



世紀娛樂國際控股有限公司

CENTURY ENTERTAINMENT INTERNATIONAL HOLDINGS LIMITED

(Incorporated in Bermuda with limited liability)

(Stock Code: 959)



2020

Environmental, Social and
Governance Report

CONTENTS

About this Report	2
ESG Management Approach	4
Environmental Protection	6
Responsible Operation	11
Fair Employment	14
Community Investment	18
Laws and Regulations	19
Performance Data Summary	20
HKEX ESG Content Index	23



ABOUT THIS REPORT

This is the fourth Environmental, Social and Governance (“ESG”) Report of **Century Entertainment International Holdings Limited** (“Century Entertainment” or the “Company”, collectively with its subsidiaries, the “Group”), presenting the Group’s material ESG topics, the corresponding management approach and performance during the fiscal year from 1 April 2019 to 31 March 2020.

The Board acknowledges its responsibility to ensure integrity of the report and has reviewed this report and confirmed the contents to be accurate and complete.

REPORTING GUIDELINE

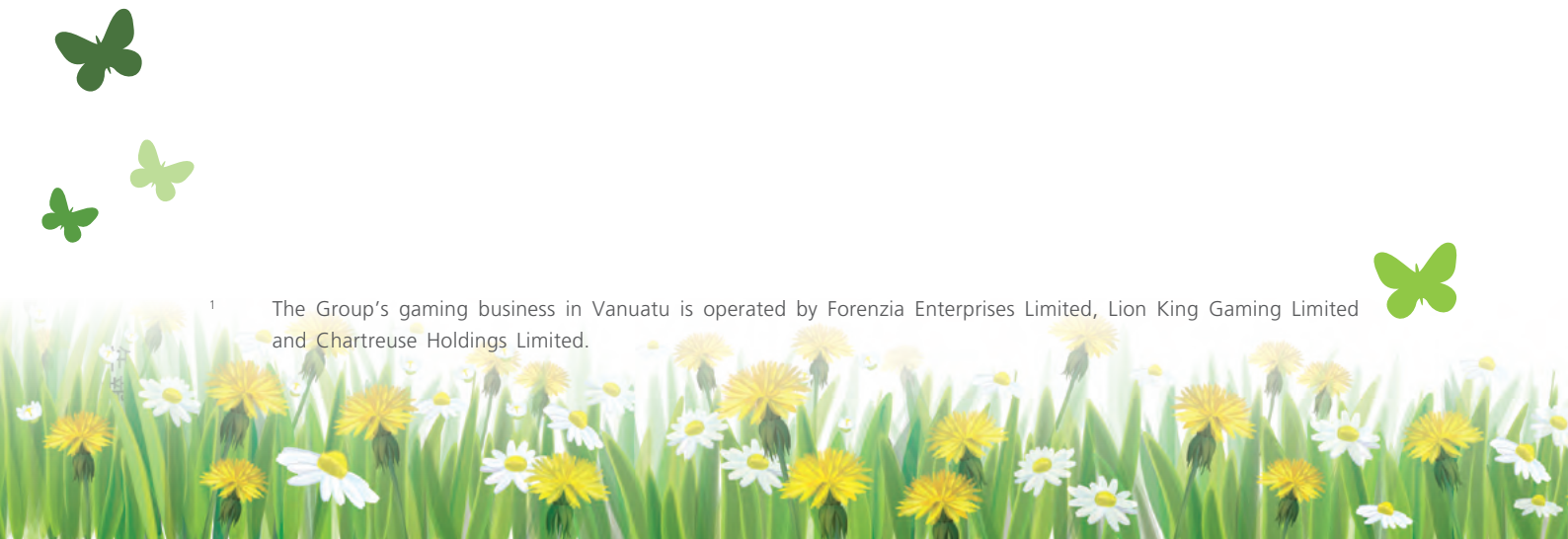
This report has been prepared in compliance with the ESG Reporting Guide set out in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEX”). The reporting principles of Materiality, Quantitative, Balance, and Consistency underpinned the preparation of this ESG report. Data in this report are checked and analysed to account for year-on-year changes and are presented in a way that allows for meaningful comparison.

REPORTING BOUNDARY

Unless otherwise stated, this report covers environmental and social performance of the Group’s gaming businesses in Vanuatu¹ as well as its Hong Kong office. The Group will consistently enhance its data collection and gradually expand the scope of disclosure in coming years.

This report is published in both English and Chinese versions. In the event of discrepancies, the English version shall prevail. This report should be read in conjunction with our annual report. Information relating to corporate governance has been set out in the Corporate Governance Report on Pages 12 to 24 of the 2020 Annual Report.

¹ The Group’s gaming business in Vanuatu is operated by Forenzia Enterprises Limited, Lion King Gaming Limited and Chartreuse Holdings Limited.



ABOUT THIS REPORT

FEEDBACK

We pursue continuous improvement in ESG performance. You are welcome to provide your views through the below channels:

Century Entertainment International Holdings Limited

Address: Suite 6303-04, 63/F,
Central Plaza, 18 Harbour Road,
Wanchai, Hong Kong

Phone: (852) 2559 5925

Fax: (852) 2559 5989



ESG MANAGEMENT APPROACH

The Group is principally engaged in investment holdings, operation of the gaming tables and the VIP room respectively in Cambodia, development of innovative intellectual properties and technological solutions in connection with AR/VR applications for clients, and the gaming business in Vanuatu.

The Group's operations are mostly office-based and do not involve any direct energy-intensive production processes. Nevertheless, the Group is committed to proactively pursue sustainable development initiatives and gradually integrate ESG aspects into its daily operations, with an aim to mitigate the impacts of its business operations on the environment and the community. The Board assumes the ultimate responsibility for the Group's ESG policies, with assistance from senior management in spearheading ESG management.

