



# KINGKEY FINANCIAL INTERNATIONAL

Kingkey Financial International (Holdings) Limited

(Incorporated in the Cayman Islands with limited liability)

Stock code: 1468

# 2024

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT





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# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## About this Report

### Introduction to the Report

This Environmental, Social and Governance Report (the “Report”) provides an overview of the initiatives, plans and performance of Kingkey Financial International Holdings Limited (the “Kingkey Financial International”, the “Company”, the “Group” or “We”, together with its subsidiaries) in Environmental, Social and Governance (“ESG”) and demonstrates its commitment to sustainable development.

### Reporting Period

This Report describes the ESG activities, challenges and measures taken by the Group during the year ended 31 March 2024 (the “Reporting Period”, “Year”, “2024”).

### Reporting Scope

This Report focuses primarily on the Group’s ESG performance within its subsidiaries in Hong Kong, PRC and Constituent part of the Kingdom of Denmark (“Denmark”) of the Group, which is the major operating revenue activity controlled directly by our management. Kingkey Financial International’s formwork business principally includes (i) the provision of securities trading, insurance brokerage, assets management and money lending, (ii) fur business, (iii) membership and event business, (iv) insurance technology business, (v) network and licensing business, and (vi) trading.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Reporting Framework

This Report has been prepared in accordance with the ESG Reporting Guide as set out in Appendix C2 to the Rules Governing the Listing of Securities on Main Board of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

## Reporting Principles

During the preparation of this ESG Report, the Group has applied the Reporting principles stipulated in the ESG Reporting Guide as follows:

Materiality	A materiality assessment was conducted to identify material issues during the Reporting Period, thereby adopting the confirmed material issues as the focus for the preparation of this ESG Report. The materiality of the issues was reviewed and confirmed by the Board.
Quantitative	Supplementary notes are added along with quantitative data disclosed in this ESG Report to explain any standards, methodologies, and source of conversion factors used during the calculation of environmental KPI.
Balance	This Report aims to provide a holistic and fair view of the sustainability performance of the Group and has not omitted any information related to material ESG topics.
Consistency	The approach adopted for the preparation of this ESG Report was substantially consistent with the previous year, and explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.

## Forward-Looking Statements

This ESG Report contains forward-looking statements which are based on the current expectations, estimations, projections, beliefs, and assumptions of the Group about the businesses and the markets in which it operates. These forward-looking statements are not guarantees of future performance and are subject to market risks, uncertainties, and factors beyond the control of the Group. Therefore, actual outcomes may differ from the assumptions made and the statements contained in this ESG Report.

## Confirmation and Approval

This Report was endorsed by the ESG Taskforce and approved by the Board in June 2024.

## Contact Us

Your feedback is valuable to our continuous improvement, and we welcome any comments and suggestions you may have on this Report or our future ESG strategy in general. Please share any comments or suggestions regarding the Group’s ESG performance at [admin@kkgroup.com.hk](mailto:admin@kkgroup.com.hk).

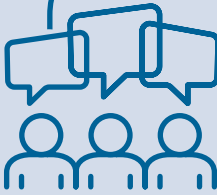
# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Our ESG Governance Structure



### Board of Directors

- Evaluate ESG-related risks and opportunities
- Formulate ESG management approaches, strategies, priorities and goals
- Review the disclosures in the ESG Report
- Oversee all ESG issues



### ESG Taskforce

- Oversee the development of ESG-related strategies, goals, policies and practices
- Identify the Group's ESG-related issues and risks
- Flag emerging ESG-related risks and opportunities
- Implement sustainability policies, procedures and initiatives
- Collect ESG information and data for ESG disclosures

## Board Statement

The Board, being ultimately responsible for monitoring the Group's ESG issues, including ESG management approach, strategy, and policies, holds a crucial role in ensuring effective oversight. To comprehensively manage the Group's ESG performance and proactively identify potential risks, the Board conducts materiality assessments, when necessary, with the assistance of the ESG committee. These assessments evaluate and prioritise material ESG-related issues, considering the opinions of stakeholders. Additionally, the Board reviews the progress made against ESG-related goals and targets, establishing a direct connection between these goals and targets, as well as their relevance to the issuer's businesses.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## ESG Taskforce

The Group's ESG Taskforce ("Taskforce") comprises core personnel from different departments to facilitate the Board's oversight of ESG matters. At the executive level, the Taskforce is responsible for collecting and analysing ESG data, monitoring and evaluating the Group's ESG performance, ensuring compliance with ESG-related laws and regulations, and preparing the ESG Reports. The Taskforce arranges regular meetings to assess the effectiveness of current policies and procedures and to develop appropriate solutions to enhance the overall performance of ESG policies. At the meeting, the Taskforce discussed existing and future plans to monitor and manage the Group's sustainability objectives and indicators, mitigate potential risks and minimise negative impacts on our business operations. By formulating ESG-related targets and indicators to reduce our environmental impact, the Group is committed to integrating sustainable development into its business operations and fulfilling corporate responsibility. The Taskforce reports regularly to the Board to evaluate the implementation and effectiveness of the internal control mechanisms, as well as to review the progress of established goals and targets. The Taskforce will also be involved in the assessment and identification of the Group.

The Board confirmed that it had reviewed and approved this ESG Report. To the best of its knowledge, this Report will fairly address the identified material issues and report on the Group's ESG approach and performance.

## Stakeholder Engagement

Kingkey Financial International is dedicated to fostering a sustainable approach within its ESG strategies to enhance performance in environmental protection and social responsibility. Valuing input from stakeholders, the Group actively seeks to understand, respond to, and address the primary concerns of various stakeholders through close communication. To facilitate effective communication and incorporate stakeholder feedback into sustainable management and ESG strategy development, a wide array of communication channels has been established.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

When formulating operational and ESG strategies, Kingkey Financial International considers stakeholders' expectations through diverse engagement methods and communication channels. These methods and channels are outlined below:

