

# CNCG

CHINA NATIONAL CULTURE GROUP LIMITED

(incorporated in the Cayman Islands with limited liability)

Stock Code : 745

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE REPORT

2022

# Environmental, Social and Governance Report

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# Environmental, Social and Governance Report

## ABOUT THIS REPORT

This Environmental, Social and Governance Report (the “ESG Report”) has been prepared by the management of the Company in accordance with the requirements of Appendix 27 Environmental, Social and Governance Reporting Guide (“ESG Guide”) of the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “HKEX”) and based on its four reporting principles – Materiality, Quantitative, Balance and Consistency.

This ESG Report presents mainly Environmental, Social and Governance (“ESG”)-related policies, initiatives and performance of China National Culture Group Limited (the “Company”) and its subsidiaries (collectively referred to as the “Group”) on the advertising and e-commerce business for the year ended 31 March 2022. It will also highlight material aspects identified from 1 April 2021 to 31 March 2022 (the “Reporting Period”). The Board confirms the ESG Report has been reviewed and approved to ensure all material issues and impacts are fairly presented. The Board has overall responsibility for the ESG strategy and reporting of the Group.

## Reporting Principles

The ESG Report has been presented in two subject areas, including Environmental and Social aspects. Each subject area will have various aspects to disclose the relevant policies and the status of compliance with relevant laws and regulations as addressed by the ESG Guide.

Unless otherwise stated, the key ESG performance indicator data were collected from the operational control system of the Group and its subsidiaries. We will continue to extend the scope of the disclosure in the future and deepen our work and philosophy of sustainable development.

The Group understands the importance of the ESG Report and is committed to making continuous improvements in corporate social responsibility in our business in order to better meet the changing needs of an advancing society.

## BOARD STATEMENT OF ESG GOVERNANCE

The Board of Directors (the “Board”) is responsible for the Group’s ESG strategy and reporting, including evaluating and determining ESG-related risks and ensuring that appropriate and effective ESG risk management and internal control systems are in place. The Board is also responsible for formulating ESG targets, aiming at aligning with the global vision of carbon neutrality and enhancing corporate reputation.

The Group has established the ESG committee to ensure the alignment of the ESG governance with the Group’s strategic growth. The ESG committee is comprised of member of the Board and core member of the different departments. The ESG committee is responsible for executing the Group’s ESG measures, collecting and analysing ESG data, giving suggestions to the Board on ESG issues and reviewing ESG-related matters.

With the assistance of the ESG committee, the Board continuously evaluates and monitors the Group’s ESG performances, risks and opportunities. The members of the ESG committee have regular meetings to discuss the effectiveness of the Group’s policies and procedures and seek opportunities to improve the Group’s ESG performance. The ESG Working Group reports its findings to the Board where appropriate so that the Board can look for solutions to manage the Group’s ESG risks and opportunities.

# Environmental, Social and Governance Report

## STAKEHOLDER ENGAGEMENT

The Group believes that stakeholder participation is an integral part of the Group's continuous improvement of sustainable development performance. Therefore, the Group places emphasis on the opinions of both its internal and external stakeholders. The key stakeholders for the Reporting Period are identified by the Group as follows:

- Equity shareholders;
- Local and Central governments of the People's Republic of China (the "PRC");
- Hong Kong supervision bodies related to listing compliance;
- Employees;
- Customers; and
- Suppliers/Sub-contractors.

## MATERIALITY ASSESSMENT

The management and staff of the Group's respective major functions have participated in the preparation of the ESG Report to assist the Group in reviewing its operations and identifying relevant ESG issues. The materiality assessment also assesses the materiality of related matters to our business and each stakeholder.

An internal materiality assessment was conducted to determine which ESG issues are important to the business of the Group and its stakeholders. The result shows that the topics are identified to be relevant, including:

- employee benefits and welfare;
- quality control and management;
- protection of intellectual property rights;
- customer satisfaction;
- protection of customer privacy;
- a safe working environment and prevention of occupational hazards; and
- anti-corruption.

# Environmental, Social and Governance Report

## ENVIRONMENTAL ASPECTS

The Group is always concerned about the adverse impacts of its business activities on the environment and has promoted and educated all staff to minimise the input of resources for more sustainable atmosphere. As the Group does not involve in the use of significant amount of natural resources and most of the services provided are through social media, e.g. website, mobile application and electronic social platforms, we believe that the exposure to adverse environmental impacts is very limited. During the Reporting Period, the Group did not experience any cases of material non-compliance relating to environmental laws and regulations in the PRC and Hong Kong.

