



A8新媒体集团

A8 NEW MEDIA GROUP

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 00800



Environmental, Social and Governance Report

2021



Environmental, Social and Governance Report

ABOUT THIS REPORT

Objective of this Report

This report is the sixth Environmental, Social and Governance report (“this Report” or “ESG Report”) published by A8 New Media Group Limited (“the Company”) and its subsidiaries (collectively referred to as the “Group” or “We”). It reflects the Group’s commitment to transparency and obligation commitment, and further elaborates the sustainable development plan and performance of the Group.

Scope of this Report

This Report sets out the performance of the Group in respective areas on the environment, society and governance for the 2021 financial year (“the Year”), covering core businesses of the Group — property investment business and cultural business services. The property investment segment invests property for rental and management in the People’s Republic of China (the “PRC”). As property management had been outsourced to a professional management company, this report does not cover the relevant property management business. However, the Group required that the outsourced property management company shall establish and implement relevant environmental and social policies and procedures when engaging its service.

For details of the Group’s other aspects including corporate governance, regulatory matters, and director’s information, please refer to the 2021 annual report of the Company.

Principle of Report Preparation and Implementation

This Report is prepared in accordance with the “Mandatory Disclosure Requirements” and the “Comply or Explain” provisions of the ESG Reporting Guide of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange (the “Listing Rules”). The following reporting principles served as the foundation in preparation of this Report.

Materiality

Following an ESG stakeholder engagement exercise and a materiality assessment, this Report is structured based on the materiality of ESG issues of the Group. The Company’s board of directors (the “Board”) and management review these sustainability issues annually to ensure that stakeholders’ opinions are reflected. The results of the materiality assessment process are set out in the section headed ‘Materiality Assessment’ in this Report.

Quantitative

This Report discloses relevant ESG key performance indicators (“KPIs”) and quantitative information of the property investment business and cultural business services. Quantitative information is further accompanied by descriptions where appropriate.

Consistency

This Report was prepared in accordance to the methodologies as indicated in the ESG Reporting Guide. As the Group keeps improving the ESG data collection process, we are providing a more comprehensive and accurate picture relating to our ESG performance in this Report.

We value any comments you may have on our ESG performance. If you have any comments or suggestions on this Report and our ESG performance, please email ir@a8.com. This report is available on the websites of the Company (<http://www.a8nmg.com>) and Hong Kong Exchanges and Clearing Limited (“HKEx”) (<http://www.hkex.com.hk>).

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INTRODUCTION OF A8 NEW MEDIA GROUP

A8 New Media Group Limited was founded in May 2000 and listed on the main board of the Hong Kong Stock Exchange in June 2008 (stock code: 0800.HK). The principal business scope of the Group covers property investment business and cultural business services. The property investment segment primarily engages in leasing and management in the PRC and the cultural business services segment primarily covers music entertainment, games-related service, and film and television production in the PRC.

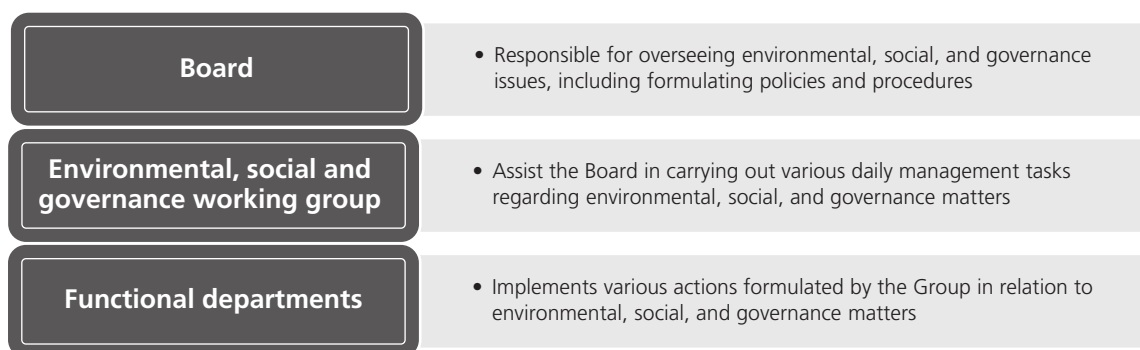
ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT

Statement from the Chairman of the Board

The Group has developed a governance structure to enhance its efforts in environmental, social and governance related works. The Board of Directors is ultimately responsible for the environmental, social, and governance policies and strategies of the Group, as well as monitoring the related opportunities and risks. The Board formulates a Group's environmental, social, and governance-related management approach, strategies and objectives, reviewing regularly the Group's goals and progress on these goals, revising its strategies accordingly. The Group has set up an environmental, social and governance working group with the goal of assisting the Board in effectively managing environmental, social, and governance matters as well as promoting the implementation of environmental, social, and governance strategies.