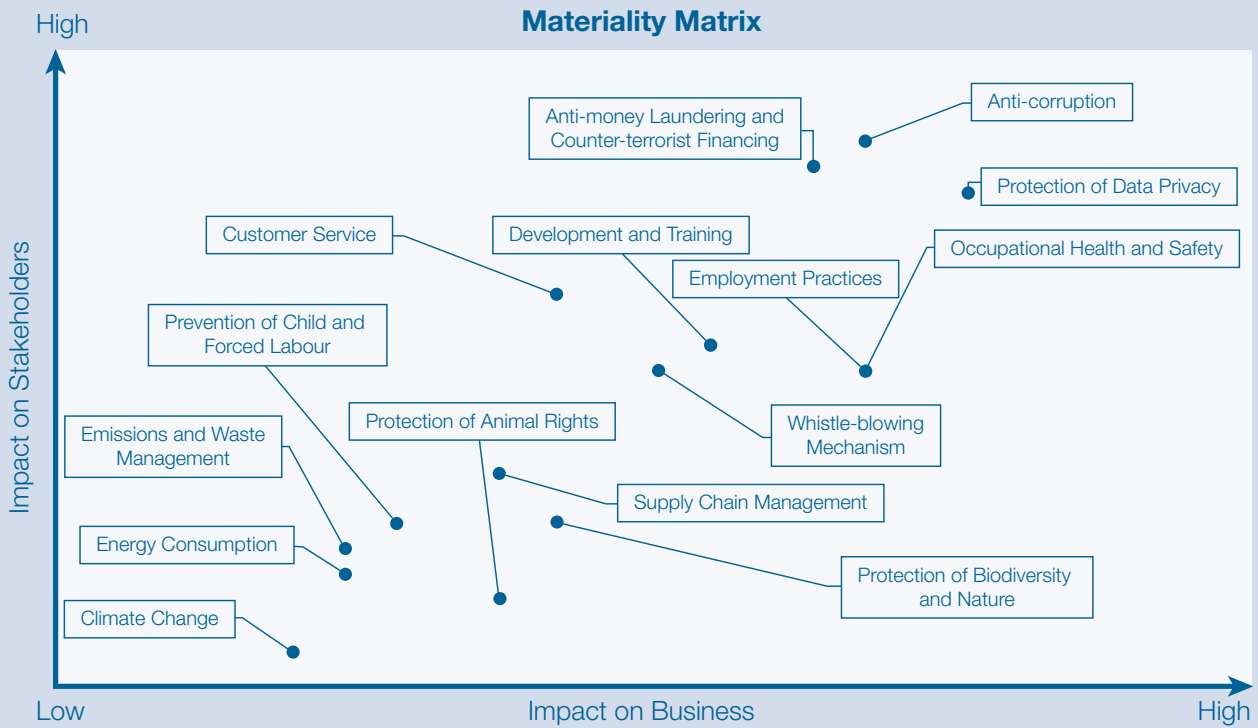
Stakeholders	Possible Issue of Concern	Communication Channels
<b>Government/ Regulatory Authorities</b>	<ul style="list-style-type: none"> <li>• Compliance with policies and regulations</li> <li>• Operational compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Routine reporting and disclosure</li> <li>• Announcements</li> <li>• Press releases</li> </ul>
<b>Customers</b>	<ul style="list-style-type: none"> <li>• Products and service quality</li> <li>• Delivery time</li> </ul>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Phone and email communication</li> <li>• Communication with staff</li> <li>• Customer comment cards</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Supplier management</li> <li>• Customer service</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier assessment</li> <li>• Site visits</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Rights and benefits</li> <li>• Remuneration and compensation</li> <li>• Career development and training</li> <li>• Working hours</li> <li>• Occupational health and safety</li> <li>• Working environment</li> </ul>	<ul style="list-style-type: none"> <li>• Employee training</li> <li>• Employee communication meetings</li> <li>• Performance reviews</li> <li>• Employee handbook</li> </ul>
<b>Stakeholders and Investors</b>	<ul style="list-style-type: none"> <li>• Corporate governance system</li> <li>• Business strategies and performance</li> <li>• Corporate transparency and reputation</li> </ul>	<ul style="list-style-type: none"> <li>• Annual/Extraordinary general meetings</li> <li>• Annual reports and announcements</li> <li>• Company website and email</li> </ul>
<b>Community</b>	<ul style="list-style-type: none"> <li>• Community environment</li> <li>• Employment and community development</li> <li>• Social welfare</li> </ul>	<ul style="list-style-type: none"> <li>• Community activities</li> <li>• Employee voluntary activities</li> <li>• Community welfare subsidies</li> <li>• Charitable donations</li> </ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Materiality Assessment

Material issues in this Report refer to what may have a significant impact on the Group's business operations, or those that have an actual impact on stakeholders. To identify and prioritise these issues, the Group conducts a materiality assessment survey every year, presenting the findings in the form of a materiality matrix.

The following matrix is a summary of the Group's material ESG issues:

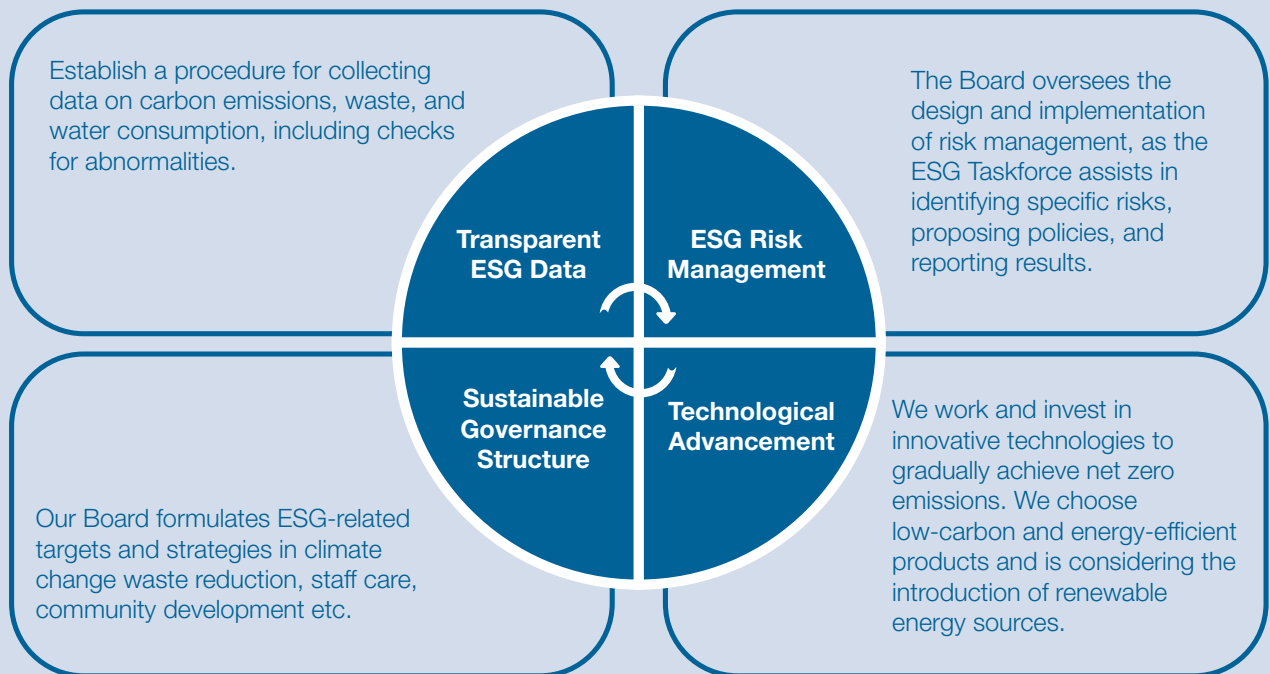




# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Our Approach to Sustainable Development

At our core, we prioritise sustainable development, recognising that long-term value for shareholders hinges on responsible utilisation of natural resources, waste and pollution reduction, and investments in our people and communities. Our business strategy and ESG policies are inherently intertwined with sustainability, reflecting our commitment to fostering a better future.

