



Lerado Financial Group Company Limited

(Incorporated in Bermuda with limited liability)
Stock Code : 1225



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2021

Environmental, Social and Governance Report

CONTENTS

About the Group	2
About this Report	2
ESG Governance	4
Environmental Aspects	4
Emissions	4
Use of Resources	6
The Environment and Natural Resources	8
Climate Change	8
Social Aspect	9
Employment and Labour Practices	9
Employment	9
Health and Safety	11
Development and Training	12
Labour Standards	13
Operating Practices and Social Investment	13
Supply Chain Management	13
Product Responsibility	13
Anti-corruption	14
Community Investment	14
Summary of Key Performance Indicators	15

Environmental, Social and Governance Report

ABOUT THE GROUP

Lerado Financial Group Company Limited (the “Company”, together with its subsidiaries, the “Group”) is an investment holding company. The Group is principally engaged in providing financial services including securities broking, margin financing and money lending etc., as well as manufacturing and distributing children plastic toys and medical care products like mobility aid and other medical equipment.

ABOUT THIS REPORT

The Group is pleased to present its Environmental, Social and Governance (“ESG”) Report (the “Report”) in 2021. The Report provides an annual update of sustainability performance in respect of the material businesses and operations of the Company and its subsidiaries. It has been updated to reflect the interest of various stakeholders.

The Report details the ESG performances of the Group for the financial year, from 1 January 2021 to 31 December 2021 (the “Reporting Period” or “2021”). The Company applies the concept of materiality in the planning and development of the Report. Unless otherwise indicated, the Report covers the Company’s principal businesses in financial services, including securities broking, margin financing and money lending, etc. Since there was relocation of offices in 2021, the scope of the Report is changed as follows.

Period	Office Address	Floor Area
15 Feb 2016 – 31 Dec 2020	21 & 22/F, The Wellington, 184-198 Wellington Street, Central	8,352 sq. feet
1 Jan 2021 – 30 Sep 2021	20/F, Skyway Centre, 23-25 Queen's Road West, Sheung Wan	1,615 sq. feet
1 Oct 2021 – Now	Flat F & G, 4/F, Golden Sun Centre, 59-67 Bonham Strand West, Sheung Wan	1,000 sq. feet

Reporting Principles

The preparation and presentation of related information in this Report are in accordance with Appendix 27 of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). The Company has prepared this Report to meet the “Comply or Explain” provisions, of which mandatory Key Performance Indicators (KPIs) and some recommended KPIs are disclosed. As such, the Company has been able to produce a balanced report, focusing on the key material issues.

Environmental, Social and Governance Report

According to the guideline, the following principles are underpinned:

1. **Materiality:** Environmental, social and governance issues that have major impacts on investors and other stakeholders must be set out in this Report.
2. **Quantitative:** If the key performance indicators (KPIs) have been established, they must be measurable and applicable to valid comparisons under appropriate conditions. They must also be able to describe the purpose and impacts of quantitative information.
3. **Balance:** This Report must provide an unbiased picture of the environmental, social, and governance performance of the Company. It should avoid selecting, omitting, or presenting formats that may inappropriately influence a decision or judgement by the reader.
4. **Consistency:** This Report should use consistent statistical methodologies to allow meaningful comparisons of related data over time. Any changes to the methods used must be specified in the Report.

Feedback

Shareholders may send their enquiries and concerns to the Board of Directors (the “Board”) by addressing them to the principal place of business of the Company in Hong Kong:

Telephone number: (852) 3700 9600

Address: Flat F & G, 4/F, Golden Sun Centre, 59-67 Bonham Strand West, Sheung Wan, Hong Kong

Addressee: Investment Relationship Department

E-mail address: public@lerado.com.hk

Environmental, Social and Governance Report

ESG GOVERNANCE

The Board is committed to contributing to the sustainable development of the society and environment. Along with the commitment, the Board is responsible for evaluating and determining the risks in relation to the ESG areas at the Company level. Through adjusting and defining risks, the Board is enabled to formulate a clear vision, key strategies and monitoring management plan to ensure the proper ESG reporting measures and systems are in place.

The Company's ESG philosophy is to create long-term value for its stakeholders that aligns with the growth and sustainability of its business and the environment it is in. The Company aspires to be a responsible corporate citizen and believes that transparency and accountability are important foundations for building trust with its stakeholders.