STAKEHOLDER ENGAGEMENT

ENVIRONMENTAL PROTECTION

While the Group has relatively insignificant environmental impacts due to the nature of its business, it is committed to ensuring effective energy and resources management so as to bring about improvement in its environmental performance. Having in place an Environmental Policy, the Group has made continuous efforts to conserve resources, reduce emissions and promote environmental sustainability.

ANTI-CORRUPTION

The Group acknowledges the risk of exploitation of its gaming business for money laundering purposes. We strive to uphold high moral and ethical standards in our business operations and strictly comply with relevant laws and regulations. Our code of conduct, ethical guidelines, whistleblowing procedures and training on business ethics ensure that employees at all levels are compliant and commit themselves to integrity and honesty.

PRODUCT AND SERVICE RESPONSIBILITY

The Group strives to continuously improve its gaming services to better serve its customers. Being a responsible gaming and entertainment services provider, we ensure responsible use of our gaming products by drawing and following a Responsible Gaming Policy that prohibits any marketing or advertising activities to underage players. Limits on real money deposits and purchases are also set to help customers manage their budgets for playing.

FAIR EMPLOYMENT

The Group is committed to offering its employees a fair and decent workplace, as well as opportunities to realise their potential. We offer competitive remuneration packages to attract and retain talents. We value and invest in training, enriching their professional knowledge and enabling them to stay competitive. With respect to human rights and ensuring compliance, child and forced labour are strictly prohibited.

ESG MANAGEMENT APPROACH

The Group values the opinions of its stakeholders including employees, customers, investors and shareholders, regulators and community, which facilitates mutual understanding of interest and concerns and identification of the Group's risks and opportunities associated with ESG. We engage with our stakeholders through various channels listed below to address issues of concern.

Stakeholder Group	Issues of Concern	Communication Channels	Corresponding Sections
Internal Employees	<ul style="list-style-type: none"> • Career development and training • Occupational health and safety • Employee well-being and benefits • Remuneration 	<ul style="list-style-type: none"> • Performance appraisal • Feedback from training 	FAIR EMPLOYMENT
External Customers	<ul style="list-style-type: none"> • Operational risk • Information security risk • Customer satisfaction 	<ul style="list-style-type: none"> • Company website • Internal control and monitoring scheme • Enquiry calls and emails 	RESPONSIBLE OPERATION
Investors and Shareholders	<ul style="list-style-type: none"> • Corporate governance • Operational risk • Business operations 	<ul style="list-style-type: none"> • Annual general meeting • Other general meetings • Financial reports and announcements 	RESPONSIBLE OPERATION
Regulators	<ul style="list-style-type: none"> • Corporate governance • Business ethics • Taxation compliance • Employee protection 	<ul style="list-style-type: none"> • Assessment on current financial regulations • Communication with related governmental agencies • Compliance with relevant legislation and regulations 	FAIR EMPLOYMENT, RESPONSIBLE OPERATION
Community	<ul style="list-style-type: none"> • Charity and volunteering • Environmentally friendly work environment 	<ul style="list-style-type: none"> • Community investment • Sponsorship and volunteering activities 	COMMUNITY INVESTMENT



ENVIRONMENTAL PROTECTION

Though the impact of its operations on the environment is limited because of the nature of its business, the Group remains committed to minimising its environmental impacts and operating in an environmentally friendly manner.