## EMISSIONS

The operation of the Group does not involve any manufacturing activities and does not have material impacts on the environment and natural resources. Energy usage occupies a large proportion of input in our operation, which involves powering the electrical appliances in our office. The Group is aware of the importance of reducing greenhouse gas emissions through enhancing energy efficiency and energy conservation.

### Air Emissions

Due to the nature of the Group's business, there is no emission from the gaseous fuel consumption and thus the total amount of air emission is insignificant compared to other industries. There were no operating vehicles and fuel consumption during the Reporting Period. Therefore, the air emission was minimal.

### Greenhouse Gas Emissions

The Group consumes electricity for its advertising, e-commerce, trading and production of the movie business. The emission of greenhouse gases, such as carbon dioxide (CO<sub>2</sub>) and methane (CH<sub>4</sub>), has been calculated by the quantity of energy consumed multiple by the emission factors.

The Group did not consume fuel for vehicles and therefore there were no direct emissions (Scope 1 emissions) generated. The only source of greenhouse gas emissions was purchased electricity (Scope 2 emissions). During the Reporting Period, the total greenhouse gas emissions were 2.4 tonnes of carbon dioxide equivalent ("CO<sub>2</sub>-e") and the emission intensity was 0.11 tonnes of CO<sub>2</sub>-e per employee.

<b>Greenhouse gas emissions</b>	<b>2022</b>	2021	<b>Unit</b>
Scope 2 emissions	<b>2.4</b>	2.9	tonnes CO <sub>2</sub> -e
Total greenhouse gas emissions	<b>2.4</b>	2.9	tonnes CO <sub>2</sub> -e
Intensity (by employee)	<b>0.11</b>	0.13	tonnes CO <sub>2</sub> -e/employee

# Environmental, Social and Governance Report

## Waste Management

Waste and wastewater produced during daily operations are managed and handled by our property management. During the Reporting Period, the Group did not carry out any production, mining and exploration activities. Therefore, there was no generation of hazardous waste. The main sources of non-hazardous waste are commercial waste and domestic waste from the daily operation of the offices. Non-hazardous waste production is considered immaterial to the Group's operation since the business nature of the Group is advertising and e-commerce business. The Group has launched a number of waste management programs, including:

- Recycling of paper materials, printing cartridges and batteries; and
- Establishing the waste battery recycling tank and delivering the recycled batteries to professional treatment organizations for proper treatment; and
- Encouraging staff to mitigate paper consumption by double-sided printing and reusing the single-sided printed papers.

## USE OF RESOURCES

The Group is committed to upholding high environmental standards in order to promote environmental friendliness and encourage staff to adopt environmentally responsible habits mentioned in the environmental management practices to reduce the use of resources and waste production.

With the vision of helping to protect the planet and of incorporating environmental sustainability into its business model and processes, the Group proactively seeks opportunities for increasing operating efficiency in order to minimize the use of resources, including restriction of the temperature of the air conditioners and has encouraged the use of recycle papers in the office. Management also ensures lights and air-conditioning were switched off where not in use.

## Energy Consumption

The Group is committed to performing regular assessments in analysing data with an aim of better managing the use of resources. The resources used by the Group from offices mainly relate to electricity for maintaining the daily operation of the offices. During the Reporting Period, the Group consumed 4.2 MWh of electricity and the intensity of electricity consumption was 0.19 MWh per employee. The Group is striving to reduce the consumption of electricity by implementing any necessary measures to minimise the adverse effect brings to the natural environment.

<b>Direct and indirect energy consumption by type</b>	<b>2022</b>	2021	<b>Unit<sup>1</sup></b>
Indirect energy consumption	<b>4.2</b>	4.8	MWh
Total energy consumption	<b>4.2</b>	4.8	MWh-e
Intensity (by employee)	<b>0.190</b>	0.219	MWh-e/employee

<sup>1</sup> Restatement of data for the year 2021 was based on the unit change.