Therefore, the Board is committed to contributing to the sustainable development of the society and environment. Along with the commitment, the Board is responsible for evaluating and determining the risks in relation to ESG areas at the Company level. Through adjusting and defining risks, the Board is able to formulate a clear vision and key strategies and monitor management to ensure the proper ESG reporting measures and systems are in place.

The Company has identified five ESG issues as "relevant" and "material" – employment, health and safety, development and training, anti-corruption and the efficient use of energy. These ESG issues are considered to have a significant impact on the operations of our business and will be the focus of this Report.

ENVIRONMENTAL ASPECTS

The Company understands that climate change is one of the greatest concerns of the world and governments. Therefore, the Company reviews the environmental factors related to business operations to develop effective energy and water conservation measures and reduce waste generation. The Company actively responds to the global trend of emission reduction and devotes resources to reducing the impact of daily operations on the environment.

EMISSIONS

As the Company is principally engaged in the provision of financial services, they do not emit significant discharges, for instance, nitrogen oxides, sulphur oxides and respiratory suspended particles into water, land and air. In addition, the Company does not produce a significant volume of hazardous and non-hazardous waste from businesses.

The Company's environmental impacts stem mainly from the energy usage associated with the office operation. The Company impacts the environment through its use of paper and non-hazardous waste generation. The Company places energy reduction and waste recycling as a few of its main key environmental strategies.

The Company was not aware of any incidents of non-compliance with laws and regulations that have a significant impact concerning air and greenhouse gas emissions, discharges into water or land, nor generation of hazardous and non-hazardous waste during the Reporting Period.

Environmental, Social and Governance Report

Air and Greenhouse Gas Emissions

The major source of air and greenhouse gas emissions by the Company is energy consumption in regard to the purchased electricity used in office operations. The greenhouse gas emissions by the Company are mainly generated by the indirect emissions from the purchased electricity (Scope 2 emissions) and the paper waste disposed at landfills and water and sewage processing (Scope 3 emissions).

The electricity consumption of the Skyway Centre was included in the management fee and therefore the figures were not available for the calculation of the greenhouse gas emission. The energy usage in the Golden Sun Centre contributed to the Scope 2 emissions. Also, the floor area of the office reduced from 8,352 sq. feet in The Wellington to 1,000 sq. feet in Golden Sun Centre. Therefore, the greenhouse gas emissions in 2021 may not be able to show the full picture of the greenhouse gas emissions of the Company.

The total greenhouse gas emission generated by the Company during the Reporting Period was 7.7 tonnes of carbon dioxide equivalent (CO₂-e) (2020: 36.0 tonnes CO₂-e), with an intensity of 1.5 tonnes CO₂-e per employee (2020: 4.5 tonnes CO₂-e), comprising the electricity consumption.

Greenhouse gas emissions	2021	2020	Unit
Scope 1 emissions	-	-	tonnes CO ₂ -e
Scope 2 emissions	3.7	36.0	tonnes CO ₂ -e
Scope 3 emissions	4.0	-	tonnes CO ₂ -e
Total greenhouse gas emissions	7.7	36.0	tonnes CO ₂ -e
Intensity (by employee)	1.5	4.5	tonnes CO ₂ -e/employee

The Company proactively takes effective measures to reduce emissions of greenhouse gas and exhaust gas. In terms of reducing business travel, the Company encourages employees to use long-distance face-to-face meetings through telephone or video conferences, so as to reduce carbon emissions from air transportation. The Company also encourages employees to travel by public transport to reduce exhaust gas and greenhouse gas emissions from private cars.

Environmental, Social and Governance Report

Waste Management

The Company upholds the principles of waste management and is committed to reducing the impact of waste from business activities on the environment. Due to the business nature, the generation of hazardous and non-hazardous waste is not material to us and thus its related information is not disclosed in this Report.

The Company advocates the culture of “Use Less; Waste Less” by promoting the effective use of resources in daily operations to reduce waste generation. The following initiatives are adopted:

- Converting to a paperless office by storing files and documents online;
- Distribute promotions, monthly reports and other information through telecommunication channels to reduce the use of paper;
- Place various paper recycling boxes in the office areas;
- Encourage employees to reuse paper and printing in double-side;
- Designate recycling sports for recyclable waste, such as waste paper;
- Prohibit the use of disposable tableware and containers, and
- Co-operate with property management companies and service providers to recycle glass, aluminium pots, and ink cartridges.

