



Gameone Holdings Limited

智傲控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 8282

2020

Environmental, Social and
Governance Report



龍虎門
手機遊戲



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APPROACH

Gameone Holdings Limited (hereafter called “Gameone” or “the Company”) and its subsidiaries (collectively, the “Group” or “we”) are committed to improving business performance to maximize stakeholders’ value without compromising the environmental and social aspect, in the hope that it can bring positive impact on both the Group and the community. Aiming to be the market leader in Hong Kong and Taiwan mobile game industry, the Group focuses on developing a wide game product portfolio, ranging from self/co-developed to licensed games as well as leveraging third-party distribution platforms to enrich customer base. The strong relationship with renowned game developers and operators contributed to the success of the business.

We always thrive for meeting the expectation of our stakeholders. Our main stakeholders, including customers, potential investors and shareholders, employees, suppliers, non-governmental organizations (“NGOs”) and local community, post significant impact on the Group’s daily operations. Building on the insight gained from the stakeholders, we roll out a sustainability strategy, management and reporting system.

We constantly hope to mitigate emerging risks and explore new business opportunities. Riding on the current mobile game trend, we are hoping to refine our products to meet the escalating customers’ needs.

To implement sustainability strategies which apply to all levels of the Group, the top-down approach is adopted for the following sustainability strategies:

1. To minimise the burden on the environment
2. To identify and prioritise the environmental and social issues
3. To foster the innovative culture
4. To respond to the crisis and market changes in a timely manner
5. To safeguard human rights and social culture
6. To actively engage stakeholders in the decision-making process
7. To nurture and empower our employees
8. To support the local community

Hard work lies ahead as we continue to grow and operate sustainably, yet, together as a whole, there is nothing to stop us reaching more milestones.

ABOUT THIS REPORT

The Group is pleased to present its Environmental, Social and Governance (“ESG”) Report (“the Report”). The Report focuses on providing an overview of the environmental, social and governance performance of our major operations in Hong Kong and Taiwan for the year ended 31 December 2020 (“the Reporting Year”). It allows us to conduct thorough performance review and evaluation for better results in the future.

SCOPE OF THE REPORT

This Report has been prepared in accordance with the “Environmental, Social and Governance Reporting Guide” in Appendix 20 to the Rules Governing the Listing of Securities on GEM (the “GEM Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”). Divided into two parts, the first part highlights the environmental initiatives carried out by the Group, whereas the latter part elaborates on the social impact brought by the Group in both Hong Kong and Taiwan, during the Reporting Year. This Report set out the work we have done in the past and the future plans for sustainability.

For the Reporting Year, the material ESG issues are those which have or may have a significant impact on:

- Hong Kong’s mobile game industry;
- The global mobile game market;
- The current or future environment or society in which we operate;
- Our financial performance or operations; and
- Our stakeholders’ assessments, decisions and actions.

The data and information used in this Report are referenced from our archived documents, records, statistics and research. Financial data is extracted from or calculated based on the Group’s audited annual financial statements for the year ended 31 December 2020.

FEEDBACK

For details in relation to our financial performance and corporate governance, please visit our website on www.gameone.com.hk and/or our Annual Report for the Reporting Year. We also treasure your feedback and comments on our ESG performance, please send your feedback and other sustainability enquires to our Customer Service Manager at goinfo@gameone.com.

ABOUT GAMEONE

OUR BUSINESS

Gameone was listed on GEM of the Stock Exchange in 2016. We are principally engaged in development, operation and publishing of mobile games, online games and computer games. In recent years, we have shifted our strategic focus from online computer games and web games to mobile games. Most of our mobile game plots are authorised by popular literatures, comics and animations. In this regards, we have successfully maximised market recognition and attracted readers of these works to play our games.

Gameone has grown with the mobile game industry in Hong Kong, and supported its development as a market leader. We focus on upholding high product quality standards and operational efficiency, while being responsible to our people, the community and the environment. We are fully committed to complying with the regulations and requirements.

OUR VISION

To maintain the leading game operator and developer position in the industry for the sake of providing high quality and variety of games in Hong Kong and Taiwan.

OUR GOAL

To fully utilise existing games and development rights to broaden our revenue stream, to enhance our game development capacity, as well as to increase the investment in game technology and thus the number of self-developed games.