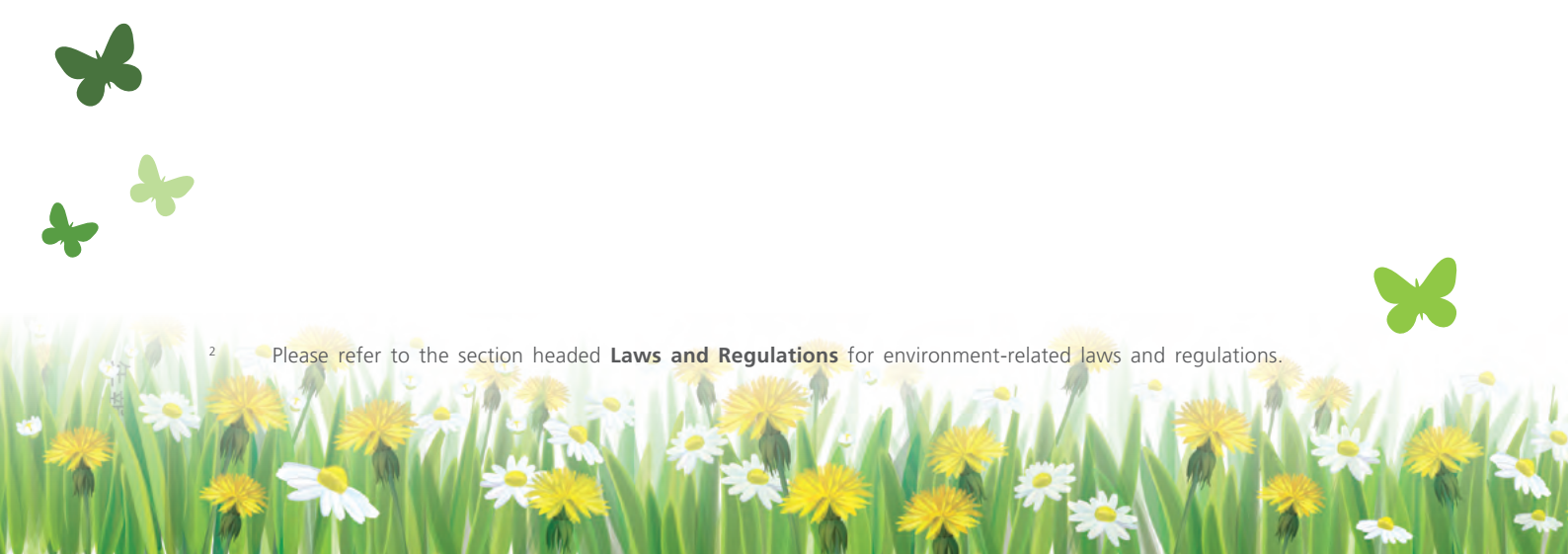
ENVIRONMENTAL MANAGEMENT

Principally engaged in gaming and entertainment-related businesses, the Group's environmental impacts are relatively insignificant. While the Group's operations involve neither direct energy-intensive production processes, nor generate any hazardous waste and consume any packaging materials, we acknowledge the environmental impacts of our business activities over the entire supply chain and are committed to continuously strengthening our environmental management to further improve our environmental performance.

The Group has in place an Environmental Policy to ensure operational compliance and effective management of emissions and resources consumption. Adhering to the Environmental Policy, we strive to minimise our environmental impacts and to develop a green culture which inspires public consciousness in support of environmental sustainability. The management of the Group has the overall responsibility of assuring that the Group's operations are in strict compliance with applicable laws and regulations² in regions where we operate, besides incorporation of environmentally friendly practices into its operations. The Board of Directors is regularly informed about pertinent environmental issues and updates of the Group's Environmental Policy.

To the best of our knowledge, the Group did not contravene any relevant laws and regulations that have a significant impact on the Group relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste during the year.

² Please refer to the section headed **Laws and Regulations** for environment-related laws and regulations.



ENVIRONMENTAL PROTECTION

RESOURCES CONSUMPTION

ENERGY

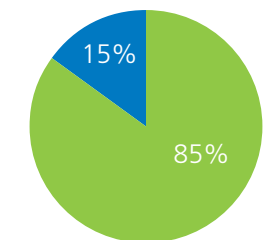
During the year, the Group consumed 374.05 GJ of energy consisting of 9,967.30 L of petrol and 15.66 MWh of purchased electricity. The energy consumption intensity was 0.13 GJ per square feet of the Hong Kong office.

WATER

The Group sources water from the municipal water supply network. Although water consumption data are not available since there is no separate water meter to record the level of consumption, our water consumption is considered minimal.

During the year, the Group did not have any issue in sourcing water that is fit for the purpose. We encourage conservation of water resources. Leaks in taps are regularly checked to prevent water wastage.

ENERGY COMPOSITION



- Petrol
- Purchased Electricity



ENVIRONMENTAL PROTECTION

RESOURCES CONSERVATION

The Group is committed to reducing resources consumption by embedding the concept of energy and resources conservation into daily operations through a series of initiatives and actions. We strive to improve our resources management and keep track of our resources consumption pattern.

Resources Conservation Measures



LIGHTING

- Install energy-saving LED lighting
- Switch off some lighting when the occupancy is low
- Switch off non-essential lighting in public and community areas during lunch and after office hours



AIR CONDITIONING

- Switch off some air-conditioning units when the occupancy is low
- Lower window blinds or curtains before leaving office to reduce direct sunlight on the following day
- Use fans in conjunction with air-conditioning to spread the cooled air more effectively



OFFICE EQUIPMENT

- Switch off computers after office hours or when leaving the workplace
- Activate the standby mode or hibernation mode features of personal computers
- Follow the maintenance schedules of appliances recommend in the instruction manual

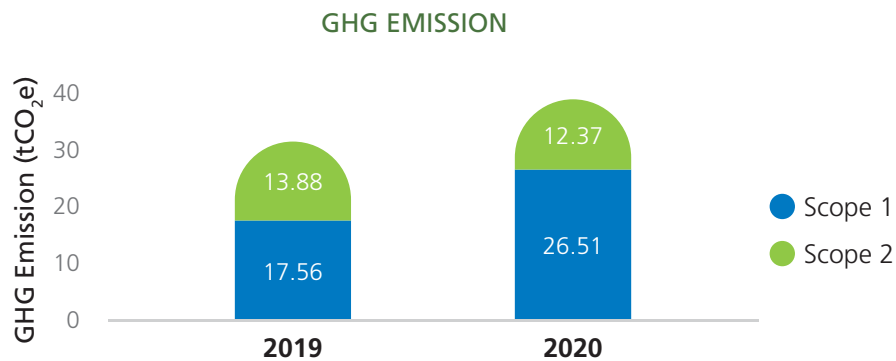


ENVIRONMENTAL PROTECTION

EMISSIONS CONTROL

GHG EMISSIONS

The Group's greenhouse gas (GHG) emissions include direct emissions from fuel combustion by its vehicles and indirect emissions from the use of purchased electricity and paper waste disposal. During the year, the Group's total GHG emissions were 38.88 tonnes of carbon dioxide equivalent (tCO₂e), with an emissions intensity of 0.01 tCO₂e per square feet of the Hong Kong office. Scope 1 and Scope 2 emissions amounted to 26.51 tCO₂e and 12.37 tCO₂e respectively. The increased GHG emissions were due to the increased usage of company vehicles during the year.



To reduce GHG emissions, the Group is committed to improving its operational efficiency, minimising transportation, thereby reducing the associated fuel consumption. We minimise business travel by holding conference or telephone calls.