Office relocations typically generate large amounts of waste. When we planned the move of our headquarters to new office, the Group put effort to minimise impacts on the environment during relocation. We reuse a substantial amount of the office furniture and lighting in our new premises to reduce wastage.

USE OF RESOURCES

The Company is committed to implementing environmental policy to reduce the use and make good use of resources, including saving energy and reducing waste. Through promoting environmental and operating efficiency, the Company and its employees work together to reduce the environmental impact of the Group’s business. To pursue the environmental commitment, the Company has implemented multiple measures in enhancing energy efficiency, reducing water consumption, encouraging the replacement of business travels with video conferences, and driving behavioural changes of employees. In hopes of minimizing the use of paper, scanning of the documents are adopted to reduce the needs of photocopying. Thus, the implementation of the paper saving measures reduces 15% of the paper consumption.

Given the Company is principally engaged in financial investment, the operation does not involve a significant amount of packaging materials for finished products. Nevertheless, for other resources consumed from the business activities, the Company upholds the principle of resources management and is committed to the proper use of all resources. Details of energy and water consumption and reduction methods will be discussed in the following sessions.

Environmental, Social and Governance Report

Energy Consumption

The Company's electricity consumption mainly stemmed from office operations. During the Reporting Period, the total electricity consumption was 5,273.0 kilowatt-hours (2020: 44,973 kWh) with an intensity of 1,054.6 kilowatt-hours per employee (2020: 5,622 kWh per employee).

The electricity consumption of the Skyway Centre was included in the management fee and therefore the figures were not available for the calculation of energy consumption. The statistic in 2021 only included the electricity consumption in Golden Sun Centre from 1 October to 31 Dec 2021. Also, the floor area of the office was reduced from 8,352 sq. feet in The Wellington to 1,000 sq. feet in Golden Sun Centre. Therefore, the energy consumption in 2021 and 2020 cannot be compared directly. A more consistent approach will be adopted to allow comparison in the future.

The Company strives to conserve energy by setting a target to achieve a 15% reduction in energy consumption by 2025, using 2020 as the baseline year.

Aspect	Reduction Target	Baseline Year	Baseline Data	Status
Energy	Reduce 15% of the energy intensity by 2025	2020	5,622 kWh per employee	In progress

In order to reduce the use of electricity, the Company has adopted various initiatives in its operations as follows:

- give priority to products with high energy efficiency;
- replace traditional lamps with LED lights for energy saving;
- raise the target temperature for the air-conditioning system from 20°C to 25°C;
- increase equipment's operating efficiency through regular cleaning and maintenance;
- formulate codes to ensure reasonable use of the air-conditioning, lighting system and office equipment;
- avoid excessive lighting by following the principle of daylight illumination and classifying light areas according to actual operation;
- adjust office equipment to auto standby/sleep mode if not in use; and
- assign dedicated personnel to conduct regular energy-saving inspections.

Direct and indirect energy consumption by type	2021	2020	Unit
Direct energy consumption	-	-	GJ
Indirect energy consumption	5,273.0	44,973	kWh
Total energy consumption	5,273.0	44,973	kWh-e
Intensity (by employee)	1,054.6	5,622	kWh-e/employee

Environmental, Social and Governance Report

Water Consumption

The Company understands the importance of precious water sources to the earth and the environment. Due to the Company's business nature, the use of water is not material to our operations.

Water consumption in total and intensity	2021	2020	Unit
Total water consumption	1.2	–	m ³
Intensity (by employee)	0.24	–	m ³ /employee

The Company actively promotes water-saving practices and encourages the staff to save water and use water efficiently. For instance, the Company has posted water-saving slogans in conspicuous places and assigned dedicated personnel to regularly examine tap dripping or leaking and repairment.

THE ENVIRONMENT AND NATURAL RESOURCES

Given the Company's business nature and activities, the impact of the Company on the environment and natural resources is limited. Consumption of energy mainly stemmed from the general use of electricity in the office. During the Reporting Period, the Company stipulated a number of measures to reduce the use of resources and disposal of waste (see the section headed "Use of Resources" above).

Although the Company's business model does not involve any high energy consumption activities, the Company is still committed to maintaining a balance between industry and the ecological environment, and pursues long-term sustainable development. While reviewing the business strategy and planning for future industrial development, the Company would take into account the importance of protecting the environment and cherishing natural resources. The Company will also promote the overall awareness of environmental protection and the awareness of customers and supply chains through education, training and awareness advocacy, thereby shouldering the corporate social responsibility.