BOARD OF DIRECTORS (“THE BOARD”)

As of 31 December 2020, the Board consists of:

Executive Directors	Non-executive Director	Independent non-executive Directors
Mr. Sze Yan Ngai (Chairman)	Ms. Wong Pui Yain	Mr. Yung Kai Tai
Mr. Lam Kin Fai		Dr. Fung Ying Him Anthony
		Mr. Lu Tak Meng Teddy

OUR STAKEHOLDERS

The Group actively strives to better understand and engage our stakeholders to ensure continuous improvements. We strongly believe that our stakeholders play a crucial role in sustaining the success of our business in the challenging market.

Stakeholders	Probable issues of concern	Communication and responses
Stock Exchange	Compliance with listing rules, timely and accurate announcements.	Meetings, training, roadshows, workshops, programs, website updates and announcements.
Government	Compliance with laws and regulations, prevention of tax evasion, and social welfare.	Interaction and visits, government inspections, tax returns and other information.
Suppliers	Payment schedule, and stable demand.	Site visits.
Investors	Corporate governance system, business strategies and performance, and investment returns.	Organising and participating in seminars, interviews, shareholders' meetings, issuing of financial reports and/or operation reports for investors, media and analysts.
Media & Public	Corporate governance, environmental protection, and human right.	Issue of newsletters on the Company's website.
Customers	Product quality, delivery times, reasonable prices, service value, labour protection and work safety.	Site visits, and after-sales services.
Employees	Rights and benefits, employee compensation, training and development, work hours, and working environment.	Union activities, trainings, interviews for employees, employee handbooks, internal memos, and employee suggestion boxes.
Community	Community environment, employment and community development, and social welfare.	Community activities, employee voluntary activities, community welfare subsidies and charitable donations.

SECTION A: ENVIRONMENTAL

The Group fully understands that the global environmental concerns significantly influence the Group's business sustainability. In this respect, we are committed to develop and expand our business without compensating the environment. Thus, we strive hard to integrate environmental sustainability into our core business operations through various means so as to reduce the related carbon footprints and the relevant intensity level¹. For the Reporting Year, there was no material non-compliance issue with relevant laws and regulations related to the environment. The Group will continue to be alert to any non-compliance behavior relating to critical environmental problems.

EMISSIONS

Air Pollution Emission

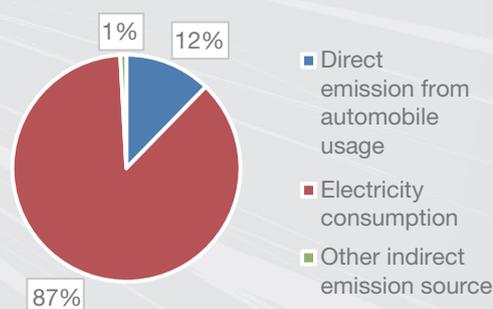
As the Group's core business activity is development, operation and publishing of various kinds of digital games, the only air pollution emission source is the usage of company cars for transferring our management, clients and employees. The material air pollutants emitted from the automobile usage are mainly composed of sulphur oxides ("SO_x"), nitrogen oxides ("NO_x") and particulate matter ("PM"). The total air pollutants produced amounted to approximately 3.59 kg (2019: 3.71 kg), with a decrease of 3.23% compared to last year, with an intensity of approximately 0.07 kg (2019: 0.05 kg) per employee. The decrease was mainly due to less fuel consumption of automobiles.

Greenhouse Gases Emission

The fundamental sources of the greenhouse gases ("GHG") emission for the Group was the electricity consumption² and the aforementioned automobile usage. In addition, there were also several kinds of other indirect emission sources contributing to the Group's carbon footprints, noted as the electricity consumed in fresh water and sewage processing³, paper waste disposal at landfills and business air travels by our employees. During the Reporting Year, the total GHG emission by the Group weighted to approximately 107.84 tonnes (2019: 105.40 tonnes) with an intensity of approximately 2.03 tonnes (2019: 1.67 tonnes) per employee.

Compared to last year, the total GHG emission increased by 2.31% due to the increased GHG emission from electricity consumption by approximately 5.53% during the Reporting Year.

GHG Emission from Different Sources



1 The different intensity figures in this report are calculated per employee, with a total number of 53 employees as at 31 December 2020 (2019: 63).