AIR EMISSIONS

The Group's air emissions comprise mainly of mobile emissions from fuel combustion by company vehicles. During the year, the Group's vehicles generated 0.15 kg, 3.40 kg and 0.25 kg of sulphur dioxide (SO_x), nitrogen oxides (NO_x) and particulate matter (PM) respectively.



ENVIRONMENTAL PROTECTION

WASTE MANAGEMENT

During the year, we generated 0.11 tonnes of non-hazardous waste, with an intensity of 0.04 per square feet of the Hong Kong office. All waste was properly collected and handled by qualified waste collectors. The Group's operations do not generate any hazardous waste.

To reduce waste generation, we maintain optimal operational procedures and practice responsible use of resources. We pursue waste reduction at source by encouraging waste management and recycling. As paper waste is the principal waste of office-based operations, the Group has adopted a series of measures to reduce paper consumption as well as waste generation.



Paper conservation initiatives

- Avoid printing or photocopying documents unless hard copy is absolutely necessary
- Distribute soft copies by emails/USB instead of print-outs
- Use recycled paper in office operations
- Print and photocopy on both sides of paper
- Reuse single-used paper for drafting, printing and receiving fax
- Reuse envelopes for internal transmission of documents and correspondence
- Adjust the margins and font size of documents to optimise paper use

PROMOTING ENVIRONMENTAL AWARENESS

The Group acknowledges the importance of raising employees' awareness of the need for environmental protection and cultivating a green culture and moving toward more sustainable business operations. We encourage our employees to work in an environmentally responsible manner, by raising their awareness through programmes and various communication channels including employee meetings, emails and notices. We also actively promote recycling both internally and amongst our customers and suppliers, hoping to further deliver the messages of resources conservation and environmental protection.



RESPONSIBLE OPERATION

RESPONSIBLE GAMING

The Group is dedicated to maximising its customers' enjoyment in gaming and entertainment in a responsible manner. We recognise the severity of gambling issues associated with both adults and underaged individuals. We are, therefore, committed to protecting them by enacting the Responsible Gaming Policy. These measures range from age verification to session limits, as well as offering assistance and guidelines to those who suffer from gambling issues.



DATA PRIVACY AND SECURITY

Our Data Protection & Security Policy sets out principles governing the processing of personal data and the control of confidential information. We strictly abide by requirements of the Personal Data (Privacy) Ordinance of Hong Kong and all relevant regulations³ at places where we have operations.

To ensure compliance, we collect personal data only when we are authorised to, either by our customers or legal authorities. In addition, we strictly comply with privacy principles when handling personal data. For instance, data are obtained and processed only for the necessary period of time and for specified and lawful purposes. These purposes may include safety and security checks, or checks involved in billing in relation to the products and services we provide. We also apply appropriate technical and professional control to make sure that we fully observe the policies and principles.

Extreme caution is taken when it comes to data security, particularly against unauthorised access to personal data. In this regard, we implement a set of rigorous measures, from technological to managerial measures for achieving this aim. Encryption and firewalls are some of these measures deployed to restrict unauthorised access to personal data.

SUPPLY CHAIN MANAGEMENT

Green Procurement is an essential part of our journey on the road to environmental sustainability. The Group requires that both social and environmental guidelines be followed in its supply chains. In particular, environmentally sustainable procurement is a key focus of our operations.

We strive to follow a Green Procurement Policy to ensure that our procurement processes align with our sustainability goals. We are committed to engaging with suppliers based on the principles outlined by the policy. The principles include procuring only necessary goods, minimising greenhouse gas emissions and maximising energy efficiency.



³ Please refer to the section headed **Laws and Regulations** for Data Privacy and Security-related laws and regulations.



RESPONSIBLE OPERATION

With our Green Procurement Policy, we strive to achieve changes in purchasing behaviour and reduce adverse impacts to the environment and human health. During the year, we engaged with 33 major suppliers in Hong Kong.

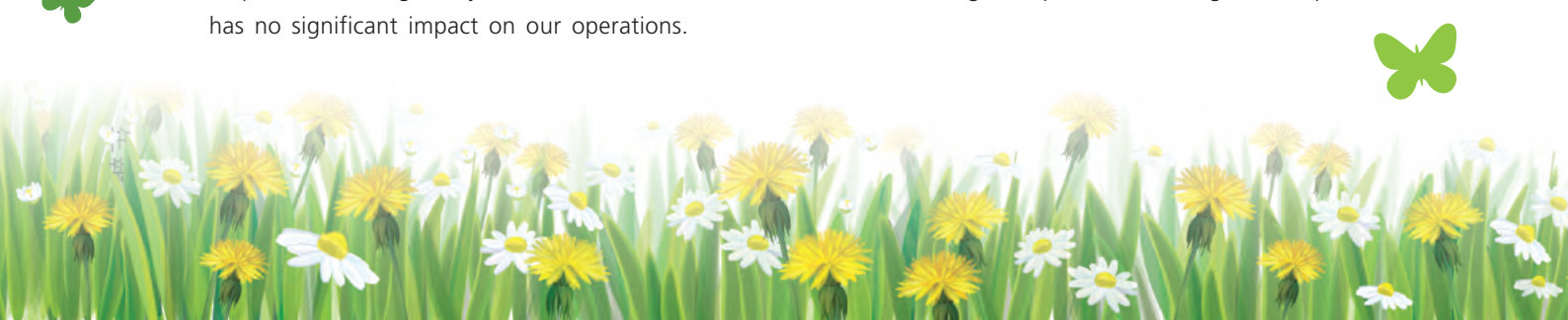
Green Procurement Principles



INTELLECTUAL PROPERTY RIGHTS

The Group requires its employees to strictly comply with the relevant human resource policies regarding intellectual property rights. They should always adhere to the principle of protecting the Group's interest. They must not infringe others' patents and intellectual property rights. During the year, the Group was not involved in any litigation relating to infringement of any intellectual property rights.

