



Roma Group Limited

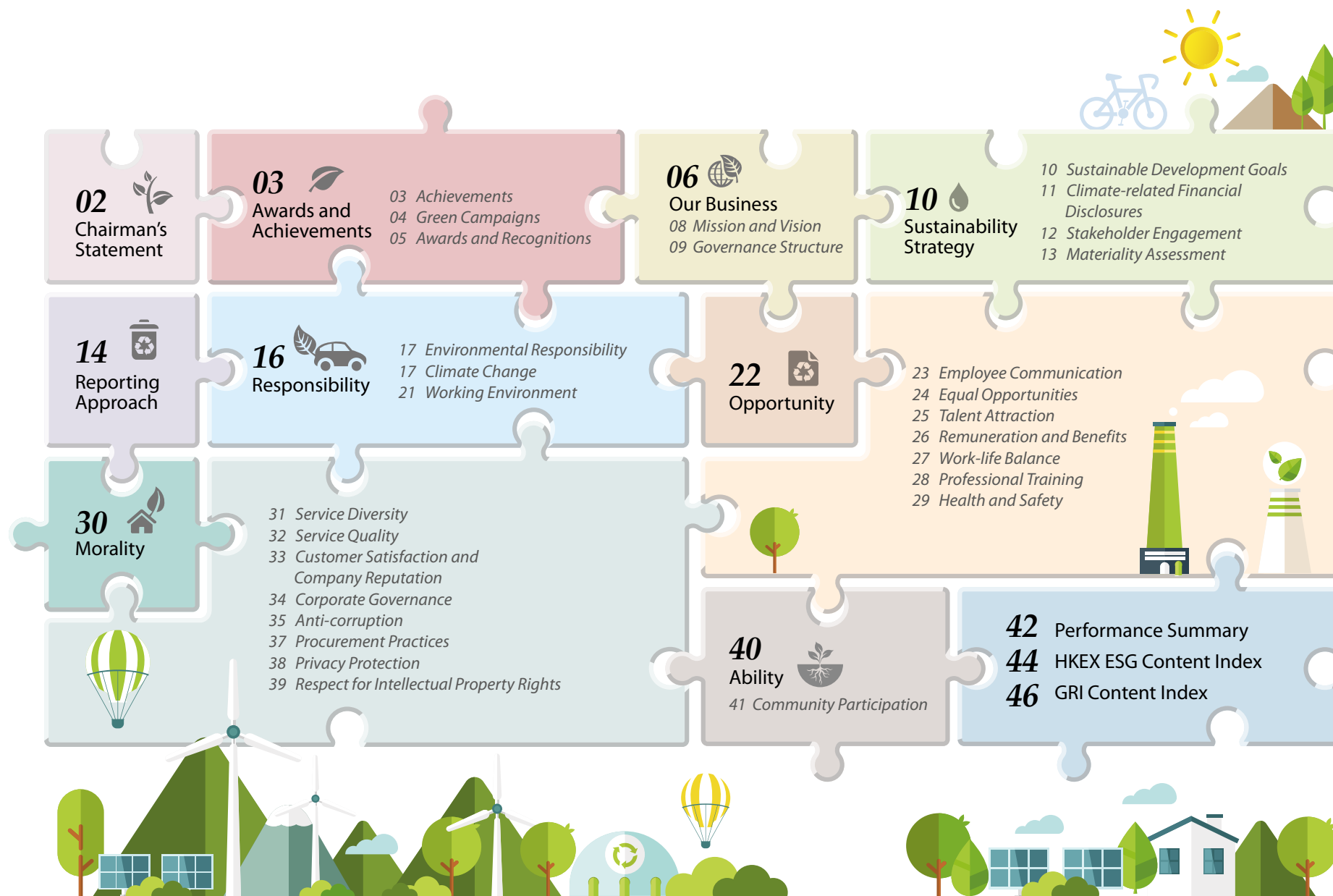
Incorporated in the Cayman Islands with limited liability
Stock Code: 8072

2020/2021

Environmental, Social
and Governance Report

*Piece by piece to a
sustainable future*







*“We demonstrated resilience
amid the COVID-19 pandemic
and remained staunch
in sustainable development.”*



On behalf of Roma Group Limited, I am pleased to present the fifth ESG report of the Group for the year ended 31 March 2021. This report demonstrates our continuing achievements amid the COVID-19 pandemic, and our growing commitment to advancing our sustainability performance in areas such as corporate governance, community participation, customer satisfaction, and employee care.