2 The emission factors of electricity consumption in Taiwan were assumed to be at 0.509 kg per kWh according to the local governmental departments' announcements. The emission intensity of electricity sold according to latest Sustainability Report 2019 from HK Electricity was 0.81 kgCO₂e/kwh.

3 Due to the difficulty to obtain emission factors from the local relevant authorities, the per unit electricity consumption for processing fresh water and sewage in Taiwan was assumed to be at 0.606 kWh and 0.29 kWh, which was as same as the case in Hong Kong according to the 2018/19 Annual Report of Water Supplies Department and 2019/20 Sustainability Report of Drainage Services Department, HKSAR.

SECTION A: ENVIRONMENTAL

Region	GHG emission due to electricity consumption		
	2019 (tonnes)	2020 (tonnes)	Change in %
Hong Kong	73.15	81.80	↑ 11.83%
Shenzhen ⁴	3.91	–	↓ 100%
Taiwan	11.73	11.90	↑ 1.45%
Grand Total	88.79	93.70	↑ 5.53%

Waste Management

Hazardous Waste

The Group is principally engaged in development, operation and publishing digital games. Thus, there was no significant amount of hazardous waste produced to be identified for the Reporting Year.

Non-hazardous Waste

The non-hazardous waste produced by the Group was mainly the paper waste produced in daily office operations. The total paper waste disposed by the Group during the Reporting Year weighted to approximately 175.00 kg (2019: 207.50 kg) with an intensity of approximately 3.30 kg (2019: 3.29 kg) per employee. The 15.7% decrease of the paper consumption was mainly due to the on and off work-from-home arrangement during the Reporting Year due to COVID-19.

To reduce both direct and indirect adverse impacts on the environment due to paper production process, we strive for eliminating the need of paper-printing and creating a paperless working environment. We have replaced all printed GO Card with digital GO Card selling on online platforms and switched gradually from using printed-document to digital documents. We also encourage our staff to reuse single-side-printed paper and use less paper printing when unnecessary. Collection boxes of paper products are also placed in office for recycling purpose. Not only saving paper can help us reduce the carbon footprints as aforementioned in GHG Emission, it can also alleviate the negative impacts provoked by logging process.



Collection box placed in office



Paper-saving label on printer

⁴ The China office (Shenzhen) was closed in 2020.

SECTION A: ENVIRONMENTAL

USE OF RESOURCES

To maintain the position as an environmental-sustainable enterprise, we have implemented certain kinds of measures to reduce carbon emissions in our daily operations.

Electricity Consumption

As aforementioned in GHG Emission, the electricity consumption was the key culprit leading to the Group's GHG emission. During the Reporting Year, the total electricity consumption amounted to approximately 124.75 MWh (2019: 120.05 MWh) with an intensity of approximately 2.35 MWh (2019: 1.91 MWh) per employee.

We have emphasised the importance of energy conservation. In the office, we have encouraged our staff to develop an energy-saving habit by using natural lighting whenever possible instead of electric lighting. We spur every employee to switch off all idle appliances. Besides, we choose to use energy efficient appliances such as LED Light bulbs in the office to reduce unnecessary electricity consumption. In the foreseeable future, we promise to make more efforts on the topic of energy conservation to further reduce our carbon footprints.



Natural lighting in the office



Energy-efficient appliance



Labels reminding our staff to switch off appliances before leaving the office



SECTION A: ENVIRONMENTAL

Water Consumption

One of the Group's fundamental goals is to treasure water resource since it is always the most precious natural resource. During the Reporting Year, the Group consumed 122 m³ (2019: 81 m³) water in our daily business operations with an intensity of 2.30 m³ (2019: 1.29 m³) per employee. Compared to last year, there was a significant increase of approximately 50.6 %. Since the water usage was included in the management fee of the new Taiwan office, no actual data of water consumption could be obtained. As our water sources were from the governmental body, there was no water supply issue identified for the Reporting Year. To cherish water resource as well as to whittle down the indirect consumption of electricity during water processing, we have posted labels in the office to encourage our staff to save and use less water when unnecessary.

Packaging Materials

Since all physical GO Cards were replaced by digital GO Cards, there was no significant usage of packaging materials can be identified for the Reporting Year.