To the best of our knowledge, the Group did not contravene any relevant laws and regulations that have a significant impact on the Group relating to health and safety, privacy issues and remedies for the provision of products during the year. Our business does not involve advertising and product labelling. This aspect has no significant impact on our operations.



RESPONSIBLE OPERATION

ANTI-CORRUPTION

One of the foremost tasks in its operations for the Group is to maintain high integrity and ethical standards in business operations and we require our employees to uphold high ethical principles. In addition to external inspections from regulatory bodies, we have formulated internal policies to ensure that employees across the Group do not violate any ethical principles in business activities.



The Group has zero tolerance to all forms of irregularities. In line with the code of conduct, employees are required to comply with relevant laws and regulations,⁴ as well as all policies and standards of the Group. During the year, each of our directors attended a total of 20 hours of training which included topics on Anti-Money Laundering.

WHISTLEBLOWING PROCEDURE

We have a Whistleblowing Procedure in place for reporting unethical and fraudulent acts by our employees, suppliers or any other personnel acting on behalf of the Group. We encourage our employees to raise any concerns or grievances to their department heads without fear of reprisal or harassment. We protect them from fear by ensuring the confidentiality of all the complaints received. All the reported irregularities are handled in a fair manner. Additionally, there are regular reviews of the existing Procedures to make sure they are updated.

Ethical Guidelines in Procurement

The Procurement Policy highlights Ethical Guidelines which stipulate forbidden behaviours in procurement processes. It aims to enhance employees' sense of ethical compliance when they engage in business activities. For instance, they should refrain from soliciting or accepting money, loans, credits or prejudicial discounts. Further, they are discouraged to accept gifts, personal benefits or any benefits of monetary value, and they should avoid accepting whenever possible.

During the year, the Group was not aware of any cases of non-compliance of relevant laws and regulations that have a substantial impact on the Group relating to bribery, extortion, fraud and money laundering. There were zero concluded legal cases in relation to corrupt practices brought against the Group or its employees.



⁴ Please refer to the section headed **Laws and Regulations** for Anti-corruption-related laws and regulations.

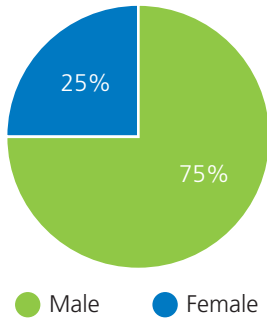


FAIR EMPLOYMENT

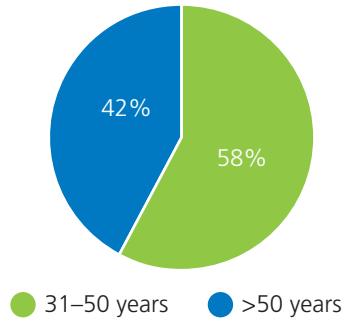
As of 31 March 2020, the Group had 12 full-time employees in Hong Kong, 9 of which were male. There were 5 C-level executives, 4 managers and 3 general employees. Employees aged 31–50 years and 51 years or above accounted for 58% and 42% respectively. Regarding the educational profile, 4 employees hold a bachelor’s degree or above. There was zero turnover during the year.

EMPLOYEE COMPOSITION

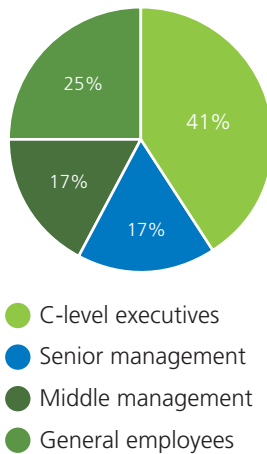
GENDER PROFILE



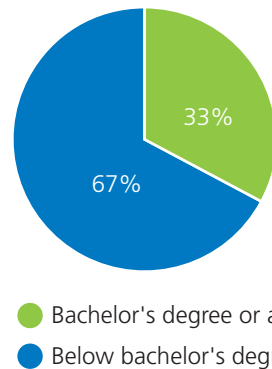
AGE PROFILE



PROFESSIONAL PROFILE



EDUCATION PROFILE



- C-level executives
- Senior management
- Middle management
- General employees

- Bachelor's degree or above
- Below bachelor's degree



FAIR EMPLOYMENT

EMPLOYEE RIGHTS AND WELFARE

Attaching high importance to protecting the rights of our staff, the Group has complied with relevant laws and regulations, including but not limited to Employment Ordinance and Sex Discrimination Ordinance. We have zero tolerance for any form of discrimination against one's age, gender, marital status, race, religion and disability and nurture a diverse and inclusive work environment for our staff.



To ensure compliance, the Group is dedicated to sustaining a working environment that is free from any harassment and prejudice, ensuring all employees are treated with dignity and respect.

Competence of our teams is crucial to the success of the Group. We strictly adhere to our talent acquisition procedures and practices stipulated in the Human Resources Management Policy and Staff Handbook. The Human Resource department is responsible for the recruitment process. We recruit talents who satisfy the recruitment requirements published to the public. Candidates who are shortlisted undergo further selection process including oral interviews and written assessments to make sure they have the capabilities that suit the needs of the corresponding departments.

We strive to maximise the satisfaction and enjoyment of our staff. This leads us to provide fair compensation and benefits to accommodate their needs. These range from salaries, allowances, annual leave, bonuses to social insurance. We conduct employees' appraisal annually and assess their performance in accordance with relevant performance measurement indicators we have formulated. This helps us make decisions regarding promotion and dismissal.