In the years ahead, the Board will continue to review and refine the Group's efforts and performance on sustainable development to create long-term value for all stakeholders and communities where we operate.

Governance Structure



The Participation of Stakeholders

The primary stakeholders of the Group includes its shareholders, employees, customers, suppliers, regulatory authorities, and local community etc. The Group attaches great importance to the participation of the stakeholders and understands that each stakeholder has its own expectation on our sustainable development. As such, the Group is devoted to maintaining communications and establishing long-term partnership with the stakeholders through different channels, formulating business policies with reference to such strategies, so as to increase the transparency of the Group and confidence of the stakeholders on the Group's implementation of sustainable development.

Environmental, Social and Governance Report

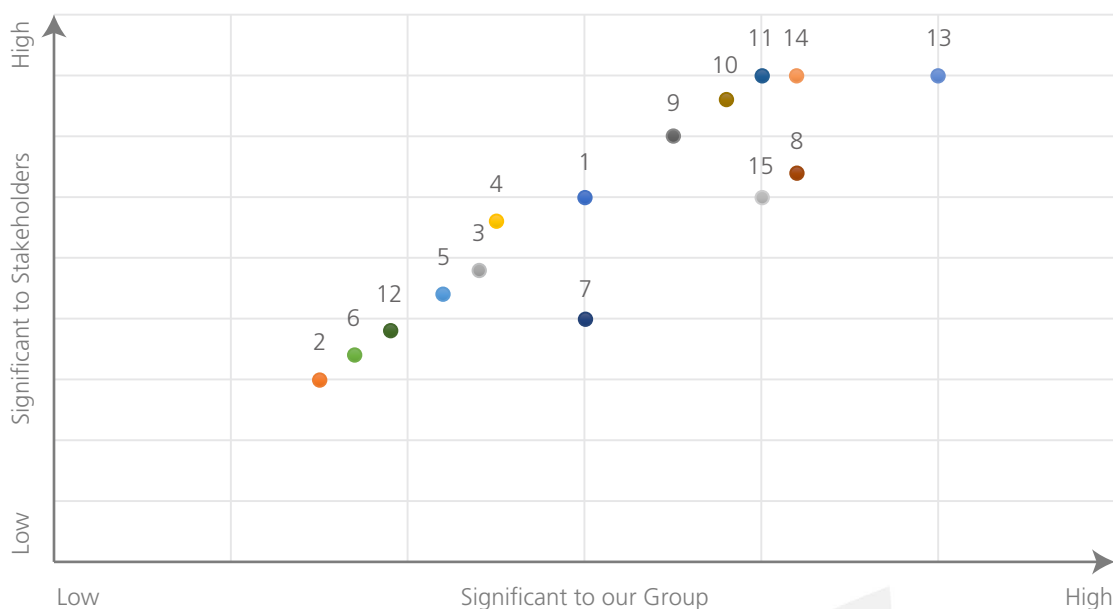
Stakeholders

Communication Channels

| | |
|---------------------------------------|--|
| Shareholders/investors | General meetings, annual and interim reports and announcements, etc. ESG report Direct communication |
| Government and regulatory authorities | Meetings, reports and information disclosure |
| Community | Corporate website, community charitable and volunteer activities |
| Suppliers | Direct communications. agreements |
| Employees and technical team | Training programs Work-life balance activities Regular performance reviews |
| Customers | Daily operation/communication |

Materiality Assessment

Through regular contact with stakeholders and internal assessment, we have analysed and prioritised the environmental, social and governance issues, and the materiality assessment results are as follows:



- 1. Exhaust gas and greenhouse gas emissions
- 2. Hazardous waste
- 3. Non-hazardous waste
- 4. Energy consumption
- 5. Water consumption
- 6. Environment and natural resources
- 7. Climate change
- 8. Employment
- 9. Employees' health and safety
- 10. Employees' development and training
- 11. Labour standards
- 12. Supply chain management
- 13. Product responsibility
- 14. Anti-corruption
- 15. Social responsibility

Environmental, Social and Governance Report

ENVIRONMENTAL

As the principle business of the Group are property investment business and cultural business services, no actual impact was created on the environment under normal circumstances. The Group has established environmental, social and governance policies and procedures, and has incorporated the concept of sustainable development into its daily management to enhance the environmental awareness of the employees of the Group. The Group undertakes environmental protection as part of its corporate social responsibilities and advocates corporate culture of resource-conservation and efficiency. The Group tries its best to reduce waste and enhance efficiency in its daily office operation.