# Environmental, Social and Governance Report

## **Water Consumption**

Although the operation of the Group does not consume a significant amount of water, the Group still actively promotes the awareness of water conservation. The daily water consumed by the Group is mainly supplied from the municipal water network, and there is no difficulty in sourcing water. The Group requires employees to turn off taps consciously in their daily lives and work, thus encouraging smaller water consumption. The Group encourages staff to promptly notifies the relevant departments for follow-up repair once the failure or leakage is spotted.

## **Packaging Materials**

The Group encourages staff to communicate through electronic media with clients and co-workers. Good practices, like double-sided printing and the reuse of single-sided printed papers, are promoted. The Group stated that the consumption of paper was immaterial and had no relevant information on paper usage during the Reporting Period. In addition, the use of packaging materials was not material to the Group due to the nature of the business.

## **THE ENVIRONMENT AND NATURAL RESOURCES**

### **Measures in Reducing Environmental Impacts**

The Group's policy must maintain the daily operational efficiency in order to mitigate the total usage of energy and materials. All companies within the Group are committed to producing high-quality services while also ensuring that, all business activities in the PRC and Hong Kong impact the environment positively.

The Group protects natural resources by promoting green procurement, such as recycled paper and recycling used toner and cartridges, to avoid pollution. As aiming to reduce the quantity of copying paper, the Group uses duplex printing, recycled paper as a source of printing and copier networking for faxing and document storage. The Group has also implemented electronic leave application.

The Group strictly complies with relevant local laws and regulations on the environment in the PRC and Hong Kong. During the Reporting Period, the Group is not aware of any material non-compliance with relevant laws and regulations regarding environmental issues.

## **CLIMATE CHANGE**

Climate change poses escalating risks to many industries. As such risks may engender negative impacts on the business operation, thus the Group's management assesses the risks incurred by climate change. The Group has identified the possible impacts of climate change on business operations and mitigated the major impacts caused by climate change.

For physical risks, extreme weather has been more frequent and severe due to climate change. The increased frequency and severity of extreme weather might negatively affect the Group's operations. Under extreme weather, operational facilities may be damaged, while the safety of the workforce may also be impacted. The Group has developed guidelines for work arrangements during adverse weather events, which guide employees to respond to possible emergencies, such as being unable to work because of flooding or typhoon strikes in the event of typhoon and rainstorm weather warnings. The Group will stay alert to any announcement by the local government on weather conditions and prepare for emergency actions.

# Environmental, Social and Governance Report

For transitional risks, the HKEX has required listed companies to enhance climate-related disclosures in their ESG Reports, which may result in increased compliance costs. Failure to meet the climate change compliance requirements may expose the Group to risks of claims and lawsuits, which may also cause a negative impact on its reputation. Policy actions and emerging technologies on climate change will start to develop, for example, switching to low-carbon energy sources and supporting the transition to a low-carbon economic system may bring risks to the Group's technological transformation and increase its costs. The impression of customers, the community and the media on whether the Group can commit to low-carbon transformation may also bring risks to the Group's image and reputation.

## **SOCIAL ASPECTS**

### **EMPLOYMENT AND LABOUR PRACTICES**

#### **Employment**

The Group regards employees as one of the most valuable assets of the Group and regards the personal development of its employees as highly important. Staff is the most important asset that drives the long-term development and sustainability of the Group.

Employment in PRC is subject to the Labour Law and the Employment Contract Law of the People's Republic of China (《中華人民共和國勞動法及勞動合同法》). Employment in Hong Kong is subject to the Employment Ordinance, the Minimum Wage Ordinance and the Employees' Compensation Ordinance. The Group has also complied with the laws and regulations with respect to the employees' social security schemes that are enforced by the local governments in the PRC and Hong Kong in relation to employee benefits. During the Reporting Period, the Group did not aware of any material non-compliance with the above law and regulations.

#### **Recruitment and Promotion**

In its recruitment process, the Group adheres to the principle of "open, fair and just" by considering candidates' skills, capability and related experience, and avoiding discrimination on either nationality, gender, age, religion or culture. At the same time, the remuneration standard is determined on the basis of specific conditions including but not limited to the job responsibilities of the employees, personal comprehensive capabilities (including work experience, academic qualifications, professional qualifications, etc.), personal work performance and contribution to the Group.