To prevent recruitment of child and forced labour, we strictly abide by our No child and Forced Labour Policy which prohibits employment of any person below the age of eighteen years or the local minimum employment age, whichever is higher. We also require that our affiliates and subsidiaries as well as our contractors and suppliers who are in business relationship with us do not use forced labour. We make sure that all employment is voluntary and does not involve threat or intimidation. During the year, the Group was not aware of any non-compliance relating to labour practices that have a significant impact on the Group, nor were there any cases of hiring child or forced labour.



Mutual communication is critical to enhance work effectiveness and employee satisfaction. The Group encourages staff to communicate with their immediate supervisors whenever any work-related problems arise. If this channel fails to settle the issue, they can always file complaints directly to their department heads or Human Resource department. Complainants receive feedback within two days after thorough investigation.



FAIR EMPLOYMENT

To the best of our knowledge, the Group did not contravene any relevant laws and regulations⁵ that have a significant impact on the Group relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare during the year.

TRAINING AND DEVELOPMENT

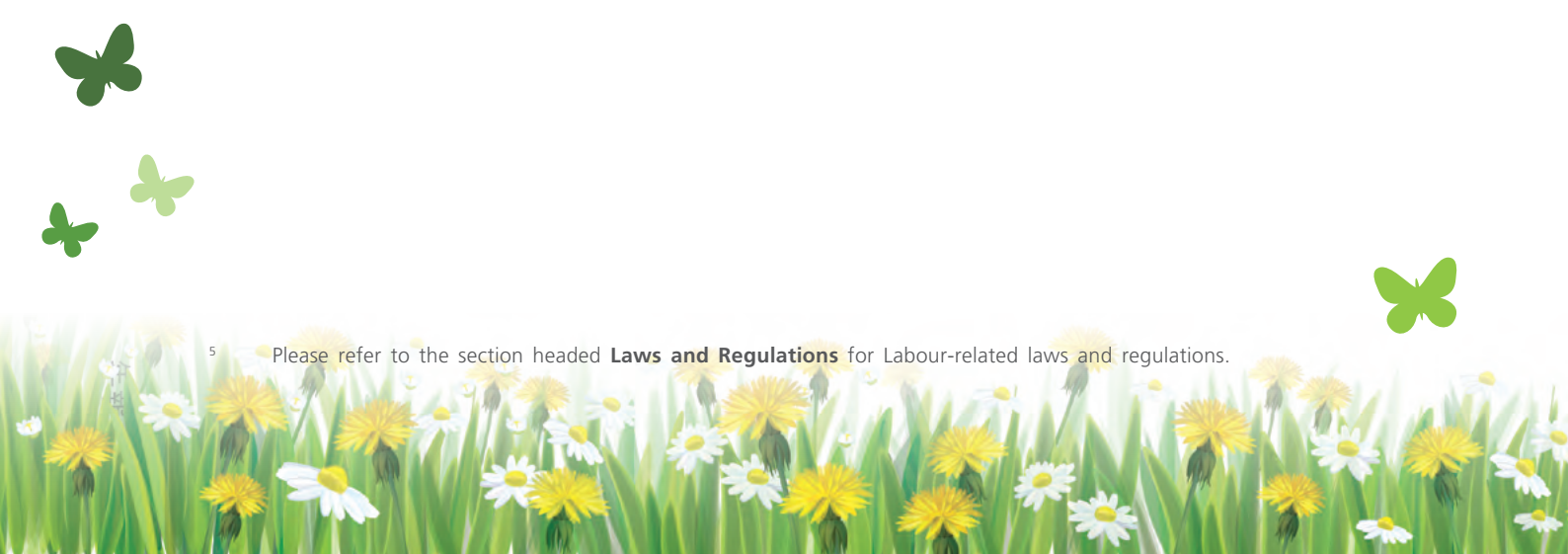
To raise the competitiveness of the Group, we spare no efforts for upgrading the necessary skills and knowledge of our staff by organising regular on job training to enhance their professional competencies in daily operations. We aim to make learning experience multi-dimensional by offering different types of training including site visits and professional meetings.

During the year, the total training hours amounted to 180 hours. 8 full-time employees including 5 C-level executives, 2 senior managers and 1 middle manager received training in the year. Our senior management has participated in seminars related to listing and legal affairs.

Average Training Hours Per Person			
	Male	Female	
By Gender	13.33	20.00	
	C-level Executive	Senior Management	Middle Management
By Employee Category	20.00	38.50	1.50

Percentage of Trained Employees			
	Male	Female	
By Gender	56%	100%	
	C-level Executive	Senior Management	Middle Management
By Employee Category	100%	100%	50%

⁵ Please refer to the section headed **Laws and Regulations** for Labour-related laws and regulations.



FAIR EMPLOYMENT

HEALTH AND SAFETY

Health and safety of our employees, stakeholders and suppliers are of utmost importance and we are committed to meeting high standards in health and safety. We strictly comply with our Health and Safety Policy and other relevant laws and regulations including Occupational Safety and Health Ordinance. They serve as a guidance for us to shoulder our responsibility in taking reasonably practicable measures against safety and health risks.



Health and Safety Measures

To the best of our knowledge, the Group did not contravene any relevant laws and regulations⁶ that have a significant impact on the Group relating to the provision of a safe working environment and protection of employees from occupational hazards during the year. The Group did not record any case regarding work-related fatalities or serious work incidents.



⁶ Please refer to the section headed **Laws and Regulations** for Health and Safety-related laws and regulations.



COMMUNITY INVESTMENT

It is critical for the Group to obtain the “social license to operate”. To drive sustainable development of our neighborhood, we are adhering to our Community Investment Policy which sets out a set of initiatives that serve as a precise guidance for implementing community investment measures.