In addition, the Company will continue to assess the environmental risks of the business, review the environmental practices and adopt preventive measures as necessary to reduce the risks and ensure compliance with relevant laws and regulations that applies to the Company's emissions and the use of resources.

CLIMATE CHANGE

The world is currently encountering the challenge of climate change. The Company is highly concerned about climate-related issues and their potential impacts to the business operation. The Company is also committed to reducing its greenhouse gas emissions. Since the major business nature of the Company is providing financial services in Hong Kong, no climate-related risks were identified with significant impacts to the operation.

Still, the Company realizes that emergency measures and risk management plans should be prepared as there are still acute physical risks affecting Hong Kong. The increased frequency and severity of extreme weather, such as typhoons, storms and heavy rains, can disrupt business operations by damaging the power grid and communication infrastructures, hampering and injuring our employees during their work or commuting, leading to reduced capacity and decreased in productivity. In response, the Company will carry out specific precautionary measures and review existing emergency plans for extreme weather.

Environmental, Social and Governance Report

SOCIAL ASPECT

Employment and Labour Practices

Employment

The Company's business is built on the efforts of its employees. Therefore, the Company strives to create a safe and healthy, fair and just, non-discriminatory working environment, enabling employees to achieve their full potential. The Company is also committed to maintaining harmonious labour relations and pooling the wisdom of the employees to promote the long-term and sustainable development of the Company's industries.

During the Reporting Period, the Company has an aggregate of 5 employees (2020: 8). In order to cooperate with the continuously growing business scale, the Company acquires talents from different countries and backgrounds to join the local team.

The table below demonstrates the breakdown of employees during the Reporting Period by gender, age group, type of employment and employee category in 2021:

Breakdown of Employees by Category		Percentage of Total (%) 2021
By gender	Female	40%
	Male	60%
By employment type	Full-time	100%
	Part-time	0%
By function	Executive	60%
	Administrative	40%
By age group	Under 25 years old	0%
	25-34 years old	40%
	35-44 years old	0%
	45-54 years old	60%
	55 years old or above	0%
By level	Senior management	40%
	Middle management	20%
	Supervisor	20%
	General employee	20%
By geographical region	Hong Kong	100%

Environmental, Social and Governance Report

Employee Welfare

The Company attaches great importance to talents, adheres to the philosophy of being people-oriented, and abides by the personnel management principles of fairness, openness and justness. In order to attract and retain excellent talents, the Company provides employees with lawful and reasonable remuneration, for instance, basic salary, various allowances and bonuses.

The Company reviews the employees' remuneration on an annual basis through performance assessment. The salary adjustment shall be decided by the remuneration committee after considering the contribution, experience and ability of the employees, in addition to the business performance and operation status of the Company and other market statistics. The Company also applies for the Mandatory Provident Fund Plan for all eligible employees in Hong Kong.

Equal Opportunity and Harmonious Pluralism

The Company actively promotes fair competition to ensure no discrimination or dismissal of employees based on race, gender, age, marital status or religion. In view of this, the Company has formulated internal policies to regulate the Company's principles of equal opportunity, diversity and anti-discrimination. The equality principles of the Company include recruitment, training, promotion, transfer and benefit, etc., regardless of gender, religion, pregnancy, family status, marital status, race and disability. In selecting suitable applicants for a job, all employees are treated fairly. Selection criteria are built on their qualifications, abilities and experience. Similarly, the Company shall only dismiss its employees on reasonable grounds and shall compensate them with legal remuneration.

Working Hours and Rest Periods

The Company attaches great importance to the physical and psychological health of the employees. Acknowledging a good work-life balance can improve employees' work performance, the Company regularly organizes entertainment activities, for instance, birthday parties and Spring Banquets.

To further achieve work-life balance, employees are provided with flexible working hours. In addition to the legal holidays, the Company also provides employees with extra annual leave, sick leave, marriage leave, and bereavement leave. In addition, the Company provides medical, accident and life insurance for employees, of which they are entitled to medical services at a relatively low cost. If any employee, unfortunately, suffers any work accident that results in accidental death, permanent incapacity or serious injury, he and his family shall receive financial aid.