Emissions

Regarding aspects of air and greenhouse gas emissions, sewage discharge and generation of hazardous and non-hazardous waste, the Group has strictly complied with laws and regulations of the PRC in relation to environments.

Emissions during the daily operations of the Group mainly comprise wastewater discharges, waste and office electricity consumption from the daily operation of the office and daily work and living of the staff, as well as greenhouse gas emission from use of vehicles by the Group. Waste mainly refers to the non-toxic and non-hazardous solid waste generated from daily work.

Emission of Exhaust Gases

The Group's ordinary course of business does not involve significant gaseous fuel consumption emissions. The most significant source of gas emissions of the Group is from vehicles owned by the Group. The types and volumes of these emissions of the Group in 2021 were as follows:

| Types of emission | Emission volume (kg) |
|------------------------------------|----------------------|
| Nitrogen Oxides (NO _x) | 23.02 |
| Sulphur Oxides (SO _x) | 0.36 |
| Particulate Matter (PM) | 1.70 |

Emission of Greenhouse Gases

To address the emission of greenhouse gases, the Group's reported contents by covering Scope 1 and 2. Scope 1 covers the emission of greenhouse gases directly produced by the businesses that are owned or controlled by the Group, which is a vehicle owned by the Group and Scope 2 covers the emission of greenhouse gases in respect of the indirect power attributable to the electrical power that is consumed internally/purchased or obtained by the Group.

| Total emission of greenhouse gases | Intensity (kg/sq.m.) | Emission volume (kg) |
|------------------------------------|----------------------|----------------------|
| Scope 1 | 12.67 | 66,767.78 |
| Scope 2 | 46.68 | 245,928.51 |

Environmental, Social and Governance Report

Hazardous Waste

Considering the Group's nature of business, no hazardous waste is generated in the ordinary course of business.

Non-hazardous Waste

The solid emissions produced during the ordinary course of business by the Group are harmless and poisonless materials. In 2021, the total volume of wastes produced was 6,623.30 kg, which were mainly the papers for printing in office and toilet papers, with a waste intensity of 1.26 kg/sq.m.

Measures to mitigate emissions and reduce waste generation

Whether it is in the office or during the daily operations of the Group, we are always concerned about environmental issues. The management has initiated and mobilized all employees to play their parts in emission and waste reduction in every little detail. In 2021, the Group gradually implemented the following measures:

- Implementing waste sorting in office — waste sorting shall be conducted by office cleaners of the Group before waste disposal. The Group is honored as “Nanshan District Domestic Waste Classification Green Unit” in 2021;
- Advocating the staff to use less disposables — use their own utensils when dining out or ordering takeaways;
- Encouraging paper conservation by printing on both sides of office papers and reusing one-side printed papers;
- Advocating due review on all types of information to be printed out, for which the content and format shall be double-checked for error-free before printing to avoid repeated printing due to errors;
- Encouraging our employees to take urban public transport when having business trips.

Targets on emissions and waste generation

Due to the above measures, the Group has been maintaining a relatively low level of emissions and waste generation. The Group aims to achieve the target of maintaining or reducing the total emissions intensity and the total waste generation intensity in the next reporting year, on the basis of that in 2021.

Use of Resources

The Group's energy consumption mainly comes from purchased electricity. The water consumption mainly comes from the Group's Shenzhen and Shanghai office. The Group shall record the water consumption and electricity consumption in the office on an on-going basis and adhere to the implementation of energy saving and efficiency measures. It shall put continuous efforts in encouraging its employees to maintain good habits and reduce waste in day-to-day work, in a bid to achieve sufficient and effective use of resources, as well as contributing to reduction of energy consumption.