THE ENVIRONMENTAL AND NATURAL RESOURCES

Alongside the aforementioned aspects, the Group has also developed a set of written policy for its employees to comply with for the sake of minimizing the negative impact on the environment. The policy encourages our staff to:

1. Switch off all idle appliances before leaving the office;
2. Maintain air-conditioning at a reasonable temperature level (e.g. 25.5 °C);
3. Purchase electrical appliances with higher efficient energy label;
4. Carry out regular checks and maintenance on electrical appliances to avoid any energy inefficiency;
5. Regularly monitor the level of usage of electricity and water;
6. Avoid overuse of water, electricity and paper products;
7. Plant more plants in the office to promote green office; and
8. Reuse and recycle paper products.

As for our efforts made on environmental protection, we are pleased to report that there was no material non-compliance issue regarding relevant laws and regulations for the Reporting Year. We promise to make continuous efforts on environmental protection in the coming future for the mutual sustainability of our business and the environment.

SECTION B: SOCIAL

EMPLOYMENT

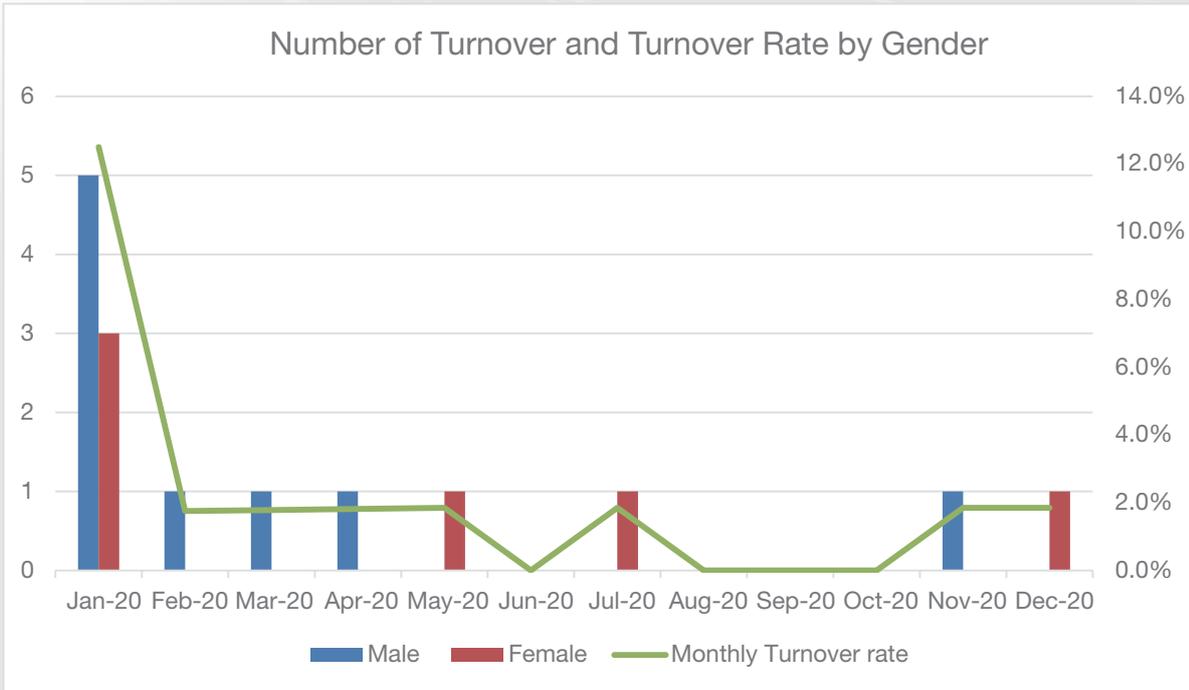
We believe that continued business success relies on the full contribution and support of our talented employees. To seek mutual interests for both, we nurture our staff and aim to grow with our employees for the future boom of the Group. During the Reporting Year, there was no labor dispute cases reported by the Group.

Employee Benefits

A comprehensive and attractive employee benefits package is provided to all employees in the Group. The employee benefits include overtime compensation, year-end bonus, 7 to 14 days of annual leave, maternity leave, group medical insurance, Employment Compensation Insurance, retirement benefits, induction and on-job training. Besides, the Group has organized irregular team building events e.g. birthday celebration in order to link up and build a positive relationship and network between staff.