Moreover, the Group established a clear promotion policy for employees to give adequate promotion opportunities. The promotion opportunity is based on a fair and equal evaluation of each employee's work performance through self-evaluation and appraisal by supervisor. Recommendation is provided to employees in the process to help them enhance their performance.

#### **Equal Opportunity and Diversity**

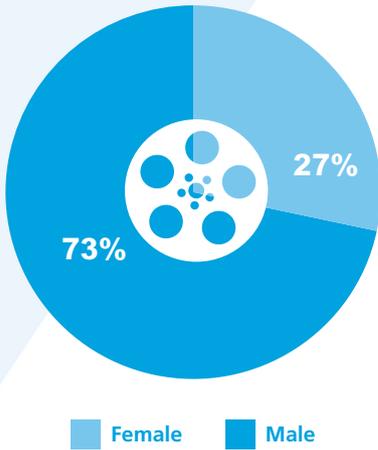
Being an equal opportunity employer, the Group is committed to creating a working environment with fairness, openness and mutual trust. The Group opposes any consideration which involves discrimination not related to work and prohibits all forms of workplace discrimination, employee of the same position is remunerated on an equal basis no matter what gender they are, thus the rights of female employees are well-protected.

The Group adopts equal employment opportunity policies and treats all the employees equally. Employment, remuneration and promotion are not under the influence of social identities, such as ethnicity, race, nationality, gender, religion, age, sexual orientation, political faction and marital status.

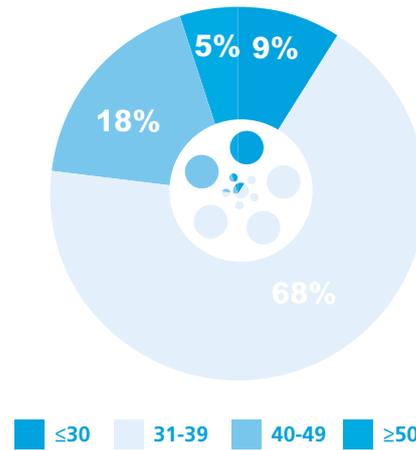
# Environmental, Social and Governance Report

As at 31 March 2022, the Group had 22 employees. The graphs below show the workforce distribution by gender, age group and geographical regions:

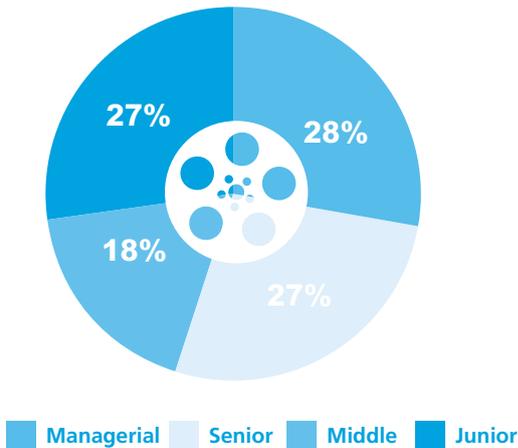
**Number of Employee By Gender**



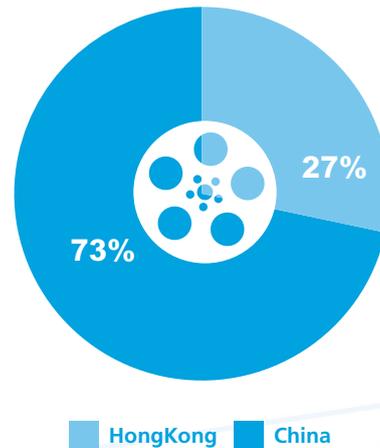
**Number of Employee By Age Group**



**Number of Employee By Level**



**Number of Employee By Geographical Region**



# Environmental, Social and Governance Report

## HEALTH AND SAFETY

### Workplace Health and Safety

The Group aims to provide a safe and healthy working environment to the employees and promotes the message of “Work happily, Live healthily”. The Group organizes recreational activities, such as badminton races and basketball match for employees regularly. Holding recreational activity not only able build up the sense of belonging and team spirits among employees, but also promote the message of the importance of work-life balance to all staff. The Group also provides free body check to all staff before admission and annually.

During the Reporting Period, there were no cases of non-compliance with the laws and regulations in respect of the provision of a safe working environment and the protection of employees from occupational hazards. During the past three years, including the Reporting Period, the Group did not record any accidents that resulted in death or serious physical injury and did not identify any material non-compliance with laws and regulations relevant to the health and safety of employees.