Total electricity and water consumption

In 2021, the total volume of electricity used by the Group is 306,484 kwh, with an electricity density of 58.17 kwh/sq.m; the total volume of water used was 1,271 m³, with a water density of 0.28 m³/sq.m.

Environmental, Social and Governance Report

Measures to reduce electricity and water consumption

In 2021, our A8 Music Building won the honor of “National Three-Star Green Building” <National Highest Level>. The Group installed solar panels on the rooftops of our A8 Music Building. The solar panels are connected to the power grid and provide a source of renewable energy. Besides, the Group participated in the evaluation of “Water-saving Demonstration Unit” in Shenzhen. The evaluation is expected to be completed in 2022.

The Group has advocated saving electricity and water in its daily office operation in order to build the corporate culture of low-carbon office style, and encourage of the following acts in the offices:

- Controlling indirect use of energy and stipulating that the power of electronic appliances and equipment, such as lightings, air conditioning and computers in office areas must be turned off when our personnel leaves work;
- Office pipe leakage preventive inspections and maintenance shall be conducted by the property management company on a regular basis to avoid unnecessary waste of resources.

Targets on electricity and water consumption

Due to the above measures, the Group has been maintaining a relatively low level of electricity and water consumption. The Group aims to achieve the target of maintaining or reducing the total electricity consumption intensity and the total water consumption intensity in the next reporting year, on the basis of that in 2021.

Suitable water sources

The Group has not encountered any difficulties in sourcing suitable water sources. There is stable water supply that meets its daily operational needs.

Packaging materials

In light of the Group’s business nature, the Group does not involve any material usage of packaging materials in its ordinary course of business.

The Environment and Natural Resources

In its daily operations, the Group has no significant impact on the environment or natural resources. The Group adheres to the principle of environment protection and natural resources conservation in its operations, complies with environmental, social, and governance policies and procedures, and applies relevant policies on energy conservation and green measures to avoid leaving significant environmental footprints or overconsumption of natural resources.

Climate Change

Given the nature of the Group’s business, the risks related to climate change do not have a significant impact on its operations. The Group will continue to evaluate the potential impact of climate change on its business annually and adopt corresponding measures to mitigate any potential risks.

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SOCIAL

Employment

The Group's success is attributable to a professional, dynamic, responsible and passionate team. The Group emphasizes on a human-oriented policy and attracts, nurtures and retains talents for further business growth. The Group invested plenty of its resources in enhancing the training services and providing more career opportunities for the employees, enabling them to demonstrate their strengths and promote enthusiasm for work in the Year.

The Group adopts rigorous recruitment procedures and provides equal employment opportunities. We try our best to appoint the most suitable candidates for the jobs on the basis of merit. The Group strictly refers to the position requirements manual and the qualification standards for the positions to access the talents and ensure the recruitment of the best talent. The Group also assesses how far candidates agree with the business and cultural value of the Group so that individual values match with corporate values.

The Group has developed a sound and scientific remuneration system by providing the market competitive compensation for the employees to attract and motivate talents. Options incentive scheme was granted to the core employees to express the Group's concern on the long-term motivation and earnings of the core employees. In the meanwhile, we have established a sound welfare system which includes various aspects, such as work, lives, education and health of the employees.

The Group emphasizes the career development of its employees and has established a career development system with dual channels, breaking the bottleneck in the career development of the employees. Career development system with dual channels consider the new entrants as the most junior level and higher levels as the experienced staff; the experienced staff can pursue management development path or professional development path after accumulated certain experience. For those pursuing the management development path, the career path will be general management — middle management — senior management. For those pursuing the professional development path, the career path will be backbones — experts/senior experts — authoritative people.

The Group has strictly complied with the applicable laws and regulations of the PRC relating to employees' turnover, work time and statutory holidays.