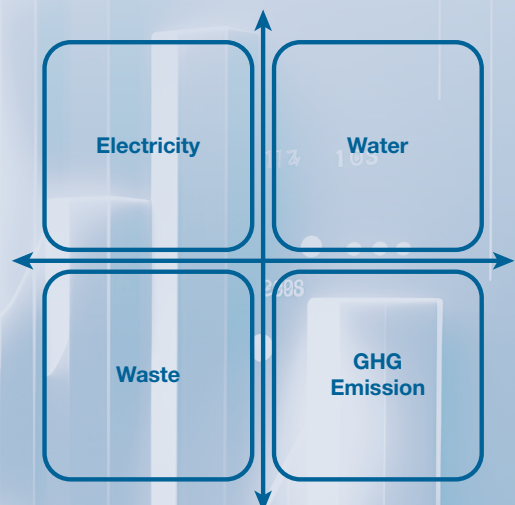


## A. Environmental


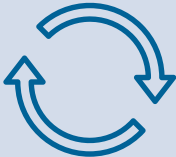


Kingkey Financial International places paramount importance on effective environmental management to fulfil its social responsibilities. To contribute to environmental protection, reduce carbon emissions, and achieve long-term sustainable development, the Group has developed specific practices to regulate greenhouse gas emissions and waste generated throughout its operations. These measures aim to safeguard the environment and align with our commitment to creating a more sustainable future.

### Our Environmental Targets

By leveraging sustainable development goals, we foster collaboration among our operating companies to collectively pursue shared objectives. Our focus on enhancing standards, efficiency, and innovation enables us to proactively mitigate operational risks and cultivate long-term resilience across our businesses.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Our Priority Areas	Our Commitments
	10% Reduction in Scope 1 and Scope 2 GHG emissions intensity by 2030
	10% Reduction in intensity of waste generation by 2030
	5% Reduction in water consumption intensity by 2030
	4% Reduction in electricity consumption intensity by 2030

## A1. Emissions Control

Kingkey Financial International recognises its obligation to address both direct and indirect environmental impacts stemming from its business operations. Demonstrating a commitment to corporate social responsibility, the Group upholds principles of sound environmental management to safeguard the environment. To mitigate the adverse effects associated with our operations, we have established an ESG Taskforce dedicated to coordinating and implementing environmental protection measures and objectives, as well as addressing pertinent environmental concerns. Guided by our ESG policies, we direct and execute initiatives aimed at environmental protection. Moreover, the Group remains steadfast in its dedication to raising employee awareness regarding environmental preservation.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Emissions

Kingkey Financial International primarily generates air emissions through fuel consumption by its fleet of vehicles. The exhaust gas emitted by the Group consists of nitrogen oxides (“NO<sub>x</sub>”), sulphur oxides (“SO<sub>x</sub>”), and particulate matter (“PM”). These emissions contribute to the overall air quality impact associated with the Group’s operations.

Types of Air Emissions	Unit	FY2024
Nitrogen Oxides (NO <sub>x</sub> )	kg	5.98
Sulphur Oxides (SO <sub>x</sub> )	kg	0.02
Particulate Matter (PM)	kg	0.56

The Group prefers local suppliers and contractors, thus reducing exhaust gas and GHG emissions resulting from transportation. Environmentally friendly unleaded petrol is adopted to comply with the latest emissions standards.

During this Reporting Period, the Group was not aware of any material non-compliance with environmental-related laws and regulations in relation to air and greenhouse gases (“GHG”), emissions, discharges into water and land discharges, and the generation of hazardous and non-hazardous waste that would have a significant impact on the Group.

## GHG Emissions<sup>1</sup>

Indicators	Unit	FY2024	FY2023
Direct GHG Emissions (Scope 1)			
– Diesel Consumption	tCO <sub>2</sub> e	3.60	2.57
Energy Indirect GHG Emissions (Scope 2)			
– Electricity Consumption	tCO <sub>2</sub> e	137.55	159.53
Total GHG Emissions (Scope 1 and Scope 2)	tCO <sub>2</sub> e	141.15	162.10
Intensity <sup>2</sup>	tCO <sub>2</sub> e/employee	1.41	1.95

Notes:

1. GHG emissions data is presented in tonnes of carbon dioxide equivalent and was in reference to, including but not limited to, the reporting requirements of the “GHG Protocol Corporate Accounting and Reporting Standard” issued by the World Resources Institute and the World Business Council for Sustainable Development, the “How to prepare an ESG Report – Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX, the “Sustainability Report 2022” published by the Hong Kong Electric Investments Limited, the “2022 Sustainability Report” published by the CLP Power Hong Kong, and the “Greenhouse gas reporting: conversion factors 2023” issued by DESNZ in the UK.
2. As of 31 March 2024, the Group had a total of 100 full-time employees (2023: 83 full-time employees). The data is also used for calculating other intensity data.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Kingkey Financial International's primary source of greenhouse gas (GHG) emissions stems from purchased electricity, falling under Scope 2 emissions. The Group proactively adopts energy conservation measures, which will be further detailed in the "A2. Use of Resources – Energy Management" section. While striving to achieve the 2030 target, the Group places emphasis on enhancing employee awareness of environmental protection in their daily work practices. Additionally, the Group actively implements environmental protection measures to minimise its carbon footprint, aligning with its commitment to sustainability.

## Sewage Discharge

Given the nature of its operations, Kingkey Financial International's business activities do not generate any substantial discharge. The majority of the water supply and discharge facilities are provided and managed by the property management company. The Group ensures that all wastewater generated is appropriately channelled to local sewage treatment plants for thorough treatment via the municipal sewage network.

## Waste Management

The Group actively advocates the importance of environmental management, strictly controls the generation of waste, continuously optimises management and monitoring, meeting the requirements of national and local environmental standards. Additionally, the Group ensures that the generated waste will be collected, source-separated, and recycled as much as possible before proper disposal.

## Hazardous Waste

Due to the nature of its business, the Group did not generate any hazardous waste during the Reporting Period. However, the Group has also formulated guidelines for the management and disposal of hazardous waste. If any hazardous waste is generated, the Group must engage qualified chemical waste collectors to treat such waste and comply with relevant environmental laws and regulations.

## Non-Hazardous Waste

The non-hazardous waste generated by the Group's operations is mainly office paper.

Indicators	Unit	FY2024 <sup>3</sup>	FY2023
Total Non-hazardous Waste Produced			
– Office Paper	Tonnes	17.45	3.11
Intensity	Tonnes/employee	0.17	0.04

Note:

- During the Reporting Period, taking into account the increase in business in Mainland China and securities transaction documents in Hong Kong, office paper consumption increased.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

We are dedicated to optimising resource utilisation throughout our business operations. To effectively manage various types of waste, we have implemented diverse waste reduction initiatives across different areas within the Group. To monitor paper consumption and prevent any excess, we employ measures to promote a paperless workplace, such as utilising double-sided printing and adopting electronic methods for document circulation.