	2022	2021	2020
Number of work-related fatalities	0	0	0
Rate of work-related fatalities	0%	0%	0%
Lost days due to work injury	0	0	0

## DEVELOPMENT AND TRAINING

### Employee Development and Training

The Group encourages employees to continuous development and improves their skill set through training. The Group provided various internal and external training sessions for developing the workforce including but not limited to financing, accounting, corporate governance and others that are directly related to the business of the Group.

There are budgets per annum for directors and other staff training and reimbursed given after the completion of the enrolled program. To fully develop the workforce, new staff will also be provided with onboard training to help them adapt faster to the operations and culture of the Group. Staff's performance will also be reviewed annually through appraisal to determine any additional training or improvement plan required for each staff from their performance result.

## LABOUR STANDARDS

The operation team of the Group requires sophisticated training in the field of Finance or extensive exposure to the finance business. Hence, the Group does not rely on labour or involve in any labour-intensive work. As such, it is almost certain that the Group would not be involved in the child or forced labour. Further, the employment policies of the Group focus on the capabilities of the individual regards of personal traits, such as gender or ethnic groups.

# Environmental, Social and Governance Report

## **Child Labour and Forced Labour**

The Group has strictly complied with Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》). According to the Employment Ordinance (Chapter 57 of the Laws of Hong Kong) and the Provisions on the Prohibition of Using Child Labour and the Law of the People's Republic of China on the Protection of Minors (《中華人民共和國禁止使用童工規定及保護未成年人法》) and as stipulated by the Labour Law of the People's Republic of China (《中華人民共和國勞動法》) in terms of employment management, there is neither child nor forced labour in the Groups operation during the Reporting Period.

To screen job candidates during recruitment, the Group reviews the applicants' application forms and conducts verification on their identity cards. The Group would immediately terminate employment contract with employee who violates the laws and regulations, and will regularly review and update the Staff Handbook and internal policies to meet the latest regulatory requirements. The Group also has policies to protect staff's labour rights with a complaint system for staff to report their concerns and any violations of labour rights. Undoubtedly, during the Reporting Period, the Group is prohibited to employ any staff who has under the legal working age for protecting the young people at work.

## **OPERATING PRACTICES AND SOCIAL INVESTMENT**

### **SUPPLY CHAIN MANAGEMENT**

#### **Supplier Management**

The Group has a sub-contractor management plan to control the selection and supervision of sub-contractors and suppliers such that they are up to our strict requirements in safety, environmental and quality performances.

Our evaluation of a sub-contractor/supplier includes experience, job references, past performance, statutory licenses and certificates as may be required, financial status, integrity, social responsibility and particular skills, competencies and professionalism of the management teams.

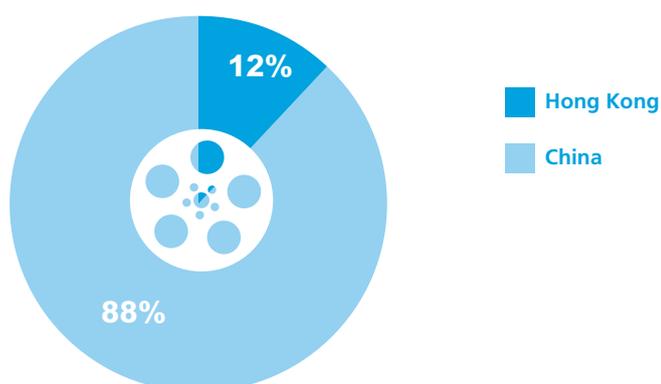
We regard our subcontractors and suppliers as our business partners and work closely with them to warrant that the services are conducted in a manner that meets the highest professional and ethical standards assuring a quality end-product as well as continued confidence of our customers and the public.

The Group also focused on the environmental and social risks of its suppliers. The Group focused on purchasing from suppliers who complied with all labour and environmental regulation of local government and authorities. The Group will take serious assessment of the environmental and social compliance of the suppliers. If a supplier fails to properly control and address its environmental and social risks, it may not be retained in the approved list of the Group's suppliers. During the Reporting Period, the Group did not notice that its main suppliers had any environmental and social risks.