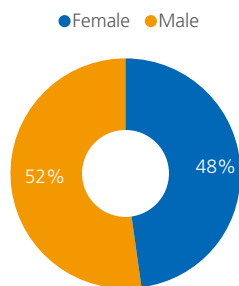
Environmental, Social and Governance Report

Total number and classification of employees

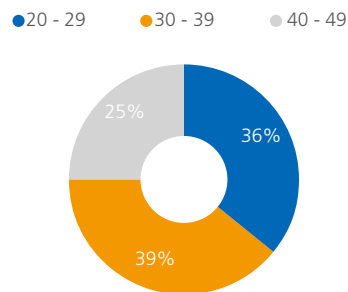
As at 31 December 2021, the overall number of employees of the Group is 56. The composition of the Group's employees is set out as follows:

| TOTAL NUMBER OF EMPLOYEES | |
|--|----|
| Total number of Employees | 56 |
| Gender distribution of employee | |
| Female | 27 |
| Male | 29 |
| Age profile | |
| 20–29 | 20 |
| 30–39 | 22 |
| 40–49 | 14 |
| Type of employment | |
| Junior staff | 39 |
| Senior staff | 9 |
| Management | 8 |
| Geographical location | |
| Shanghai | 26 |
| Shenzhen | 30 |

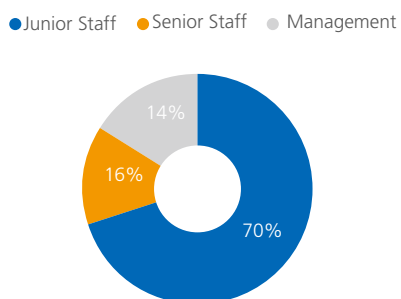
DISTRIBUTION BY GENDER



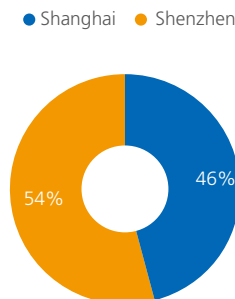
DISTRIBUTION BY AGE



DISTRIBUTION BY EMPLOYMENT TYPE



DISTRIBUTION BY GEOGRAPHICAL LOCATION



Environmental, Social and Governance Report

Employee turnover ratio

Details of the employee turnover rate of the Group as at 31 December 2021 were as follows:

| TOTAL EMPLOYEE TURNOVER | Number of employees | Turnover rate |
|--|----------------------------|----------------------|
| Total turnover | 20 | 26% |
| Distribution by gender | | |
| Female | 7 | 20% |
| Male | 13 | 30% |
| Distribution by age | | |
| 20–29 | 18 | 35% |
| 30–39 | 2 | 8% |
| 40–49 | 0 | 0% |
| Distribution by geographical location | | |
| Shanghai | 12 | 31% |
| Shenzhen | 8 | 21% |

Health and Safety

The principal businesses of the Group are property investment business and cultural business services. Employees mainly work in the office and the chance of encountering work-related injuries is low. The Group still attaches great importance to the safety and health of employees and has stipulated its safeguard clause in respect of labour protection for the employees (including occupational health and safety) according to the relevant regulations.

Safety of the employees always comes first to the Group. There is a standardised fire safety management system, control process and regular check program in the office environment. The Group will activate the contingency mechanism and suspend its business when encountering Typhoon (Amber) or Rainstorm (Red) Warning Signals. In addition, the Group purchases additional commercial health insurance for all employees every year, to provide protection in areas such as accidental injury, illness and death, accident medical care, accident hospital allowance, aviation accident, train/ship accident, car accident. In the past three years, the Group did not have any serious work-related injuries and death.

The Group strongly advocates healthy lifestyles and cares about employees' physical and mental health in various ways, including a range of recreational and sports activities such as organizing physical checkup and physical fitness activities for all employees every year, holding birthday parties for employees and team building activities to increase communication between employees and enhance cohesion inside the Group.

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Development and Training

The Group adopts a set of training programs for talent training and development (as illustrated in the diagram below). The Group has a comprehensive training and development system for the development of employees in different positions and has a corresponding training program for all levels of talents. The Group implements a “mentoring system”, which assigns professional mentors to rookie and new talents to build up their skills for daily work. The Group also has a mechanism for deploying talents for external training for enhancement, so as to foster their all-rounded improvement. Below is the Staff Training and Development Course System of the Group:



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The table below sets out the information in respect of training received by the employees in the Year by the categories of employees:

| STAFF TRAINING | Number of employees | % of employees |
|--|----------------------------|-----------------------|
| Total number trained | 56 | 100% |
| Gender | | |
| Female | 27 | 100% |
| Male | 29 | 100% |
| Type of employees | | |
| Junior staff | 39 | 100% |
| Senior staff | 9 | 100% |
| Management | 8 | 100% |
| Training hours | | |
| Total hours (hours) | 75 | |
| Average training hours completed (by gender) | | |
| Female (hours) | 1.48 | |
| Male (hours) | 1.21 | |
| Average training hours completed (by type of employees) | | |
| Junior staff (hours) | 0.77 | |
| Senior staff (hours) | 2.78 | |
| Management (hours) | 2.50 | |

Labour Standards

The Group strictly complies with the relevant laws and requirements in relation to the "Provision on the Prohibition of Hiring Child Labour" (《禁止使用童工規定》) promulgated by the State Council of the PRC. To date, the Group has never hired any child labour or forced labour. The Group has established "Administration Measures on Recruitment" (《招聘管理辦法》) to strictly regulate the process of the Group's recruitment and administration of new staffs.