We actively engage in charitable donations to benefit local community organisations. This year, the Group sponsored a table at the Chinese New Year eve dinner event for the Hong Kong Federation of Youth Groups. We also ensure that our business activities create positive impacts to the society. Going forward, we will keep refining our approaches in contributing to the community to make sure that different voices are heard.



LAWS AND REGULATIONS

In response to each ESG aspect, the Group and its subsidiaries and affiliates have established and implemented the corresponding management approach, for example policies and initiatives, to ensure compliance with all applicable laws and regulations. The list of applicable laws and regulations is as follows:

Aspect	Applicable Laws and Regulations	Section/Remarks
Emissions	<ul style="list-style-type: none"> Waste Disposal Ordinance in Hong Kong The Environmental Management and Conservation (Amendment) Act of the Republic of Vanuatu 	ENVIRONMENTAL PROTECTION
Employment	<ul style="list-style-type: none"> Employment Ordinance in Hong Kong Employees' Compensation Ordinance in Hong Kong Sex Discrimination Ordinance in Hong Kong Race Disability Discrimination Ordinance in Hong Kong 	FAIR EMPLOYMENT
Health and Safety	<ul style="list-style-type: none"> Occupational Safety and Health Ordinance in Hong Kong 	FAIR EMPLOYMENT
Labour standards	<ul style="list-style-type: none"> Employment of Children Regulations in Hong Kong 	FAIR EMPLOYMENT
Product Responsibility	<ul style="list-style-type: none"> Personal Data (Privacy) Ordinance in Hong Kong 	RESPONSIBLE OPERATION
Anti-corruption	<ul style="list-style-type: none"> Prevention of Bribery Ordinance in Hong Kong The Code of Practice of Vanuatu Interactive Gaming Act of the Republic of Vanuatu 	RESPONSIBLE OPERATION



PERFORMANCE DATA SUMMARY

		2020	2019 [^]
Environment	Total Energy Consumption (GJ)	374.05	273.64
	Electricity (MWh)	15.65	17.57
	Petrol (GJ)	317.68	210.39
	Energy consumption intensity (GJ/ft ²)	0.13	0.08
	Greenhouse Gas (GHG) Emissions		
	Scope 1: Direct carbon emissions (tCO ₂ e)	26.51	17.56
	Scope 2: Indirect carbon emissions (tCO ₂ e)	12.37	13.88
	Total GHG emissions (tCO ₂ e)	38.88	31.44
	Total GHG emission intensity (tCO ₂ e/ft ²)	0.01	0.01
	Air Pollutants		
	SOx (kg)	0.15	0.10
	NOx (kg)	3.40	Not Applicable
	PM (kg)	0.25	Not Applicable
	Waste		
	Non-hazardous waste (tonnes)	0.11	0.11
Non-hazardous waste intensity (kg/ft ²)	0.04	0.03	



PERFORMANCE DATA SUMMARY

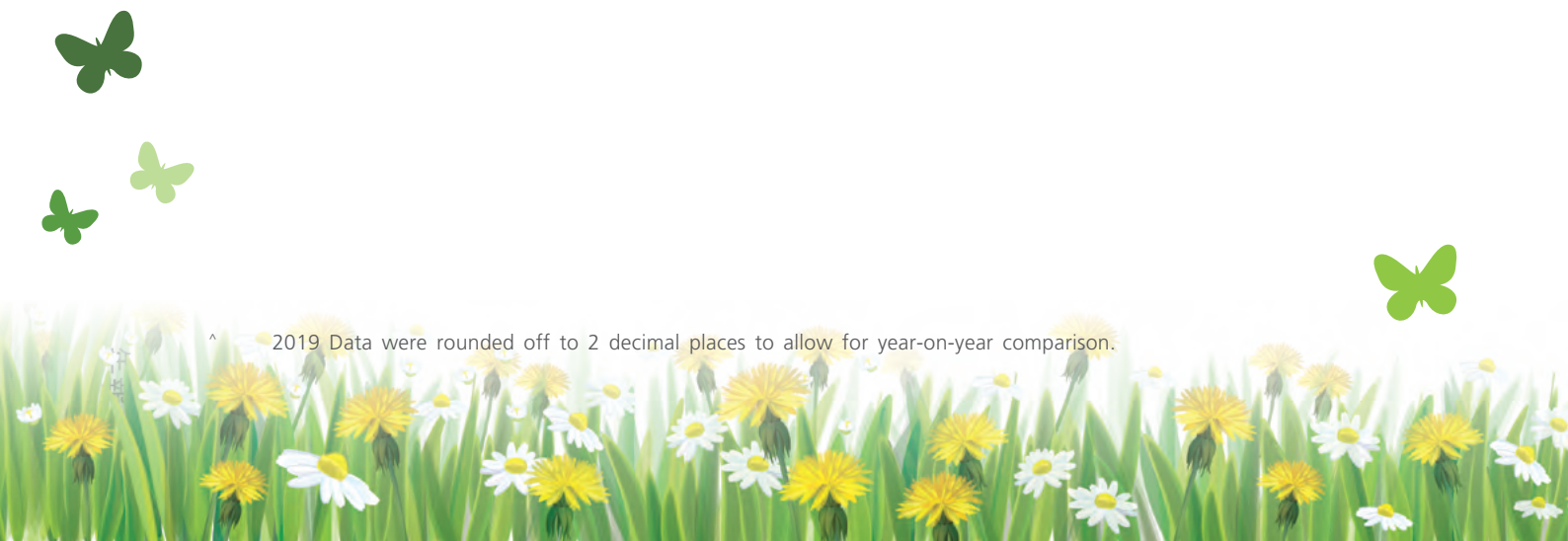
		2020	2019 [^]
Workforce Demographics	Total Headcount	12	12
	By Geographical Distribution		
	Hong Kong	12	12
	By Age		
	31–50	7	7
	Above 50	5	5
	By Gender		
	Male	9	9
	Female	3	3
	By Educational Background		
	Bachelor’s degree or above	4	4
	Below bachelor’s degree	8	8
	By Professional Profile		
	C-level executives	5	5
	Senior management	2	2
	Middle management	2	2
	General employees	3	3
	Employee Turnover Rate		
	Total	0	8.33%
	By Age		
30–50	0	14.29%	
Above 50	0	0	
By Gender			
Male	0	0	
Female	0	33.33%	