Environmental, Social and Governance Report

In Hong Kong, the Group complied with the Labour Law of Hong Kong and relevant employment laws and regulations throughout the Reporting Period, including the Mandatory Provident Fund Schemes Ordinance (Chapter 485 of the Laws of Hong Kong) by participating in the Mandatory Provident Fund retirement benefit scheme for our eligible employees, Minimum Wage Ordinance (Chapter 608 of the Laws of Hong Kong), Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and Employees' Compensation Ordinance (Chapter 282 of the Laws of Hong Kong).

During the Reporting Period, the Group was not aware of any material non-compliance with laws and regulations in the employment and labour process, such as recruitment, dismissal, promotion and remuneration of employees, regardless of where the Company operates. The legitimate rights and interests of employees are protected in accordance with laws and regulations.

Health And Safety

For the Company, employees with good health are the guarantee of productivity. To provide a healthy and safe working environment for employees, the Company complies with the laws, regulations and standards of the state on safe production, laying a foundation for safe operation. Furthermore, the Company has conducted practical safety management to effectively eliminate potential safety risks.

As the principal businesses of the Company relate to the financial sector, it does not involve substantial safety hazards within the workplace. However, the Company has spared no effort to advocate occupational health and safety. For instance, ensuring sufficient lighting and air circulation in the workplace, regularly cleaning water dispensers, carpets and air conditioners, as well as exterminating insects in the workplace. The Company also forbids employees and visitors from smoking within the office environment.

The Company conducts risk management and implements emergency plans and preparation. Exit roadmaps are placed within the workplace while proper fire-fighting apparatuses are appropriately installed. The Company also ensures that the fire escape route is unimpeded and has prepared necessary first-aid kits in accordance with the law.

The Company encourages employees to report any potential health and safety risks in their work. Various sharing sessions are also organized to strengthen employees' safety knowledge and awareness.

The Company did not identify any casualties and accidents that resulted in death or serious physical injury during the past three years, nor did the Company identify any material non-compliance with the laws and regulations in relation to workplace health and safety, such as the Occupational Safety and Health Ordinance, during the Reporting Period.

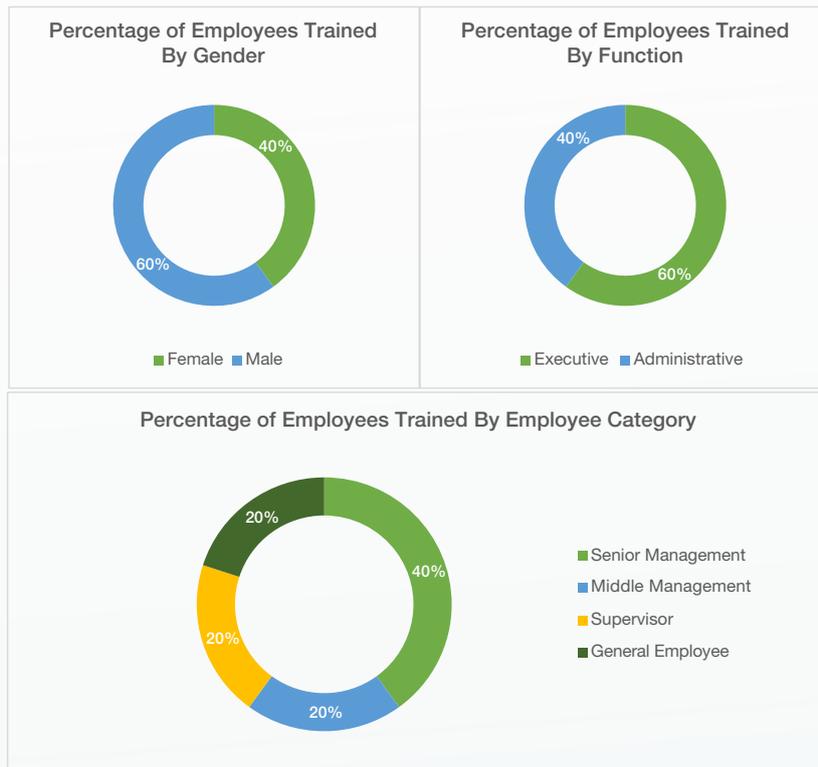
Environmental, Social and Governance Report

Development And Training

To support employees to leverage their talents and develop their skills and competencies, the Company provides development programs that focus on broadening professional knowledge, technical skills and enhancing productivity.