During the interview process, the Group will verify candidate's information such as identification, past employment supporting documents, etc. For key positions, the background information will be investigated and verified by the Group itself or a third-party credit agency.

In 2021, no material non-compliance incidents in relation to labour rights occurred in the Group.

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Supply Chain Management

The Group has definite procedures to carry out an adequate investigation and research and assessment on the products and services during the supplier evaluation.

When selecting potential suppliers, the Group takes into account environmental protection, occupational health and safety, labour rights and compliance with laws and regulations when selecting potential suppliers, with an aim to bringing positive impacts to the entire supply chain.

The Group closely monitors the performance of suppliers and reviews approved suppliers annually in order to ensure quality. The performance of suppliers is evaluated based on factors such as price, quality, delivery schedule, volume, and service. In addition, the Group will continuously evaluate and monitor suppliers' track record of handling environmental and social issues in the past.

As at 31 December 2021, the Group has 9 suppliers that all are located in PRC.

Product Responsibility

Delivering quality products and services is a significant theme of the sustainable development of an enterprise. Each of the Group's business segments complies with the applicable PRC laws and regulations, strictly complies with applicable standards of products and services, fulfills product responsibilities, with a view to creating value for its customers.

For game publishing business, we strictly comply with relevant laws, regulations and policy requirements in relation to online games publishing in the PRC. The main relevant laws and regulations includes but not limited to "The Provisions on the Administration of Online Publishing Services" (《網絡出版服務管理規定》) promulgated by the State Administration of Press, Publication, Radio, Film and Television and the Ministry of Industry and Information Technology, "The Regulation on Internet Information Service of the People's Republic of China" (《中華人民共和國互聯網信息服務管理辦法》) promulgated by the State Council, "The Interim Provisions on the Administration of Internet Culture" (《互聯網文化管理暫行規定》) and "The Interim Measures for the Administration of Online Games" (《網絡遊戲管理暫行辦法》) promulgated by the Ministry of Culture.

In terms of the qualifications of operating entities of our online games publishing business, we have obtained the relevant qualifications in operating such business, for example, the Telecommunication Business Operation Permit (《電信業務經營許可證》), the Internet Culture Business Permit (《網絡文化經營許可證》). As for operating games publishing business, as the "Notice on Regulating the Operations of Online Games and Strengthening Interim and Ex Post Regulation" (《關於規範遊戲運營加強事中事後監管工作的通知》) issued by the Ministry of Culture of the PRC became effective on 1 May 2017, the Group has also implemented measures, including requesting real name verification of players for various games published by us and disclosing the random sample results to the public, in accordance to the contents of such notice.

Meanwhile, the Group has maintained positive interaction with the government authorities in the PRC which regulate the online games publishing mainly including the Ministry of Industry and Information Technology, the State Administration for Industry & Commerce, the Ministry of Culture, the State Administration of Press, Publication, Radio, Film and Television, the Administration of Press, Publication, Radio, Film and Television of Guangdong Province, the Culture Department of Guangdong Province, and relevant corporate organizations such as Games Association. We fully comply with the instruction from relevant national and provincial departments and bureaus to play the role to promote the culture as a model corporate.

Environmental, Social and Governance Report

In 2021, the Group did not receive any material complaints and compensation requests from customers as a result of deceptive, unfair or inappropriate contents, poor service quality or recall products due to safety reasons related to the Group.

Service complaints and responses

The Group has developed a written procedure to handle customer complaints. The representatives from responsible department are responsible for dealing with complaints and requests from customers. All complaints are being investigated and documented in a standardised complaint record. The manager-in-charge will evaluate the cause of complaints and suggest actions to improve its service quality.