Our office is equipped with appropriate facilities, and we actively encourage our staff, with Green Message reminders, to sort and recycle waste. Our objectives include minimising waste generation and promoting paper reuse and recycling. Whenever feasible, we prioritise online meetings over physical ones, reducing unnecessary waste.

Furthermore, our focus extends to office supplies as an integral part of our sustainability efforts. The production, use, and disposal of office supplies have significant environmental and social impacts. Thus, we strive to reuse and refurbish items such as file boxes, plastic binding rings, and paper clips wherever possible. We also prioritise the use of refillable rollerball pens and correction-type paper, while actively avoiding single-use disposable items.

## A2. Use of Resources

Kingkey Financial International is committed to transforming into a resource-saving and environmentally friendly enterprise. We consistently introduce resource efficiency and eco-friendly measures across all our operations, striving to optimise resource utilisation throughout our business practices. To guide our efforts, the Group has established policies that govern the efficient and responsible use of resources. These policies are designed to enhance energy efficiency, minimise unnecessary resource usage, and drive sustainable practices within our organisation.

### Energy Management

Due to the business nature of the Group, the energy consumption is considered relatively low. Energy consumption of the Group includes diesel consumed by small trucks in the Danish farm, and electricity used at the offices.

Indicators	Unit	FY2024	FY2023
Direct Energy Consumption			
– Diesel	kWh	14,343	11,078
Indirect Energy Consumption			
– Purchased Electricity	kWh	324,051	366,630
Total Energy Consumption	kWh	338,415	377,708
Intensity	kWh/employee	3,384	4,551

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

To enhance energy efficiency performance, the Group has implemented a comprehensive range of energy-saving measures. These measures include, but are not limited to:

- Encourage employees to turn off idle equipment, computers and lighting, when not in use or after working hours;
- Utilise natural light where possible;
- Adopt power-saving features for office equipment and computers;
- Purchase energy-efficient appliances to replace old appliances or due to new business needs.

## Water Consumption

Kingkey Financial International's financial service operations do not entail significant water consumption due to the nature of its business. Water usage primarily revolves around basic cleaning and sanitisation purposes. As the water bill for the majority of Hong Kong offices is covered by the estate management fee, specific data on water consumption is unavailable. Nonetheless, the Group actively encourages all employees to cultivate a conscious habit of water conservation. Environmental messages promoting water conservation are prominently displayed in pantries and toilets, serving as reminders for employees.

Continual enhancement of water conservation measures remains a priority for the Group. Notably, the recorded water usage is primarily attributed to the mink farms in Denmark and our Hunghom Office. Given the Group's business nature and predominant operational focus in Hong Kong, the issue of sourcing water suitable for specific purposes is not a pertinent concern.

During the Reporting Period, the Group did not encounter any issue in sourcing water that was fit for purpose due to its geographic location that its operation located.

Indicators	Unit	FY2024	FY2023
Water Consumption	m <sup>3</sup>	4,132	4,315
Intensity	m <sup>3</sup> /employee	41.32	51.99

## Use of Packaging Materials

Due to Kingkey Financial International's business nature, it does not consume a significant amount of packaging materials, and thus the use of packaging materials is immaterial.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## A3. The Environment and Natural Resources

Kingkey Financial International is dedicated to actively mitigating the environmental impact of its activities by implementing the industry's best practices. These practices aim to reduce natural resource consumption and effectively manage emissions. Regular assessments of the Group's businesses are conducted to identify and address environmental risks, with a focus on preventive measures. Compliance with applicable laws and regulations is strictly adhered to.

While the fur trading and securities businesses of the Group have a limited environmental impact, the Group remains steadfast in its commitment to upholding corporate social responsibility. Recognising its responsibility, the Group strives to minimise any negative environmental impact resulting from its business operations.

### Protection of Biodiversity and Nature

Kingkey Financial International maintains an approach that prioritises environmental respect within its fur farming operations. Habitat conservation efforts are actively pursued on the Group's business to create suitable environments for the minks.

During the procurement process, the Group ensures the wide procurement of minks with different colours and sexes. Reputable mink suppliers are carefully selected, providing transparent information regarding their cultivation processes. This ensures that minks are not sourced from untraceable or questionable origins, including any involvement in poaching activities.

Furthermore, the by-products generated from fur farming are converted into useful products. For instance, animal fats from minks are utilised in the production of biodiesel, while the remains of minks are fully utilised and transformed into fertilisers for crop cultivation and cement production.

The Group's efforts in mink farming involve significant endeavours to conserve natural resources and establish a sustainable production chain. In the future, the Group may explore conducting research on animal behaviour, genetics, or habitat restoration techniques, if feasible. Such research can contribute to a greater understanding of biodiversity and inform conservation efforts.

## A4. Climate Change

In recent years, weather patterns have become increasingly unpredictable because of climate change. The Group acknowledges the significant threat posed by climate change and takes proactive measures to address it by offsetting its carbon footprint. Recognising the importance of identifying and mitigating climate-related issues, the Group maintains a close watch on the potential impacts of climate change on its business and operations. It remains committed to effectively managing any potential climate-related risks that could affect the Group's business activities. By actively monitoring and addressing these risks, the Group demonstrates its dedication to environmental sustainability and responsible business practices in the face of climate change.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Climate-Related Management

Our Board oversees the implementation of climate-related governance, strategies and climate risk management to realise carbon neutrality.

### Governance

- The Board is briefed by ESG Taskforce on climate-related issues and our performance against our decarbonisation targets.
- To provide additional oversight and direction, the ESG Taskforce reports periodically to the Board and leadership team on sustainability matters.

### Strategy

- We have identified short-term, medium-term, and long-term climate-related risks and opportunities.
- The ESG Taskforce discusses how climate-related risks and opportunities affect the Group's strategies, finances, and business.

### Risk Management

- An assessment has been conducted to identify the sensitivity and adaptability of developments under the potential impacts of climate change. Assessing system robustness includes considering existing flood prevention systems, system redundancy such as the capacity of water supply, and susceptibility to extreme weather.
- Sustainability criteria are integrated into the Group's assessment of risk for new acquisitions, such as adaptation and resilience to climate change, flood risk assessment, energy efficiency, and carbon emissions reduction.

According to the reporting framework established by the Task Force on Climate-Related Financial Disclosures, climate-related risks can be categorised into two main types: physical risks and transition risks. The Group recognises the significance of these risks and their potential impact on its operations.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Physical Risks

Kingkey Financial International acknowledges that the rising frequency and severity of extreme weather events, including typhoons, storms, heavy rains, extreme cold, and extreme heat, pose acute and chronic risks of physical damage to its business. These events can lead to property damage, disruptions in operations, and potential financial losses. To mitigate these risks, the Group implements robust risk management strategies, such as evaluating and strengthening the resilience of its infrastructure, facilities, and supply chains to withstand the impacts of climate-related events.