As such, the Company offers employees opportunities to develop their knowledge and skills. Not only those employees who are involved in the financial business should receive the enterprise training and anti-money laundering training provided by the Company, but employees may also attend industry conferences to receive the latest market information. It is believed that through these opportunities, the employees' knowledge and capability can be enriched thus providing a better service to the clients.

During the Reporting Period, employees received a total of 10 training hours (2020: 20 training hours) distributed in all employee categories. 100% of the employees were trained and the average training hour was 2 hours per employee, regardless the gender, function and employee category. Training rates during the Reporting Period by gender, function and employee category are as follows:



Environmental, Social and Governance Report

Labour Standards

During the Reporting Period, the Company fully complies with laws and regulations related to the prevention of child labour and forced labour. The Company has a strict recruitment policy, of which only applicants aged 18 or above are employed. In addition, the Company is committed to zero forced work and guarantees that every employee shall voluntarily engage in their work.

There were no significant non-compliance cases noted in relation to labour standards laws and regulations during the Reporting Period.

Operating Practices and Social Investment

Supply Chain Management

The Company believes that building a sustainable supply chain can create positive values for the clients, employees, suppliers, service providers and communities. The Company applies the principles of openness, fairness and transparency to selected suitable underwriters and placing agencies that are in line with the established procedures are selected. Precise considerations are imposed on the selection process. For instance, appraising their institution background, history, achievements, performance, and all these procedures must comply with the Securities and Futures Ordinance. The Company regularly monitors its partner's service qualities and conducts an annual appraisal to ensure that they are meeting the Company's requirements as well as seeking improvement. Since the major business nature of the Company is investment-oriented, the Company did not have major supplier during the Reporting Period.

Product Responsibility

The Company strictly abides by the Securities and Futures Ordinance and requires all employees to conduct the relevant business operations in accordance with the Company's "Operation and Compliance Manual of Securities Industry". Only licensed employees are allowed to provide particular financial services. In addition, the Company is committed to ensuring the information provided to clients is reliable without any misleading elements.

During the Reporting Period, there were no incidents of non-compliance with laws and regulations concerning breaches of customer privacy and loss of data.

Environmental, Social and Governance Report

Anti-Corruption

The Company advocates business integrity and fair competition and requires its employees to observe the code of professional ethics at all times. The Company expects all employees to adhere to the highest ethical, personal, and professional behaviour and standards.

Every employee should abide by the rules stipulated in the Company's "Operation and Compliance Manual of Securities Industry". All employees should keep a high level of personal honesty and integrity when handling with various businesses and operations, in addition to declare any potential conflicts of interest with the Company. Moreover, with regard to the confidentiality of the client's data, all employees have signed confidentiality agreements and are forbidden from providing the information to any third parties.

Authorized by the Board, there is the audit committee, remuneration committee and nomination committee. The Board Members from different committees jointly monitor the governance of the Company. All reported actual or potential frauds, as well as other ethical issues, are independently followed up, investigated and reported by the audit committee, where proper measures shall also be adapted to correct the problems.

To strengthen the supervision, service contracts with different quota must be examined and approved by the corresponding authorized officers, and all procedures should follow the policies of the Company.

The Company conducts risk management, carries out annual risk appraisal to recognize any potential risks in the operating process, for instance, liquidity risk, credit risk and market risk, and formulates corresponding management countermeasures. In addition, the Company has also employed independent accountants to carry out third-party verification to ensure a fair and complete account of the Company, thus protecting the shareholders' interests.

Striving to reduce the risk on corruption, the Company provided the employees one training sessions with an average of 2 hours of training per employee on anti-corruption. 100% of the employee received the training, including the Company's senior management, middle-level management, supervisors and other employees. The topic of the training was Anti-Money Laundering Webinar for Licensed Money Lenders organised by Money Lenders Section of the Companies Registry. the Group has actively strengthened the culture of integrity and consistently incorporated anti-corruption in its governance at all business levels.

During the Reporting Period, no legal case regarding corrupt practices was brought against the Company or its employees.

Community Investment

The Company believes that running a successful business is about achieving economic viability and fulfilling social responsibility. The Company, therefore, encourages employees to participate in volunteer work, nurturing a culture of care and mutual support. The Company will continue to regularly review and supervise its objectives for community investment, sponsorship and donation activities and the relevant approval policies.

The Company believes that the current environmental protection and social responsibility measures in place are adequate to comply with relevant laws and regulations. However, the Company will continue to review its measures from time to time according to the latest requirements, striving to enhance environmental protection and social responsibility measures.