Intellectual property rights and Privacy protection policy

In terms of our online games publishing business, the legality of content of online games, the privacy protection of the personal data of users and etc., the Group has strictly complied with relevant laws. The Group strictly controls on matters such as the legitimacy of the products (copyright, and trademark etc.), legality of the contents (according to the requirement of the Ministry of Culture of the PRC, and the strict self-censorship system for contents).

In terms of property investment business, the Group does not involve much in intellectual property rights and privacy protection.

Anti-Corruption

The Group has established the Rules for the Staff's Merits and Demerits (《員工獎懲條例》) for relevant occurrences of anti-corruption. The Group did not violate any laws and regulations in relation to bribery, extortion, fraud and money laundering in the Year. In 2021, there is no concluded legal cases regarding corrupt practices brought against the Group or our employees.

The Group has developed a system to oversee the violation of laws and regulations and the cultural values, along with the relevant system of "Audit and Risk Management" (《審計與風險管理》). The staffs in charge of the internal auditing of the Group are responsible for the audit on the execution of corporate operations, financial risks, laws and regulations, standards and systems. In the meantime, an external auditor will also conduct an audit on the Company every year in accordance with the Listing Rules and the financial standards. The Group has an anti-corruption whistleblowing mailbox: icac@a8.com. In case of corruption among employees, any person may report.

In 2021, the Group provided 4 hours of anti-corruption training to directors.

Community Investments

The Company has been aggressively committed to social responsibilities by actively participating in a variety of social public charity campaigns.

In 2021, as the continuous improvement of the epidemic prevention and control situation in China, the Group held 98 sessions of charity shows in the A8 Music Building, and 25 sessions of charity shows in the A8 Live House. We not only delivered excellent performances to the public, but also enriched the spiritual and cultural life of citizens. At the same time, it provided a platform for local performers to perform and exchange and contributed to the vigorous promotion of the construction of spiritual civilization in Shenzhen.

Environmental, Social and Governance Report

HKEX ESG REPORTING GUIDE CONTENT INDEX

| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|--|---|--|
| Mandatory Disclosure Requirements | | |
| Governance Structure | <p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> (i) a 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. | <p>ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT — Statement from the Chairman of the Board, Governance Structure, The Participation of Stakeholders, Materiality Assessment</p> |