During the Reporting Year, with all the employees benefits and the effective human resource (“HR”) policies, we successfully maintained a low monthly average turnover rate of approximately 2.27%.

The Group strictly abides with the relevant labor laws and regulations in Hong Kong and Taiwan which cover all employment protection and benefits.



SECTION B: SOCIAL

Our People

In order to advocate equality in workplace, our written policy clearly stated that employees are treated under equal opportunities regardless of their gender, nationality, marital status, disability and religion.

For recruitment and dismissal process, the Group will go through the procedures according to the HR policies stated internally. For recruitment, equal opportunities are provided to all applicants with regards of the considerations of their experience, knowledge and skills only. The HR Department will strictly process every application. For compensation and dismissal, those employees acting improperly or breaching of contract terms and code of conduct will be warned or even terminated. Compensations are provided to those dismissed employees when applicable according to the relevant laws and regulations.

As at 31 December 2020, our employees' male-to-female ratio was approximately 8:2, in which 75.5% and 24.5% were male and female respectively, for a total of 53 employees. Besides, in respect of our business operations, we had 50 employees located in Hong Kong and 3 in Taiwan as at 31 December 2020. We strive for a harmonious work environment without any kinds of discrimination as for our employees.

HEALTH AND SAFETY

We place huge importance on safeguarding the health and safety of our employees by taking preventive measures to mitigate the potential office safety risks. Smoking is strictly prohibited in the office area to prevent fire accident. In case there is any injury occurred, safety procedures have been included in the staff handbook to give guidance for our employees to response to the emergencies. In addition, work arrangement under bad weather has been clearly included in the staff handbook.

Fire equipment such as fire extinguishers and fire hydrants were placed in the office and the server room in case any fire accident occurred.

During the Reporting Year, there was no cases (2019: nil) of work injury reported by the Group.

The Group strictly complied with the Employees' Compensation Ordinance in Hong Kong to report any accident to the Commissioner for Labour to contribute sufficient social insurance of work injuries of our employees. The Group also strictly complied with others relevant health and safety laws and regulations, such as the local fire services regulations, to provide a safe working environment to its employees by protecting them from occupational hazards.

SECTION B: SOCIAL

DEVELOPMENT AND TRAINING

Continuous assessments will be performed on all of the employees so as to provide sufficient and efficient training to them. Employee's initial assessment, probation assessment and annual assessment will be conducted to let the management better understand employees' needs and act as the reference for rewarding the top-performing employees. To reward top-performing employees, discretionary bonus would be granted to eligible employees in February based on the Company's and individual performance.

The Group underlines the indispensableness of employee improvement. The Group promises to provide sufficient and efficient training to its employees. To familiarise employees with the vision and mission of the Group, department head would hold an induction training session with every newly-joined staff. Along with the orientation training, monthly on-job training was provided to all employees to fully utilize their talents. The Group provides 45 training sessions which amounted to 2,048 hours were attended by our staff during the Reporting Year to enrich employees' skills and knowledge. Thus, the Group encourages its staff to establish personal development plan and provides suitable opportunities for them to achieve their goals.

LABOUR STANDARD

The Group strictly abides by the relevant laws and regulations with regard to child labour, minimum wage, MPF and Employment Compensation specified by the government. We are delighted to announce that we have not encountered major risks in human rights and employment matters so far. The Group guarantees that no employee is made to work against his/her will, or work under forced labour, or subject to coercion related to work. Recruitment of child labour is strictly prohibited. Through the whistle-blowing mechanism, employees are able to voice out injustice they faced. Department heads will communicate with the employees about the issue. General Manager will be responsible for further investigation to ensure that all injustice cases are tackled appropriately.

During the Reporting Year, there was no cases (2019: nil) of material non-compliance with applicable laws and regulations in relation to labour standards.

SUPPLY CHAIN MANAGEMENT

Establishing a successful and beneficial relationship with suppliers was one of our objectives as we viewed them as partners in helping us to grow the business. We formed strategic alliance with renowned game developers, distributors and operators to collectively develop high-quality licensed games and obtain exclusive game rights to enrich our product profile.