### Description

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#### Acute

- Flooding
  - Drought
  - Wildfire
  - Tropical cyclones
- Increased spending to enhance our assets' adaptive capability and mitigate adverse effects

#### Chronic

- Heat stress
  - Water stress
- Lower productivity due to extreme heat
  - Greater expenditure on cooling and an increase in water efficiency

To minimise the potential hazards, the Group has upgraded flood protection measures and mitigation plans, including flexible working arrangements during typhoons and black rainstorms. Additionally, the Group has put in place corresponding policies such as health & safety policies and energy efficiency policies in order to take appropriate caution.

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## Transition Risks

The Group anticipates that climate change will lead to changes in the regulatory, technological, and market landscape, including tightening national policies, environmental taxes, and shifting customers' preferences towards eco-friendly business practices to achieve its global vision of carbon neutrality.

	Description
<b>Policy regulations</b>	<ul style="list-style-type: none"><li>• Tighter national policies and regulations</li><li>• The emergence of environmentally related taxes</li><li>• More ambitious national decarbonisation plans</li></ul>
<b>Technology innovations</b>	<ul style="list-style-type: none"><li>• Increased use of green and low-carbon technologies</li><li>• Using renewable energy more often</li></ul>
<b>Markets</b>	<ul style="list-style-type: none"><li>• Greener products and processes are more popular among customers</li></ul>
<b>Reputational damage</b>	<ul style="list-style-type: none"><li>• Greenwash accusations</li></ul>

The Group constantly monitors any changes in laws or regulations and global trends on climate change to avoid cost increments, non-compliance fines or reputational risks due to delayed response. The Group will explore emergency plans to further enhance business stability.

## B. Social

### B1. Employment

The Group places paramount importance on its employees, considering them as its most valuable resource and recognising their pivotal role in its success. The Group values the expertise, capabilities, loyalty, and contributions of its employees.

To ensure clear guidelines and expectations, the Group has developed an Employee Handbook. This comprehensive document covers various aspects such as recruitment, compensation, promotion, working hours and rest periods, dismissals, diversity, and equal opportunity. The Group periodically reviews these policies and employment practices to continuously improve its employment standards and remain competitive within the industry.

During the Reporting Period, the Group was not aware of any material non-compliance with employment-related laws and regulations that would have a significant impact on the Group.

#### Recruitment, Promotion and Dismissal

Kingkey Financial International recognises the value of a diverse and skilled workforce and is committed to creating and maintaining an inclusive and collaborative workplace culture in which all can thrive. The Group hires employees in an open and transparent manner. The recruitment process standardises the hiring procedures and recruitment principles of fairness and equality. All candidates are offered equal opportunity, regardless of their gender, race, age or any other demographic characteristics. Employees of the Group are remunerated at a competitive level and are rewarded according to their performance and experience. The promotion of the Group's employees is subject to review annually. The Group has established objective performance indicators for annual performance evaluation. The Supervisor will discuss with the employee about his/her performance in facilitating effective two-way communication for advancement. Based on the evaluation result, we offer rewards to the employees to encourage continuous improvement. The Group has no tolerance for unfair dismissals and makes sure the dismissal procedure is fair and open. The Group has formulated the procedures and conditions of dismissal in the Employee Handbook. Any termination of the employment contract would be based on reasonable and lawful grounds.

#### Working Hours and Rest Periods

Kingkey Financial International recognises the significance of maintaining a healthy lifestyle and promoting work-life balance among its employees. Policies have been formulated to determine working hours and rest periods in accordance with local employment laws. The Group emphasises a culture that discourages excessive overtime work. Employees who choose to work overtime are provided with appropriate overtime allowances as per regulations and company policies.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

To foster employee engagement and a sense of community, the Group actively organises activities such as employee bonding events, outings, volunteering opportunities, and charity events. Furthermore, the Group acknowledges the importance of cultural and festive celebrations. On such occasions, employees are allowed to leave work early to participate in and celebrate festivals.

## Equal Opportunity, Diversity and Anti-Discrimination

Kingkey Financial International is committed to strict compliance with all national and local governmental laws and regulations. We uphold a fair, equitable, and transparent recruitment process, establishing policies that prevent discrimination in recruitment. Our aim is to ensure that no individual experiences discrimination based on race, social status, religion, nationality, disability, age, marital status, gender, pregnancy, sexual orientation, trade union membership, or political association. We strive to provide equal and fair treatment to all employees, encompassing areas such as recruitment, remuneration, training, promotion, dismissal, retirement, and other aspects of employment.

If an employee faces intimidation, humiliation, bullying, or harassment, including sexual harassment, they are encouraged to report the matter to their designated employee representative or directly to the general manager. The Group takes such complaints seriously and will employ appropriate measures to address and resolve these issues promptly upon receipt of the complaint.

## Compensation and Benefits

The Group actively seeks out and attracts talented individuals, recognising their value to the organisation. To ensure fair and competitive compensation, the Group references market practices when determining employees' salaries and year-end bonuses. Factors such as qualifications, work performance, performance appraisal results, and market trends are taken into account in determining the remuneration package.

The remuneration package provided by the Group includes various benefits such as holidays, annual leave, medical benefits, and discretionary bonuses. These benefits contribute to the overall well-being and satisfaction of employees.

Denmark's social security system is designed to provide comprehensive support to its citizens. Through a combination of taxes and contributions from employers and employees, Denmark offers a range of social benefits to ensure the well-being of its workforce. These benefits include unemployment benefits, healthcare coverage, maternity and paternity leave, and pension schemes. The Danish social security system aims to promote social equality and a high standard of living by providing a safety net that safeguards employees' financial security and provides access to essential services.

In Hong Kong, the Group also complies with the Mandatory Provident Fund Schemes Ordinance by providing mandatory provident fund contributions for employees. This ensures that employees in Hong Kong are covered by the mandatory retirement savings scheme.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Engaging with Employees

The Group recognises the importance of transparent and effective communication within the organisation. To facilitate this, the Group utilises various channels, including emails, employee questionnaires, internal meetings, and other appropriate means of communication.

Employees are encouraged to report any irregularities they come across to their supervisors or the Human Resources Department. The Group emphasises that all reported cases will be treated confidentially to ensure the privacy and protection of individuals involved. This confidentiality helps create a safe environment for employees to voice their concerns and ensures that reported issues are handled appropriately.

