources	General Disclosure Policies for minimizing the issuers' significant impact on the environment and natural resources.	MANAGING OUR ENVIRONMENTAL IMPACT
	KPI A3.1 Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Promoting Green Measures
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
	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.	Climate Change
B. Social		
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 related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	OUR PEOPLE; Employee Benefits and Rights
	KPI B1.1 Total workforce by gender, employment type, age group and geographical region.	Employee Composition
	KPI B1.2 Employee turnover rate by gender, age group and geographical region.	Employee Composition
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
	KPI B2.2 Lost person days due to work injury.	Performance Data Summary
	KPI B2.3 Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety

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KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks
Aspect B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
	KPI B3.1 The percentage of employees trained by gender and employee category.	Development and Training
	KPI B3.2 The average training hours completed per employee by gender and employee category.	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 or forced labour.	Our People
	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Employee Composition
	KPI B4.2 Description of steps taken to eliminate such practices when discovered.	Employee Composition
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
	KPI 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
	KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
	KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

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KPIs	HKEX ESG Reporting Guide Requirements	Section/Remarks	
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.	Our Operations	
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	N/A
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	N/A
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Privacy Protection
	KPI B6.4	Description of quality assurance process and product recall procedures.	Quality Management
	KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Privacy Protection
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.	Anti-corruption	
	KPI B7.1	Number of concluded legal cases regarding charges of corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
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.	COMMUNITY CARE	
	KPI B8.1	Focus areas of contribution.	COMMUNITY CARE
	KPI B8.2	Resources contributed to the focus area.	COMMUNITY CARE