SECTION B: SOCIAL

During the supplier selection process, we consider the qualification, reputation, technical requirements and quality of the game developers. Only the suppliers with a pass result in the initial assessment can be added into our approved supplier list. For those suppliers with unsatisfying results, we eliminate them immediately from the approved supplier list to ensure that we provide the highest quality of digital games. As at 31 December 2020, we have built a trustful and long-term relationship with 14 suppliers located in Hong Kong, the Mainland China, Taiwan and Japan.

Besides the supplier selection, we also assess the quality of the digital games before we obtain the exclusive game rights as follows:

- 1) Background checks of the game developers are conducted to investigate their product portfolio.
- 2) Research on the local leaderboard is carried out to understand the popularity and the prospect of the targeted game in the current market.
- 3) Internal testing is executed to ensure that the product operates as intended.

We only consider to cooperate with those game developers or suppliers with satisfying result and foreseeable beneficial prospect.

PRODUCT RESPONSIBILITY

Since the Group specialises on the development, operation and publishing of digital games, we are committed to complying with and even exceeding applicable standards and quality control to safeguard the Group's reputation and the public interests.

Quality Standards

To diversify our game portfolio and to maintain novelty of our games, the research and development ("R&D") team and the management constantly keep a close eye on the game content. Before publishing the games, our R&D team makes best efforts to fix bugs and plug the loopholes in the system. Furthermore, unique and value-added features are integrated into the finalize version of the products for the sake of providing the gamers the best gaming experience.

Not only does the Group focus on the product quality, the Group also places huge importance on the gamers' mental health, especially for children and teenagers. As such, all of our games do not contain any nudity content, which was required in Article 44 of the Children Protection Act and Electronic Game Arcade Business Regulation Act in Taiwan. In addition, our advertisements also based on actual game content with proper endorsements.

SECTION B: SOCIAL

Customer Service

Not only do we focus on the relationship between the suppliers aforementioned in Supply Chain Management, but we also emphasize the interaction with our customers.

To engage with our customers, customer service platform has been set up online. Corresponding handling procedures of various kinds of enquires and compliant are maturely established for our well-trained representatives to follow. Prompt responses are provided and we promise to solve our customers' compliant within 7 to 14 days. All escalated cases would be examined thoroughly and passed to the relevant departments for developing resolutions. All significant compliant and the corresponding handling results are recorded in details for our management to further follow up if necessary and for our improvement.

During the Reporting Year, there were no case (2019: nil) of complaint reported to the Consumer Council nor the Group's Customer Services team regarding virtual items in the games.

Intellectual Property Rights and Data Protection

The Company acknowledged the importance of intellectual property rights so we have set out our policies and principles. It included usage of computer software, copyright protection, and customer data protection etc. As to protect copyright, unless approved by the management or head of information technology department, no one is allowed to copy or modify the computer software installed.

The Group often collaborates with other gaming companies or individuals to obtain the copyright of creative work or anime characters. To ensure there is no infringement of copyright, contracts and non-disclosure agreement are signed with the relevant parties. The policies and procedures regarding the contract signing process and the right to use the copyright have been in place.

It is our intention to keep updating our related policy according to the latest rules and regulations so to ensure that it is in line with the best practices. To comply with Personal Data (Privacy) Ordinance (Cap. 486), notices on customer data collection and personal information collection statement have been posted online to keep the users informed about the purpose of data collection. It is our policy to destroy customer information associated with game accounts which are not active for more than one year. Guideline and policy are also established to safeguard the employee data privacy. The employee data is only used for salary and welfare adjustment purpose. The data received upon the employment process, we destroy the personal data of the unsuccessful applicants within one year.

SECTION B: SOCIAL

The Group has established the member accounts regulations for the users during the registration of the game accounts. It clearly stated about the rules of the game accounts, personal information collection statement and privacy policy statement. Account user has to acknowledge and consent to the above statements before obtain the right-to-use of the game accounts.

During the Reporting Year, there was no cases (2019: nil) regarding data leakage and copyright infringement reported by the Group.

ANTI-CORRUPTION

The Group has established written policy to state clearly the Group's stance and the responsibilities of its employees. The Group severely prohibits its employees, including directors, to make inappropriate payments or to accept any forms of gifts and benefits beyond proper permission. Any gifts and benefits accepted should be promptly reported to the management for further decisions. In addition, our employees are strictly prohibited from engaging in any illegal acts, including extortion, fraud, money laundering, etc. Identified cases will be followed-up with applicable legal actions. It is the Group's core values for reminding its employees to uphold their integrity and professionalism.