In the past year, great changes have taken place all over the world, closely related to the outbreak of the COVID-19 pandemic. Despite the challenges it brought to the world, Roma demonstrated resilience amid the pandemic and remained staunch in sustainable development. We recorded an increase in total revenue by approximately 23.6%, and by launching the “Bring Your Own Recycle Bag” Campaign in the year of 2021, reiterated stakeholders’ awareness on environmental protection, as well as created a positive impact on the community.

Our tireless pursuit in perpetuating Roma’s leading position in the industry of valuation and advisory services was epitomized in our commitment to good ESG practices. We not only received three BDO ESG Awards 2021, namely ESG Report of the Year (GEM) Award, Best in ESG (GEM) Award, and Best in Reporting (GEM) Award, we also received Silver Prize Award in Asia’s Best Sustainability Reporting Awards 2020 for the second consecutive year, an international recognition that celebrates corporate reporting excellence.

We acknowledged that such achievements were only made possible through the dedication of our employees and reinforcement from the community. Accordingly, we are committed to fostering a collaborative and inclusive workplace culture and to create a positive impact on the community where we operate. We are pleased to announce that our representation of women increased to 50%, and our turnover rate dropped to 13.8%. Over 90% of the procurement budget was also spent on local suppliers and partners. We were also recognized as an Equal Opportunity Employer for Gender Equality and Family Status Equality by the Equal Opportunities Commission, exemplifying our ability to attract talent and provide a supportive workplace.

On behalf of the Board, I would like to express our sincere gratitude to our stakeholders for their continued support. The Group will remain staunch in sustainable development, and we will together, build a sustainable future.

Roma Group Limited

Yue Kwai Wa Ken
Executive Director,
Chief Executive Officer,
Chairman and Company Secretary



Achievements of Roma Group Limited in Corporate Sustainability

Internal
promotion rate **15.0%**

Number of
internal
promotions **12**
employees



Total training hours

861.5 hours

Average training
hours per employee

10.8 hours



Number of listed companies
serving up to now

> 560

Number of material
service complaints

0

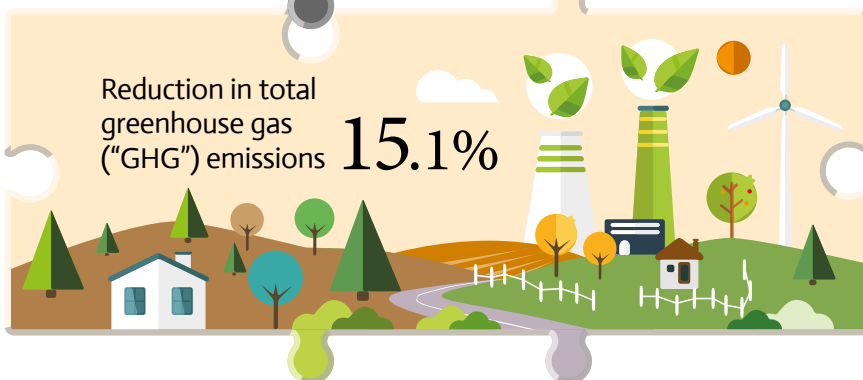


Proportion of
female employees

50.0%



Reduction in total
greenhouse gas
("GHG") emissions **15.1%**



Proportion of
procurement
budget spent on
local suppliers

90.1%





Green Campaigns

To echo with the management's direction on merging sustainability into the business, Roma Group Limited (the "Company"), together with its subsidiaries (the "Group", "Roma" or "we"), makes concerted efforts to reduce the environmental impact of its operations and promote environmental protection within the Group. During the year ended 31 March 2021 (the "Reporting Period" or "2020/21"), we encouraged our staff to reduce waste and pursue a more environmentally sustainable lifestyle through the following campaigns.

Regular Campaign



Roma's Eco-friendly Recycle Bag

Throughout the Reporting Period, we have distributed over 250 self-designed recycle bags to our customers and employees. These recycle bags were tailor-made from unbleached and undyed cotton cloth. By skipping the dyeing and bleaching stage, pollutions were prevented while water and electricity were conserved. The reusable bags are durable, washable and great alternatives to those single-use plastic bags which reduce the amount of waste that goes to landfills. We shared this environmentally friendly product with our stakeholders, together with a message of building a plastic-less world.

GREEN@COMMUNITY Recycling

The Group has engaged in various recycling schemes to support the reusing and recycling of valuable materials. Common types of recyclables, including paper, metals and plastic bottles were collected in the Group's office separately and sent to the Recycling Spot operated by the Environmental Protection Department ("EPD") under the GREEN@COMMUNITY Program. The recyclables collected were sorted and then delivered to the downstream recyclers for subsequent processing.