As of 31 March 2024, the Group's employee size breakdown was as below:

<b>Breakdown of Employees</b>	<b>FY2024</b>	<b>FY2023</b>
<b>Total</b>	<b>100</b>	<b>83</b>
<b>By Gender</b>		
Male	42	35
Female	58	48
<b>By Age</b>		
Below 30	24	8
30–50	65	63
Above 50	11	12
<b>By Geographical Location</b>		
Mainland China	24	17
Hong Kong	72	64
Denmark	2	2
USA	1	–
Vietnam	1	–
<b>By Employment Type</b>		
Full-time	86	80
Part-time	14	3
<b>By Employment Category</b>		
Senior Management	12	13
Middle Management	24	29
General Staff	64	41

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

During the Reporting Period, the overall employee turnover rate was approximately 18%. The table below shows the employee turnover rate breakdown by gender, age group and region group:

Indicators (%) <sup>4</sup>	FY2024	FY2023
<b>By Gender</b>		
Male	12	17
Female	22	13
<b>By Age</b>		
Below 30	17	25
30–50	17	14
Above 50	27	8
<b>By Geographical Location</b>		
Mainland China	4	12
Hong Kong	24	16
Denmark	0	0

Note:

4. The employee turnover rate was calculated by the number of employees left during the Reporting Period/Total number of employees × 100%.

## B2. Health and Safety

Kingkey Financial International places high value on the health and safety of its employees and provides them with a healthy, safe, and comfortable working environment. To ensure this, the Group has developed a Health and Safety Policy that outlines its commitment to reducing occupational safety hazards in the workplace.

The Group has established a safety management structure to effectively identify and mitigate potential risks. This structure helps during the implementation of safety measures, the process of conducting regular safety inspections, and in times of providing necessary training and resources to employees.

The Group has successfully maintained an impeccable safety record over the past three years, with zero work-related fatalities and no lost working days due to work injuries. Throughout the Reporting Period, the Group was not aware of any material non-compliance with health and safety related laws and regulations that would have a significant impact on the Group.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Safety Measures in Offices

Kingkey Financial International recognises the importance of providing a comfortable working environment that promotes the mental and physical well-being of its employees. To ensure this, the Group monitors and reviews its safety and security management practices periodically.

To safeguard the health and safety of its staff, the Group provides guidance on fire precautions to minimise the risk of fire incidents and ensures employees are prepared for emergency situations. Detailed escape routes and office layouts are prominently displayed to familiarise employees with evacuation procedures. Adequate firefighting equipment is installed in the offices to handle potential fire emergencies.

Regular fire inspections are conducted to prevent any blockage of escape routes and to ensure that all fire equipment is in proper working condition. Additionally, the estate management office arranges fire drills on a regular basis to familiarise employees with emergency evacuation protocols.

Kingkey Financial International prioritises proper lighting and ventilation in the workplace to create a comfortable and conducive atmosphere. First aid boxes are readily available in easily accessible locations to provide immediate medical assistance if needed. The Human Resources Department takes responsibility for ensuring that the supplies inside the first aid boxes are not expired and remain functional.

## B3. Development and Training

Kingkey Financial International regards its talent as the most important asset and resource. This is achieved through talent development, via a well-planned training strategy that creates value and caters to their needs. The Group understands that training and development programmes are indispensable to its talents in keeping abreast of the latest trends in the finance industry, as well as the dynamic pace of the current domestic market. Considering this, the Group holds regular training, development programmes and training sponsorships for its employees. Through a variety of training modes and courses, the Group has established its internal training system to meet the diverse needs of all types of employees at all levels. This includes induction training, generic skill development, professional development, and leadership development. Hence, employees' skills will be enhanced, while simultaneously being supported in their personal growth, allowing the Group to be able to develop sustainably.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

During the Reporting Period, the Group has provided around 126 hours of training, with an average training period of approximately 1.26 hours per trained employee. The breakdown of the employees trained by gender and employment category is as follows:

Indicators	Average Training Hours (hours)	Percentage of Employees Trained (%)
<b>By Gender</b>		
Male	10	23.81
Female	14	24.14
<b>By Employment Category</b>		
Senior Management	12	100.00
Middle Management	4	33.33
General Staff	8	12.50

## B4. Labour Standards

The Group has zero tolerance and strictly prohibits the use of child labour and forced labour in our operations. The following measures have been taken to avoid these illegal employment practices.

Prevention of child labour	During the recruitment process, the Human Resources Department will verify the applicant's identity documents and ensure that they have reached the minimum age for employment.
Prohibition of forced labour	The Group specifies overtime compensation provisions in the Employee Handbook. The Group carefully monitors the employee working time and working schedule to ensure they work voluntarily and freely.

In case of any illegal labour practice discovered, the Group will cease their employment immediately. An investigation will be carried out subsequently, and the case will be reported to the relevant authorities.

During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labour-related laws and regulations, that would have a significant impact on the Group.



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## B5. Supply Chain Management

The Group acknowledges the significance of supply chain management in addressing environmental and social risks. With a focus on green supply chain practices, the Group actively collaborates with 47 major suppliers, all of which are based in China, which demonstrate a commitment in incorporating environmental and social risk considerations within their supply chain management strategies.

### Suppliers' Evaluation and Management

The Group has implemented standardised procedures for supplier selection to ensure long-term cooperative relationships that contribute to sustainable development and those which foster innovation. The Group adheres to principles of openness, fairness, and equitability in its procurement practices.

To maintain high standards, the Group has established a rigorous and standardised procurement system. This system incorporates a systematic supplier selection process that includes environmental and social risk control requirements. The Group imposes these requirements on suppliers to ensure responsible practices throughout the supply chain.

In line with the Group's commitment to safety, suppliers undergo regular safety performance evaluations. If a supplier fails to meet the required safety standards, they may be subject to suspension or removal from the approved supplier list.

### Supply Chain of Fur Trading Business

In Hong Kong and Denmark, Kingkey Financial International strictly monitors the fur supply chain workflow to ensure compliance. Animal rights and ethical issues are two of the most important consideration factors when selecting suppliers. The Group only selects reputable mink suppliers who refrain from sourcing mink from untraceable and questionable sources. The Group periodically evaluates and monitors the performance of its suppliers to ensure that they are following service standards, contract conditions, and quality provisions. Should their services fall below the agreed standard, their contract will be terminated. The Group also strictly abides by the Code of Practice for the Care and Health of Farmed Mink, Fitch and Fox in Europe issued by the European Fur Breeders' Association and relevant Danish legislative provisions. The Group places great emphasis on the killing method adopted by the slaughterhouse and auction house. Should there be any reported cases of mistreatment or unethical killing, the partnership will be terminated immediately. Apart from government inspection, the European Fur Breeders' Association conducts biannual inspections at the farms. Apart from abiding by the laws and regulations on animal welfare in Denmark, the Group is also in compliance with the Protection of Endangered Species of Animals and Plants Ordinance of Hong Kong.