# Environmental, Social and Governance Report

As at 31 March 2022, the Group had a total of 8 suppliers (2021: 9 suppliers), which are all subject to the supplier engagement practice. The Group has set clear requirements on the selection and management of suppliers to ensure standardised management and proper selection of suppliers and effective control over operational risks resulting from improper selection, unreasonable methods or fraudulent practice of suppliers.

## Supplier Distribution by Geographical Region



## PRODUCT RESPONSIBILITY

### Handling of Complaints

The Group has a standard follow-up and action plan for handling customer complaints relating to advertising products and product sales over the internet. Customer complaints and product recalls will be handled in a consistent and timely manner.

### Intellectual Property Rights

The Group's intellectual property, including patents, copyrights, trademarks, service marks, research and development achievements, trade secrets, technical data and other related rights. They are not allowed to damage, delete or take advantage of any asset or documents without the Group's approval.

### Protection of Data Privacy

Staff handbook included a data privacy protection clause in which employees are only allowed to use computers, information and software authorized by the Group and the use of the internet, intranet and emails shall be strictly for work purposes. Employees shall not disclose any confidential information to any unauthorized personnel or parties. The Group's IT department has set up a system for ensuring network security and management. No infringement was identified during the reporting period.

The Group has formulated a set of privacy principles in the collection, retention, use, security, openness and accessibility of information to ensure all information received is only for its intended purpose. Access control rights and follow-up action are set to prevent information leakage when information leakage is found.

The Group did not have any material non-compliance with applicable laws and regulations regarding health and safety, advertising, labelling and privacy matters related to services offered for the Reporting Period.

# Environmental, Social and Governance Report

## **ANTI-CORRUPTION**

The Group believes that honesty, integrity and fair play are important assets in the business field and strictly adhered to the laws relating to corruption, bribery, extortion and money-laundering, etc. The Code of Conduct has been prepared under which all employees are advised that they are prohibited from offering or soliciting advantages in connection with his or her duties and with the business of the Group and that any employee soliciting or accepting an advantage without the permission of the Group commits an offence under the Prevention of Bribery Ordinance.

The Code of Conduct also states clearly that the Group shall not tolerate any illegal or unethical acts. Offenders will be subject to disciplinary action, including summary dismissal and termination of employment. In cases of suspected corruption or other forms of criminal activity, a report will be made to ICAC or appropriate authorities. A channel for raising complaints is open to all employees. Any possible break of the Code or unlawful or unethical conduct can be sent directly to the Senior Management for an impartial investigation.

## **Whistle-blowing Policy**

We want colleagues and stakeholders to have confidence in speaking up when they observe unlawful or unethical behaviour. We offer a range of speak-up channels to listen to their concerns and have zero tolerance for acts of retaliation. However, we recognise that sometimes people may still not be comfortable using these routes.

During the Reporting Period, the Group has not identified any material non-compliance with the relevant laws and regulations that had a significant impact on the Group regarding anti-corruption and money laundering. No violation of any corruption activities has been detected by the Group and reported by staff.

## **COMMUNITY INVESTMENT**

### **Community Involvement**

For the continuous effort in giving back to society, the Group would seek opportunities to get involved in various community programs. The Group's approaches toward community involvement are as follows:

- fulfils the corporate social responsibility through the sustainable development strategy to expand its efforts in the areas of charity work,
- assesses how to give business activities to the interests of the community, and
- commits to the provision of career opportunities to the locals and promotes the development of the community's economy.