Regular Campaign



Seasonal Campaign

Mid-Autumn Festival Collection Program

In September 2020, the Group supported the mooncakes and mooncake boxes recycling campaign organized by Swire Properties. With the continued support of our employees in this festive campaign, the donated mooncake boxes were transferred to the collection point for recycling.

Red Packets Reusing Program

To support waste reduction and cultivate employees' green habits, the Group launched its second red packets reusing campaign in January 2021. The used and undamaged red packets were collected and sent to Greeners Action, who will filter and distribute the "reborn" red packets in the next Lunar New Year. Around 530 red packets had been collected, which demonstrated the passion of our employees towards environmental protection.



Seasonal Campaign

Awards and Recognitions

Roma is pleased to announce that we have received numerous prestigious awards and recognitions for its environmental, social and governance ("ESG") performance, reflecting our concerted effort in promoting environmental and social well-being.

Awards



BDO ESG Awards

Roma was the proud receiver of the three BDO ESG Awards 2021, namely ESG Report of the Year (GEM) Award, Best in ESG (GEM) Award and Best in Reporting (GEM) Award.



Asia Sustainability Reporting Awards

In May 2021, Roma is pleased to receive Silver Prize Award in Asia's Best Sustainability Reporting (SME) of the Asia Sustainability Reporting Awards ("ASRA") 2020 for the second consecutive year. ASRA recognizes outstanding sustainability reporting and leadership by selecting awardees among 494 entries within 17 countries.



InnoESG Prize

It is our pleasure to receive the InnoESG Committee Prize 2021 in June 2021. The award is a recognition of our effort in creating positive impact and influence on society as well as innovatively integrating ESG into our core business.



Recognitions

Good Employer Charter

Roma received the Good Employer Charter 2020 from the Labor Department of the Hong Kong Government in July 2020 for adopting employee-oriented and family-friendly human resources management practices.



Wastewi\$e Certificate

Roma has always attached great importance to environmental protection by demonstrating good practices in waste management. In April 2021, we progressed from Basic Level to Good Level under the Wastewi\$e Certificate scheme held by the Hong Kong Green Organization Certification.