## Green Sourcing

Kingkey Financial International is aware of the environmental and social practices of the suppliers and tries to engage suppliers with responsible acts to society in view of green sourcing. The Group is committed to selecting environmentally friendly products with competitive prices and good quality to safeguard customers' health and safety, prevent pollution and efficiently use natural resources. The Group requires all departments to consider environmental factors and search for products with higher recycled content, greater durability or greater water and energy efficiency. During the procurement process, the Group prioritises local suppliers and environmentally friendly products and services, hoping to reduce the carbon footprint caused by transportation, while supporting local economic development and creating employment opportunities for local communities. In addition to environmental factors, the Group will also adopt measures to monitor whether its suppliers or contractors comply with relevant environmental and social laws and regulations, or meet other standards in terms of health, safety, forced labour and child labour.

## B6. Product Responsibility

Kingkey Financial International places customers' satisfaction at the core of its sustainable development strategy. With a strong commitment to delivering the highest quality of service, the Group strives to meet and exceed customer expectations. Understanding that each customer has unique needs, the Group aims to customise its solutions accordingly, providing tailored and sustainable value that addresses specific requirements. By fostering long-term relationships with customers, the Group not only aims to meet their immediate needs but also to establish enduring partnerships built on trust, reliability, and mutual success.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with related laws and regulations concerning health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress that would have a significant impact on the Group.

## Quality Assurance

The Group has implemented a comprehensive Quality Assurance Policy to ensure adherence to local laws and regulations. This includes a stringent quality assurance process that undergoes regular reviews and updates to align with the latest standards. To provide high-quality financial services to customers, the Group has obtained all the necessary licenses and permits that are essential for its operations in Hong Kong. These licenses include SFC type 1/4/9, licenses from the Insurance Authority, registered intermediaries for MPFA, and the Money Lending License. The Group proactively monitors the expiration dates of these licenses and initiates timely renewal processes to maintain compliance. Similarly, for the mink farm business, the farms have obtained the required permits to operate in accordance with relevant regulations.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Complaint Channel

Feedback from customers provide valuable insights, serving as a catalyst for continuous improvement. With a proactive approach, the Group actively listens to customer feedback and promptly responds to their concerns and suggestions. In the event of a complaint, the Group's compliance officer takes immediate action, thoroughly investigating the matter and preparing a detailed report for management review. Appropriate measures are then implemented to address the issue effectively. The Group is committed to handling complaints with care and ensuring that they are resolved in a timely and appropriate manner. During the Reporting Period, the Group does not receive any complaints and product recall.

## Safeguarding Customer Assets

The subsidiaries of the Group are licensed corporations and operate under the regulation of the Securities and Futures Commission (SFC), with licenses 1/4/9. As custodians of customers' assets, the Group implements robust controls to ensure the proper handling and safeguarding of these assets in accordance with relevant laws and regulations.

To protect customers' assets, segregated accounts are maintained, ensuring the separation of customer funds from the Group's own assets. Transactions are executed only upon receipt of customers' consent or when there is an obligation to fulfil agreed contractual terms. In order to maintain proper control and transparency, the Group maintains an adequate audit trail, facilitating effective oversight of asset handling. Regular compliance reviews and audits are conducted to identify and address any non-compliance with regulatory requirements. Any irregularities or breaches of regulations are promptly reported to both the Management and the relevant authorities.

## Protection of Consumers' Information and Data Privacy

Kingkey Financial International places great importance on the protection of customer personal data and confidential documents, adhering to the guidance provided by the Office of the Privacy Commissioner for Personal Data of Hong Kong. The Group has a robust privacy policy in place and is committed to not disclosing any personal information collected from clients to third parties without their explicit consent. Safeguarding customer privacy is a top priority for the Group, and it takes all necessary measures to maintain the security and confidentiality of customer data.

During the Reporting Period, the Group has not received any significant complaints regarding breaches of customer privacy.

## Protection of Intellectual Property Rights

Intellectual Property Rights promote innovation and creativity, helping society increase its competitiveness and to improve the well-being of humans. The Group respects Intellectual Property Rights and has formulated procedures and guidelines to ensure its operations at all levels in the fight against intellectual property infringement. All employees are prohibited from disclosing confidential information, including Group strategies, business interests, know-how, inventions, and intellectual property, whether in the course of employment or after leaving the company.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Advertising and Labelling

Kingkey Financial International maintains a strict policy regarding the content of its advertisements, prohibiting the disclosure of any statements that are untrue or inaccurate. To ensure compliance with this policy, the Group has established a set of procedures that govern the creation and dissemination of its advertising materials.

These procedures are designed to ensure that the Group's advertisements are truthful, fair, reasonable, and devoid of any misleading elements. The Group takes great care to ensure that the information presented in its advertisements are accurate and reliable, providing customers with transparent and reliable information.

## B7. Anti-corruption

The Board sets a tone of zero tolerance towards fraud and corruption. The Group's Employee Handbook states guidelines that require employees to comply with all applicable rules on conflicts of interest, insider dealing, anti-competition and anti-corruption. It demands strict adherence from every employee to applicable laws, rules, and regulations in the jurisdictions of which the Group operates within.

The Anti-corruption Policy provides guidance for employees on recognising and avoiding unethical behaviour in a range of business contexts, including procurement of goods and services, accepting and offering corporate gifts or hospitality, and making political or charitable contributions. Any solicitation or acceptance of an advantage, any form of bribery, extortion, fraud, or money laundering are strictly prohibited.

During the Reporting Period, the Group was not aware of any material non-compliance with related laws and regulations of bribery, extortion, fraud and money laundering that would have a significant impact on the Group. No concluded legal cases regarding corrupt practices have been brought against the Group or its employees during the Year.

## Anti-corruption Training

Kingkey Financial International provides training to employees on its governance policies. New joiners will receive training as part of their induction programmes. During the Reporting Period, the directors and employees were provided with anti-money laundering and combating the financing of terrorism training for a total of 64 hours. The Group was unaware of any non-compliance with the relevant laws and regulations relating to bribery, extortion, fraud and money laundering. There were no concluded legal cases regarding corrupt practices brought against the Group or its employees.

## Whistle-blowing Mechanism

The Group encourages its employees and other stakeholders, including customers and suppliers, to raise concerns about suspected improprieties, misconduct, or malpractice. A confidential channel is in place for employees and stakeholders to report any suspected incidents.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Following the guidelines outlined in the Whistle-blowing Policy, the Group treats every reported incident with utmost confidentiality and ensures that whistleblowers are protected from unfair dismissal, victimisation, or unwarranted disciplinary action. Incidents related to fraud and corruption will be thoroughly investigated.

## **B8. Community Investment**

Community Investment is an essential part of the Group's strategic development. Kingkey Financial International believes that community investment can be mutually beneficial to the Group's business and the community it is serving.

Our area of contribution is to support the underprivileged in rehabilitation to improve their quality of life. We also focus to inspire our employees towards social welfare concerns. We believe that by participating in these activities that contribute to the community, our staff could build positive value and be socially responsible citizens. The Group encourages our employees to participate in all kinds of voluntary work that can help those living in poverty within the community.