# Environmental, Social and Governance Report

## SUMMARY OF KEY PERFORMANCE INDICATORS

Environmental Aspects		2022	2021	Unit
<b>Aspect A1: Emissions</b>				
<b>A1.2</b>	<b>Greenhouse gas emissions in total and intensity</b>			
	Scope 2 emissions	<b>2.4</b>	2.9	tonnes CO <sub>2</sub> -e
	Total greenhouse gas emissions	<b>2.4</b>	2.9	tonnes CO <sub>2</sub> -e
	Intensity (by employee)	<b>0.11</b>	0.13	tonnes CO <sub>2</sub> -e/ employee
<b>Aspect A2: Use of Resources</b>				
<b>A2.1</b>	<b>Direct and/or indirect energy consumption by type</b>			
	Indirect energy consumption	<b>4.2</b>	4.8	MWh
	Total energy consumption	<b>4.2</b>	4.8	MWh-e
	Intensity (by employee)	<b>0.190</b>	0.219	MWh-e/ employee
<b>Social Aspects</b>		<b>2022</b>	2021	<b>Unit</b>
<b>Aspect B1: Employment</b>				
<b>B1.1</b>	<b>Total workforce</b>			
	Total number of employees	<b>22</b>	22	employee
By gender	Female	<b>6</b>	6	employee
	Male	<b>16</b>	16	employee
By employment type	Full-time	<b>19</b>	–	employee
	Part-time	<b>3</b>	–	employee
By age group	30 years old or below	<b>2</b>	2	employee
	31-39 years old	<b>15</b>	15	employee
	40-49 years old	<b>4</b>	4	employee
	Over 50 years old	<b>1</b>	1	employee
By employee category	Managerial	<b>6</b>	–	employee
	Senior	<b>6</b>	–	employee
	Middle	<b>4</b>	–	employee
	Junior	<b>6</b>	–	employee
By geographical region	Hong Kong	<b>6</b>	6	employee
	China	<b>16</b>	16	employee

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Social Aspects		2022	2021	Unit
<b>B1.2</b>	<b>Employee turnover rate</b>			
	Total employee turnover rate	<b>5%</b>	–	%
	By gender			
	Female	<b>0%</b>	–	%
	Male	<b>6%</b>	–	%
	By employment type			
	Full-time	<b>5%</b>	–	%
	Part-time	<b>0%</b>	–	%
	By age group			
	Under 30 years old	<b>17%</b>	–	%
	31-40 years old	<b>0%</b>	–	%
	41-50 years old	<b>25%</b>	–	%
	Over 50 years old	<b>0%</b>	–	%
	By employee category			
	Managerial	<b>17%</b>	–	%
	Senior	<b>0%</b>	–	%
	Middle	<b>0%</b>	–	%
	Junior	<b>0%</b>	–	%
	By geographical region			
	Hong Kong	<b>0%</b>	–	%
	China	<b>6%</b>	–	%
<b>Aspect B2: Health and Safety</b>				
<b>B2.1</b>	Number of work-related fatalities	<b>0</b>	0	no.
	Rate of work-related fatalities	<b>0%</b>	0%	%
<b>B2.2</b>	Lost days due to work injury	<b>0</b>	0	day
<b>Aspect B3: Development and Training</b>				
<b>B3.1</b>	<b>Percentage of trained employees</b>			
	Total number of trained employees	<b>20</b>	–	employee
	Percentage of total employees trained	<b>91%</b>	–	%
	By gender			
	Female	<b>30%</b>	–	%
	Male	<b>70%</b>	–	%
	By employee category			
	Managerial	<b>30%</b>	–	%
	Senior	<b>30%</b>	–	%
	Middle	<b>20%</b>	–	%
	Junior	<b>20%</b>	–	%
<b>B3.2</b>	<b>Average training hours completed</b>			
	Average training hours per employee	<b>2.7</b>	–	hour/employee
	By gender			
	Female	<b>3.0</b>	–	hour/employee
	Male	<b>2.6</b>	–	hour/employee
	By employee category			
	Managerial	<b>3.0</b>	–	hour/employee
	Senior	<b>3.0</b>	–	hour/employee
	Middle	<b>3.0</b>	–	hour/employee
	Junior	<b>2.0</b>	–	hour/employee

# Environmental, Social and Governance Report

<b>Social Aspects</b>		<b>2022</b>	2021	<b>Unit</b>
<b>Aspect B5: Supply Chain Management</b>				
<b>B5.1</b>	<b>Number of suppliers by geographical region</b>			
	Total number of suppliers	<b>8</b>	–	supplier
	By geographical region			
	Hong Kong	<b>1</b>	–	supplier
	China	<b>7</b>	–	supplier
<b>Aspect B6: Product Responsibility</b>				
<b>B6.1</b>	Percentage of total products sold or shipped subject to recalls	<b>0%</b>	–	%
<b>B6.2</b>	Number of products and service-related complaints received	<b>0</b>	–	no.
<b>Aspect B7: Anti-corruption</b>				
<b>B7.1</b>	Number of concluded legal cases regarding corruption	<b>0</b>	–	case