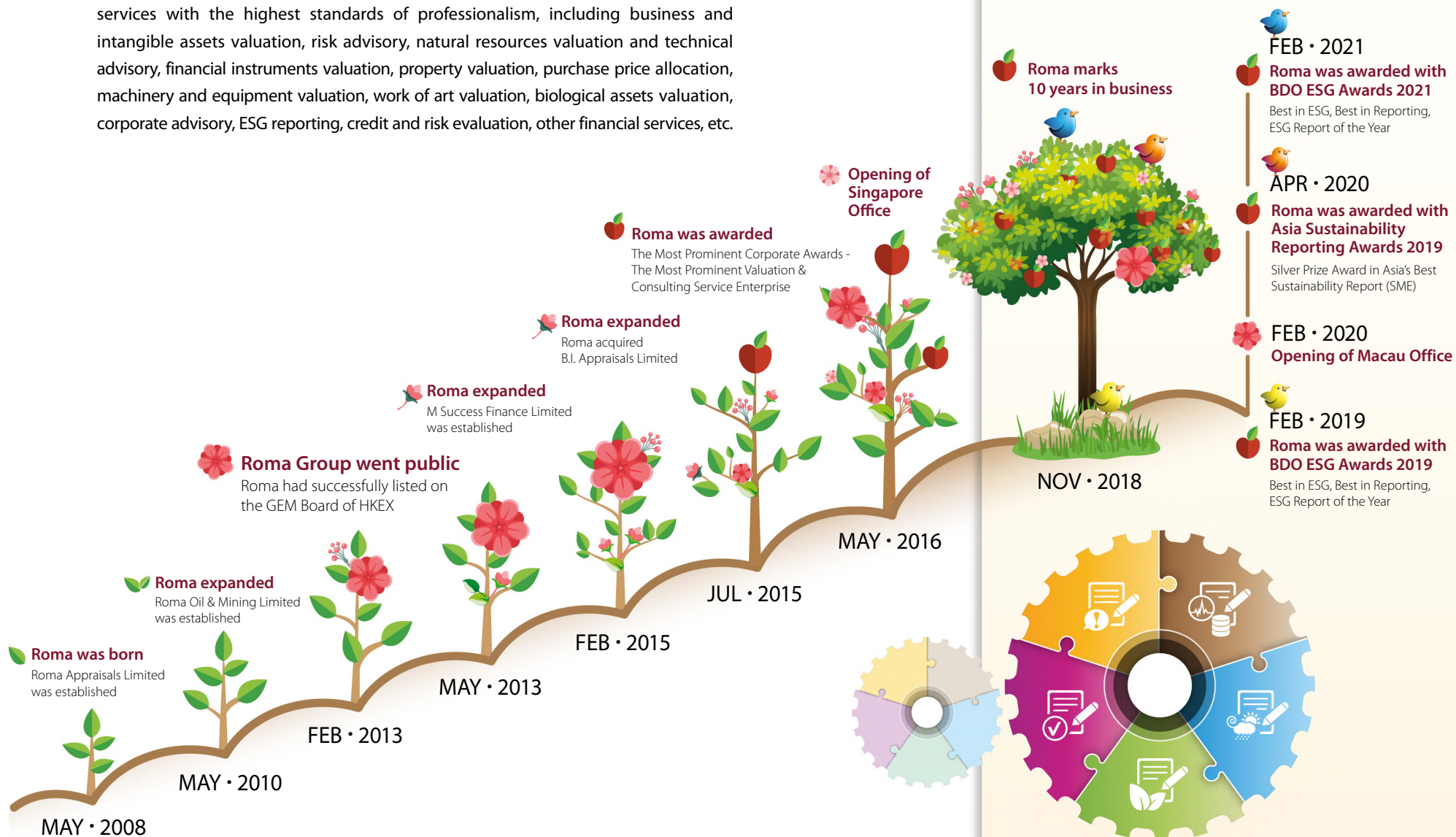


Equal Opportunity Employer

Roma is honored to be recognized as an Equal Opportunity Employer for Gender Equality and Family Status Equality by the Equal Opportunities Commission in May 2021. The award recognizes Roma's effort in creating an equal and inclusive work environment for our employees by implementing relevant employment policies.



Roma Group Limited is a Hong Kong listed company. Roma provides diversified services with the highest standards of professionalism, including business and intangible assets valuation, risk advisory, natural resources valuation and technical advisory, financial instruments valuation, property valuation, purchase price allocation, machinery and equipment valuation, work of art valuation, biological assets valuation, corporate advisory, ESG reporting, credit and risk evaluation, other financial services, etc.





We have a
wide customer base of
over 560 listed companies,
and about 1,130
companies worldwide.







Governance Structure

Roma believes that maintaining excellent and efficient corporate governance paves the way for our continuous success. The board of directors (the "Board") is ultimately responsible for the Group's ESG strategies, decision making regarding ESG aspects, the effectiveness of ESG risk management, and reviewing progress made against ESG-related goals and targets.

Board of Directors

Remuneration
Committee

Audit
Committee

Nomination
Committee

The Group has in place a stringent internal control mechanism. The audit committee of the Company ("Audit Committee"), is directly authorized by the Board to examine whether the Group's financial statements and accounts comply with the requirements of accounting standards, the Rules Governing the Listing of Securities on GEM ("GEM Listing Rules") of the Stock Exchange of Hong Kong Limited (the "Stock Exchange") and relevant laws and regulations, and monitor the internal audit function.

Sustainability
Taskforce

Sustainability Governance

To demonstrate our commitment to sustainability, we have set up a Sustainability Taskforce (the "Taskforce") which comprises the executive director, the ESG team and core members from different departments of the Group. The Taskforce is responsible for monitoring and addressing ESG issues of the Group. Its functions include but are not limited to the following:

- Formulate the Group's responsibilities, visions, strategies, framework, principles, and policies on sustainable development (including but not limited to ESG issues), and implementation the relevant policies;
- Review the effectiveness of policies and measures regularly by monitoring key performance indicators ("KPIs") and setting targets;
- Identify, assess, monitor and report on climate-related issues;
- Identify sustainability issues arising from external development trends;
- Organize ESG training for employees to participate in;
- Prepare the Group's ESG reports and submit it to the Board and the Audit Committee; and
- Report to the Board the latest development issues within its scope of function and power, where necessary.

Internal
Audit



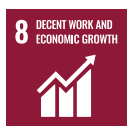
Sustainable Development Goals

In 2015, all member states of the United Nations (“UN”) have adopted the 17 Sustainable Development Goals (“SDGs”) to help eradicate poverty and address a range of inter-connected topics pertaining to the economic, social and environmental dimensions of sustainable development. The SDGs provide a focus for governments and businesses to work hand-in-hand to promote a more sustainable future for the greater good.