### **Kingkey Family Office Empowers Education: Supporting Rural Students at the Reading Dream Charity Dinner**

Kingkey Family Office proudly participated in the esteemed Reading Dream Charity Dinner, demonstrating their unwavering commitment to education and community development. This remarkable event, which focuses on supporting rural schools and students, provided an invaluable platform to address the educational challenges faced by students in these areas. During the event, Kingkey Financial International made a generous donation of HKD50,000 to the charity, aimed at addressing the study-related challenges faced by students in rural areas. This contribution will undoubtedly make a significant impact, empowering students with the necessary resources and opportunities to excel academically. Kingkey Family Office's dedication to improving education underscores their deep-rooted belief in equal access to quality education for all, and their involvement in initiatives like the Reading Dream Charity Dinner exemplifies their commitment to making a positive difference in the lives of students in rural communities.

### **Recognition from the Hong Kong Council of Social Service**

Kingkey Financial International, along with its subsidiary, Kingkey Privilege Wealth Management Limited ("Kingkey Wealth Management"), is proud to announce that we have both been honored with the prestigious 'Caring Company' award by The Hong Kong Council of Social Service. This distinguished recognition underscores our steadfast commitment to corporate social responsibility and our invaluable contributions to fostering meaningful partnerships between businesses, the public, and non-profit organisations. The receipt of this prestigious award during the Reporting Period serves as a testament to Kingkey Financial International and Kingkey Wealth Management's genuine dedication to creating a positive impact on society. Our unwavering efforts and compassionate initiatives exemplify their role as responsible corporate citizens, driving positive change and making a difference in the communities they serve.

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## Major Applicable Laws and Regulations Related to the Group's Business

Aspect	Main Applicable Laws and Regulations
<b>Emissions</b>	<ul style="list-style-type: none"><li>• Air Pollution Control Ordinance</li><li>• Water Pollution Control Ordinance</li><li>• Waste Disposal Ordinance</li><li>• The Environmental Protection Act of Denmark</li><li>• Environmental Protection Law of the People's Republic of China</li><li>• Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution</li><li>• Law of the People's Republic of China on Prevention and Control of Water Pollution</li><li>• Law of the People's Republic of China on Prevention and Control of Solid Waste Pollution</li></ul>
<b>Employment and Labour Standards</b>	<ul style="list-style-type: none"><li>• Employment Ordinance</li><li>• Employees' Compensation Ordinance</li><li>• Sex Discrimination Ordinance</li><li>• Disability Discrimination Ordinance</li><li>• Family Status Discrimination Ordinance</li><li>• Personal Data (Privacy) Ordinance</li><li>• The Salaried Employees Act</li><li>• The Children Act of Denmark</li><li>• Labour Law of the People's Republic of China</li><li>• Labour Contract Law of the People's Republic of China</li><li>• Social Insurance Law of the People's Republic of China</li><li>• Law of the People's Republic of China on the Protection of Minors</li></ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"><li>• Occupational Safety and Health Ordinance</li><li>• Fire Safety Ordinance</li><li>• The Health Act of Denmark</li><li>• Production Safety Law of the People's Republic of China</li><li>• Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases</li><li>• Regulation on Work-Related Injury Insurances of the People's Republic of China</li></ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Aspect	Main Applicable Laws and Regulations
<b>Supply Chain Management</b>	<ul style="list-style-type: none"><li>• The Protection of Endangered Species of Animals and Plants Ordinance of Hong Kong</li><li>• The Code of Practice for the Care and Health of Farmed Mink, Fitch and Fox</li></ul>
<b>Product Responsibility</b>	<ul style="list-style-type: none"><li>• Trade Descriptions Ordinance</li><li>• Personal Data (Privacy) Ordinance</li><li>• Advertising Law of the People's Republic of China</li><li>• Trademark Law of the People's Republic of China</li><li>• Protection of Consumer Rights and Interests of the People's Republic of China</li></ul>
<b>Anti-corruption</b>	<ul style="list-style-type: none"><li>• Prevention of Bribery Ordinance</li><li>• Anti-Money Laundering and Counter-Terrorist Financing Ordinance</li><li>• The Danish Criminal Code</li><li>• Criminal Law of the People's Republic of China</li><li>• Anti-Money Laundering Law of the People's Republic of China</li><li>• Anti-Unfair Competition Law of the People's Republic of China</li><li>• Tendering and Bidding Law of the People's Republic of China</li></ul>

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

## The ESG Reporting Guide Content Index of the Stock Exchange of Hong Kong Limited

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect A1: Emissions</b>		
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to Exhaust Gas and GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Emissions Control
KPI A1.1	The types of emissions and respective emissions data.	Emissions Control
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Emissions Control – GHG Emissions
KPI A1.3	Total hazardous waste produced (in tonnes) and intensity.	Emissions Control – Waste Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and intensity.	Emissions Control – Waste Management
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Emissions Control – Our Environmental Targets
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	Emissions Control – Waste Management



# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect A2: Use of Resources</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Use of Resources – Energy Management
KPI A2.2	Water consumption in total and intensity.	Use of Resources –Water Consumption
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	Use of Resources – Energy Management
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Use of Resources – Water Consumption
KPI A2.5	Total packaging material used for finished products (in tonnes) and with reference to per unit produced.	Use of Resources – Use of Packaging Materials
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure	Policies on minimising the issuer’s significant impact on the environment and natural resources.	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.	The Environment and Natural Resources – Protection of Biodiversity and the Nature
<b>Aspect A4: Climate Change</b>		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate Change
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Climate Change – Climate-related Management, Physical Risks, Transition Risks

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect B1: Employment</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Employment
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment
<b>Aspect B2: Health and Safety</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to providing a safe working environment and protecting employees from occupational hazards.	Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	Health and Safety
KPI B2.2	Lost days due to work injury.	Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect B3: Development and Training</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
<b>Aspect B4: Labour Standards</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to preventing child and forced labour.	Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labour Standards

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect B5: Supply Chain Management</b>		
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management – Suppliers’ Evaluation and Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management – Green Procurement
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management – Green Procurement

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect B6: Product Responsibility</b>		
General Disclosure	Information on: <ul style="list-style-type: none"> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer</li> </ul> relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility – Quality Assurance
KPI B6.2	Number of products and service-related complaints received and how they are dealt with.	Product Responsibility – Complaint Channel
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility – Protection of Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	Product Responsibility – Quality Assurance, Safeguarding Customer Assets
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product Responsibility – Protection of Customer's Information and Data Privacy

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

Subject Areas, Aspects, General Disclosures and KPIs	Description	Section/Declaration
<b>Aspect B7: Anti-corruption</b>		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the Reporting Period and the outcomes of the cases.	Anti-corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Anti-corruption – Whistle-blowing Mechanism
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption
<b>Aspect B8: Community Investment</b>		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	Community Investment