PERFORMANCE DATA SUMMARY

		2020	2019 [^]
Training and Development	Percentage of Employees Trained		
	Total	66.67%	58.33%
	By Gender		
	Male	56.00%	44.44%
	Female	100.00%	100.00%
	By Professional Profile		
	C-level executives	100.00%	100.00%
	Senior management	100.00%	100.00%
	Middle management	50.00%	0
	General employees	0	0
	Average Training Hours Per Person		
	Total	15.00	6.08
	By Gender		
	Male	13.33	7.78
Female	20.00	1.00	
By Professional Profile			
C-level executives	20.00	1.00	
Senior management	38.50	34.00	
Middle management	1.50	0	
General employees	0	0	
Health and Safety	Work-related incident (case)	0	0
	Lost days due to work-related injury	0	0
	Work-related fatalities	0	0
Community	Donation (HKD\$)	1,500	Not Applicable

[^] 2019 Data were rounded off to 2 decimal places to allow for year-on-year comparison.



HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
A. Environmental		
Aspect A1: Emissions		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	ENVIRONMENTAL PROTECTION — Environmental Management
KPI A1.1	The types of emissions and respective emissions data.	ENVIRONMENTAL PROTECTION — Emissions Control
KPI A1.2	Greenhouse gas emissions in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Emissions Control
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	The Group's operations do not involve generation of hazardous waste.
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Waste Management
KPI A1.5	Description of measures to mitigate emissions and results achieved.	ENVIRONMENTAL PROTECTION — Resources Conservation, Waste Management
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved.	ENVIRONMENTAL PROTECTION — Waste Management



HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect A2: Use of Resources		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	ENVIRONMENTAL PROTECTION — Resources Conservation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Resources Consumption
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	ENVIRONMENTAL PROTECTION — Resources Consumption
KPI A2.3	Description of energy use efficiency initiatives and results achieved.	ENVIRONMENTAL PROTECTION — Resources Conservation
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for the purpose, water efficiency initiatives and results achieved.	ENVIRONMENTAL PROTECTION — Resources Consumption
KPI A2.5	Total packaging materials used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	The Group's operations do not involve consumption of packaging materials.
Aspect A3: The Environment and Natural Resources		
General Disclosure	Policies on minimising the issuers' significant impact on the environment and natural resources.	ENVIRONMENTAL PROTECTION — Promoting Environmental Awareness
KPI A3.1	Description of significant impacts of activities on the environment and natural resources and the actions taken to manage them.	ENVIRONMENTAL PROTECTION — Promoting Environmental Awareness



HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
B. Social		
Aspect B1: Employment		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	FAIR EMPLOYMENT — Employee Rights and Welfare
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	FAIR EMPLOYMENT — Employee Composition
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	FAIR EMPLOYMENT — Employee Composition
Aspect B2: Health and Safety		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	FAIR EMPLOYMENT — Health and Safety
KPI B2.1	Number and rate of work-related fatalities.	FAIR EMPLOYMENT — Health and Safety
KPI B2.2	Lost days due to work injury.	FAIR EMPLOYMENT — Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	FAIR EMPLOYMENT — Health and Safety



HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect B3: Development and Training		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	FAIR EMPLOYMENT — Training and Development
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	FAIR EMPLOYMENT — Training and Development
KPI B3.2	The average training hours completed per employee by gender and category.	FAIR EMPLOYMENT — Training and Development
Aspect B4: Labour Standards		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to prevention of child and forced labour.	FAIR EMPLOYMENT — Employee Rights and Welfare
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	FAIR EMPLOYMENT — Employee Rights and Welfare
Aspect B5: Supply Chain Management		
General Disclosure	Policies on managing environmental and social risks of the supply chain	RESPONSIBLE OPERATION — Supply Chain Management
KPI B5.1	Number of suppliers by geographical region	RESPONSIBLE OPERATION — Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	RESPONSIBLE OPERATION — Supply Chain Management



HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect B6: Product Responsibility		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	RESPONSIBLE OPERATION — Responsible Gaming
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	RESPONSIBLE OPERATION — Intellectual Property Rights
KPI B6.4	Description of quality assurance process and recall procedures.	RESPONSIBLE OPERATION — Responsible Gaming
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	RESPONSIBLE OPERATION — Data Privacy and Security
Aspect B7: Anti-corruption		
General Disclosure	Information on: a) the policies; and b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	RESPONSIBLE OPERATION — 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.	RESPONSIBLE OPERATION — Anti-corruption
KPI B7.2	Description of preventive measures and whistleblowing procedures, how they are implemented and monitored.	RESPONSIBLE OPERATION — Anti-corruption



HKEX ESG CONTENT INDEX

KPIs	Stock Exchange ESG Reporting Guide Requirements	Section/Remarks
Aspect B8: Community Investment		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	COMMUNITY 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