The Group encourages its employees to report alleged malpractices, misconduct and possible cases violating Prevention of Bribery Ordinance (Cap. 201) or the Prevention of Money Laundering and Terrorist Financing Guidance Note by Securities and Futures Commission. A Whistleblowing Policy has set up since 2019 which we value and welcome our employees to report any suspected malpractices through various channels. Management, and even Audit Committee, takes immediate action to investigate the issue. The Group promises to fully support the whistleblowers and the identity of the whistleblowers is also well protected.

During the Reporting Year, there was no concluded legal cases (2019: nil) regarding any forms of fraud brought against the Group or its employees.

COMMUNITY INVESTMENT

The Group has been actively involved in the community investment. We imitate to invest more resources into the voluntary section for the sake of positively contributing to the society.

ENVIRONMENTAL DATA

Emissions Indicators	Year ended 31 December 2019	Year ended 31 December 2020
Air Emissions		
Total air emissions	3.71 kg	3.59 kg
Air emission intensity	0.05 kg per employee	0.07 kg per employee
NO_x emission		
Automobile usage	3.38 kg	3.27 kg
SO_x emission		
Automobile usage	0.08 kg	0.07 kg
PM emission		
Automobile usage	0.25 kg	0.24 kg
GHG Emissions		
Total GHG emissions	105.40 tonnes	107.84 tonnes
GHG emission intensity	1.67 tonnes per employee	2.03 tonnes per employee
CO₂ emission		
Automobile usage	13.21 tonnes	12.72 tonnes
Electricity consumption	88.79 tonnes	93.70 tonnes
Electricity used for processing fresh water	0.03 tonnes	0.05 tonnes
Electricity used for processing sewage	0.01 tonnes	0.02 tonnes
Paper waste disposal at landfills	1.00 tonnes	0.84 tonnes
Business air travel	1.80 tonnes	0.00 tonnes
CH₄ emission		
Automobile usage	0.01 tonnes	0.01 tonnes
N₂O emission		
Automobile usage	0.55 tonnes	0.49 tonnes

ENVIRONMENTAL DATA

	Year ended 31 December 2019	Year ended 31 December 2020
Emissions Indicators (Cont'd)		
Non-hazardous waste produced		
Total non-hazardous waste produced (paper waste)	207.50 kg (in total)	175.00 kg (in total)
Non-hazardous waste produced intensity	3.29 kg per employee	3.30 kg per employee
Use of Resources Indicators		
Electricity consumption		
Total electricity consumption	120.05 MWh	124.75 MWh
Electricity consumption intensity	1.91 MWh per employee	2.35 MWh per employee
Water Consumption		
Total water consumption	81 m ³	122 m ³
Water consumption intensity	1.29 m ³ per employee	2.30 m ³ per employee

SOCIAL DATA

	Year ended 31 December 2019	Year ended 31 December 2020
Employment Indicators		
Employment		
Total number of employees	63	53
By Gender		
Male	45	40
Female	18	13
By Employment type		
Permanent	60	53
Part-time	3	–
By Region		
Hong Kong	51	50
Shenzhen	8	–
Taiwan	4	3
Employment turnover		
Total number of employee turnover	19	15
% of employee turnover (monthly average)	2.42%	2.27%
By Gender		
Male	17	9
Female	2	6
Health and Safety Indicators		
Number of reported injuries	N/A	N/A
Number of lost days	N/A	N/A
Development and Training Indicators		
Total number of hours of internal staff training per employee	78 hours	85 hours
Average hours of training per employee	2 hours per week per employee	2 hours per week per employee
Total number of hours of external staff training	20.5 hours	21.5 hours

SOCIAL DATA

	Year ended 31 December 2019	Year ended 31 December 2020
Supply Chain Indicators		
Total number of approved suppliers	27	29
Product Responsibility Indicators		
Total number of complaints received	–	–
Total number of legal dispute cases	N/A	N/A
Anti-corruption Indicators		
Number of conducted legal cases regarding corruption	–	–
Community Indicators		
Community Investment		
Corporate charitable donation	–	–
Employee volunteering		
Number of employee volunteers	–	–
Total number of service hours	–	–