Environmental, Social and Governance Report

| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|---------------------------------------|---|--|
| Reporting Principles | <p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG Report:</p> <p>Materiality: The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement.</p> <p>Quantitative: Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be discussed.</p> <p>Consistency: The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p> | <p>ABOUT THIS REPORT — Scope of this Report, Principle of Report Preparation and Implementation</p> <p>ENVIRONMENTAL, SOCIAL AND GOVERNANCE MANAGEMENT — The Participation of Stakeholders, Materiality Assessment</p> |
| Reporting Boundary | <p>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. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p> | <p>ABOUT THIS REPORT — Scope of this Report</p> |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|---------------------------------------|--|---|
| “Comply or Explain” Provisions | | |
| Aspect A1: Emissions | | |
| General Disclosure | Information on: <ul style="list-style-type: none"> (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. | ENVIRONMENTAL — Emissions |
| KPI A1.1 | The types of emissions and respective emissions data. | ENVIRONMENTAL — Emission of Exhaust Gases |
| KPI 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). | ENVIRONMENTAL — Emission of Greenhouse Gases |
| KPI A1.3 | Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | Not applicable |
| KPI A1.4 | Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). | ENVIRONMENTAL — Non-hazardous Waste |
| KPI A1.5 | Description of emissions target(s) set and steps taken to achieve them. | ENVIRONMENTAL — Measures to mitigate emissions and reduce waste generation, Targets on emissions and waste generation |
| 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. | ENVIRONMENTAL — Measures to mitigate emissions and reduce waste generation, Targets on emissions and waste generation |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|---|--|--|
| Aspect A2: Use of Resources | | |
| General Disclosure | Policies on the efficient use of resources, including energy, water and other raw materials. | ENVIRONMENTAL — Use of Resources |
| KPI A2.1 | Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). | ENVIRONMENTAL — Total electricity and water consumption |
| KPI A2.2 | Water consumption in total and intensity (e.g. per unit of production volume, per facility). | ENVIRONMENTAL — Total electricity and water consumption |
| KPI A2.3 | Description of energy use efficiency target(s) set and steps taken to achieve them. | ENVIRONMENTAL — Measures to reduce electricity and water consumption, Targets on electricity and water consumption |
| 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. | ENVIRONMENTAL — Suitable water sources, Targets on electricity and water consumption |
| KPI A2.5 | Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. | ENVIRONMENTAL — Packaging materials |
| Aspect A3: The Environment and Natural Resources | | |
| General Disclosure | Policies on minimising the issuer's significant impacts on the environment and natural resources. | ENVIRONMENTAL — The Environment and Natural Resources |
| KPI A3.1 | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. | ENVIRONMENTAL — The Environment and Natural Resources |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|---------------------------------------|---|---|
| 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. | ENVIRONMENTAL — 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. | ENVIRONMENTAL — Climate Change |
| Aspect B1: Employment | | |
| General Disclosure | Information on: <ul style="list-style-type: none"> (a) the policies; and (b) compliance with relevant laws, rules 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. | SOCIAL — Employment |
| KPI B1.1 | Total workforce by gender, employment type, age group and geographical region. | SOCIAL — Total number and classification of employees |
| KPI B1.2 | Employee turnover rate by gender, age group and geographical region. | SOCIAL — Employee turnover ratio |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|--|--|-----------------------------------|
| Aspect B2: Health and Safety | | |
| General Disclosure | Information on: <ul style="list-style-type: none"> (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. | SOCIAL — 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. | SOCIAL — Health and Safety |
| KPI B2.2 | Lost days due to work injury. | SOCIAL — Health and Safety |
| KPI B2.3 | Description of occupational health and safety measures adopted, and how they are implemented and monitored. | SOCIAL — 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. | SOCIAL — Development and Training |
| KPI B3.1 | The percentage of employees trained by gender and employee category (e.g. senior management, middle management). | SOCIAL — Development and Training |
| KPI B3.2 | The average training hours completed per employee by gender and employee category. | SOCIAL — Development and Training |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|---|---|----------------------------------|
| Aspect B4: Labour Standards | | |
| General Disclosure | Information on: <ul style="list-style-type: none"> (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. | SOCIAL — Labour Standards |
| KPI B4.1 | Description of measures to review employment practices to avoid child and forced labour. | SOCIAL — Labour Standards |
| KPI B4.2 | Description of steps taken to eliminate such practices when discovered. | SOCIAL — Labour Standards |
| Aspect B5: Supply Chain Management | | |
| General Disclosure | Policies on managing environmental and social risks of the supply chain. | SOCIAL — Supply Chain Management |
| KPI B5.1 | Number of suppliers by geographical region. | SOCIAL — Supply Chain Management |
| KPI B5.2 | Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. | SOCIAL — 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. | SOCIAL — 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. | SOCIAL — Supply Chain Management |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|--|--|---|
| Aspect B6: Product Responsibility | | |
| General Disclosure | Information on: <ul style="list-style-type: none"> (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. | SOCIAL — Product Responsibility |
| KPI B6.1 | Percentage of total products sold or shipped subject to recalls for safety and health reasons. | Not applicable |
| KPI B6.2 | Number of products and service related complaints received and how they are dealt with. | SOCIAL — Product Responsibility, Service complaints and responses |
| KPI B6.3 | Description of practices relating to observing and protecting intellectual property rights. | SOCIAL — Intellectual property rights and Privacy protection policy |
| KPI B6.4 | Description of quality assurance process and recall procedures. | SOCIAL — Product Responsibility |
| KPI B6.5 | Description of consumer data protection and privacy policies, and how they are implemented and monitored. | SOCIAL — Intellectual property rights and Privacy protection policy |

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| Aspects, General Disclosures and KPIs | Description | Relevant Chapter or Explanation |
|--|---|---------------------------------|
| Aspect B7: Anti-corruption | | |
| General Disclosure | Information on: <ul style="list-style-type: none"> (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. | SOCIAL — Anti-Corruption |
| KPI B7.1 | Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. | SOCIAL — Anti-Corruption |
| KPI B7.2 | Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. | SOCIAL — Anti-Corruption |
| KPI B7.3 | Description of anti-corruption training provided to directors and staff. | SOCIAL — 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. | SOCIAL — Community Investments |
| KPI B8.1 | Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture and sport). | SOCIAL — Community Investments |
| KPI B8.2 | Resources contributed (e.g. money or time) to the focus area. | SOCIAL — Community Investments |