Environmental, Social and Governance Report

SUMMARY OF KEY PERFORMANCE INDICATORS

Environmental Aspects ¹	2021	Unit
Aspect A1: Emissions		
A1.2 Greenhouse gas emissions in total and intensity		
Scope 1 emissions	–	tonnes CO ₂ -e
Scope 2 emissions	3.7	tonnes CO ₂ -e
Scope 3 emissions	4.0	tonnes CO ₂ -e
Total greenhouse gas emissions	7.7	tonnes CO ₂ -e
Intensity (by employee)	1.5	tonnes CO ₂ -e/employee
Aspect A2: Use of Resources		
A2.1 Direct and/or indirect energy consumption by type		
Direct energy consumption	–	GJ
Indirect energy consumption	5,273.0	kWh
Total energy consumption	5,273.0	kWh-e
Intensity (by employee)	1,054.6	kWh-e/employee
A2.2 Water consumption in total and intensity		
Total water consumption	1.2	m ³
Intensity (by employee)	0.24	m ³ /employee

¹ The methodology and calculations adopted for reporting set out above were based on “How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs” issued by the Stock Exchange.

Environmental, Social and Governance Report

Social Aspects² **2021**

Aspect B1: Employment

B1.1 Total workforce

Total number of employees		5
By gender	Female	2
	Male	3
By employment type	Full-time	5
	Part-time	0
By employee category	Senior management	2
	Middle management	1
	Supervisor	1
	General employee	1
By age group	Under 25 years old	0
	25-34 years old	2
	35-44 years old	0
	45-54 years old	3
	55 years old or above	0
By geographical region	Hong Kong	5

² The methodology and calculations adopted for reporting set out above were based on “How to Prepare an ESG Report? – Appendix 2: Reporting Guidance on Environmental KPIs” and “How to Prepare an ESG Report? – Appendix 3: Reporting Guidance on Social KPIs” issued by the Stock Exchange.

Environmental, Social and Governance Report

		2021
B1.2	Employee turnover rate³	
	Total employee turnover rate	120%
	By gender	
	Female	150%
	Male	100%
	By employment type	
	Full-time	120%
	Part-time	-
	By employee category	
	Senior management	50%
	Middle management	200%
	Supervisor	100%
	General employee	200%
	By age group	
	Under 25 years old	-
	25-34 years old	150%
	35-44 years old	-
	45-54 years old	100%
	55 years old or above	-
	By geographical region	
	Hong Kong	120%

³ The turnover rate in this Report was calculated by the formula:
 turnover rate = the number of employees who resigned in 2021/the number of employees as at 31 December 2021.
 The turnover rate may exceed 100% since the number of turnovers during the Reporting Period is more than the number of employees at the end of the Reporting Period.

Environmental, Social and Governance Report

2021

Aspect B2: Health and Safety

B2.1	Number of work-related fatalities	0
	Rate of work-related fatalities	0%
B2.2	Lost days due to work injury	0

Aspect B3: Development and Training

B3.1	Percentage of trained employees⁴	
	Total number of trained employees	5
	Percentage of total employees trained	100%
By gender	Female	40%
	Male	60%
By employee category	Senior management	40%
	Middle management	20%
	Supervisor	20%
	General employee	20%
By function	Executive	60%
	Administrative	40%

⁴ The percentage of employees trained in different categories in this Report was calculated by the formula:
the percentage of employees trained in different categories = the number of employees trained in a certain category/the total number of employees trained.

Environmental, Social and Governance Report

2021

B3.2 Average training hours completed⁵

Average training hours per employee		2
By gender	Female	2
	Male	2
By employee category	Senior management	2
	Middle management	2
	Supervisor	2
	General employee	2
By function	Executive	2
	Administrative	2

Aspect B6: Product Responsibility

B6.1 Percentage of total products sold or shipped subject to recalls 0%

B6.2 Number of products and service-related complaints received 0

Aspect B7: Anti-corruption

B7.1 Number of concluded legal cases 0

B7.3 Anti-corruption training

Number of anti-corruption training sessions 1

Total number of training hours related to anti-corruption 2

Percentage of employee with anti-corruption training Senior management 100%

General employee 100%

⁵ The average training hours in different categories in this Report were calculated by the formula: the average training hours in different categories = the number of total training hours in a certain category/the number of employees in a certain category as at the end of the Reporting Period.