Not all 17 SDGs are equally relevant to our business operations. Therefore, Roma has given due regard to identifying the current or potential impacts arising from our business operations. The four SDGs presented in this Environmental, Social and Governance (“ESG Report”) are considered not only relevant but also aligned with our company missions.



We pride ourselves on female representation in the workplace, with an increase from approximately 47.4% in 2019/20 to approximately 50.0% in 2020/21. This outstanding result is achieved by recognizing the importance of creating and maintaining a culture of inclusion in our workplace and implementing female-and family-friendly incentives.



We strive to maintain a safe workplace for all employees, promote economic growth and create job opportunities for the younger generations. Related policies such as Employee Handbook, health and safety policies and guidelines have been implemented and are periodically reviewed with reference to industry best practices. Please refer to the section “Health and Safety” for further details.



Sustainable consumption and production are crucial to safeguarding the environment; concerted effort to ensure a responsible consumption pattern is of utmost importance. We remain highly conscious of our carbon footprint and have integrated sustainable practices into our operations, inter alia, purchasing pen refills, paper from companies with ISO standards and posting eye-catching posters to remind our employees to reduce water and energy consumption. Please refer to the sections “Energy Management”, “Water Management” and “Procurement Practices” for further details.



Anthropogenic GHG emissions contribute to climate change which in turn affects not only the livelihoods of the population but also brings about potential risks and opportunities to the Group's business operations. We have integrated climate change as one of the factors into the Group's risk management system and future development to strengthen our resilience and adaptive capacity to the potential climate change impacts in the future. In addition, we have formed an ESG team to provide professional advisory and consultancy services and strive to be a sustainability leader within the industry. Please refer to the section “Climate Change” for further details.



Climate-related Financial Disclosures

To echo with international concerns on climate change, we have partially adopted the Recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") in developing voluntary and consistent climate-related financial risk disclosures.

Governance

Since 2018/19, the Board has assessed and subsequently included climate change as one of the material ESG topics. The Board has the overall responsibility for the general direction of the Group's ESG strategies and decision-making process regarding ESG aspects, including climate change. Appointed by the Board, the Audit Committee is set up to ensure compliance of ESG aspects and relevant laws and regulations. The Board has also assigned the Taskforce to identify, assess, monitor, and report on climate-related issues and strategies. The progress towards our goals and targets are periodically reported to the Board. For more details, please refer to the section "Governance Structure" on page 9 of this ESG Report.

Risk Management

Roma is increasingly concerned with climate-related risks, both physical and transition; as well as how we manage and oversee risks internally. To fully assess climate-related risks, we have considered and incorporated climate change as one of the risks into our risk inventory under the Enterprise Risk Management ("ERM") mechanism. ERM is facilitated annually by the Group's internal audit function to ensure the management takes risk-informed decisions by having fully considered the current and potential risks, including medium- and long-term climate-related risks. Risk prioritization is currently conducted based on matrices considering the likelihood of occurrence and the level of impact. Our mitigation and adaptation strategies against climate-related risks are expected to evolve over time once we develop new climate-related metrics.

Metrics and Targets

Roma has been measuring and reporting our environmental and social performance, as well as our GHG emissions (Scope 1, 2, and 3) in accordance with global standards including the GHG Protocol. Please refer to sections "Environmental" and "Performance Summary" for further details.



Strategy

Climate change was identified as one of the risk factors for the Group. Related risks were identified and evaluated in the short (1-2 years), medium (3-5 years), and long term (over 5 years) by the Group since 2018/19 through annual reporting. We identified the material impacts on our business arising from the following risks and opportunities.

Physical Risks (Acute and Chronic Risks)

As climate change is expected to worsen the frequency and impacts of extreme weather events, such as heavy precipitation and severe typhoons, it may result in destruction of the city infrastructure which can possibly impact the Group's productivity due to the absence of employees. The fluctuation in temperature could contribute towards an increase in energy consumption and associated costs for our operation. To mitigate the risk, the Group has adopted various energy-saving measures.

Transition Risks (Market Risks)

Subject to the increasingly stringent environmental and climate-related standards and legislations together with the shift in client investment preferences, our natural resources advisory and asset management services face a certain level of impact on respective business development strategy.

Opportunity (New Market and Service Opportunity)

Realizing the potential shift in client bases, we have expanded our value chain by diversifying our services. Our natural resources valuation and technical advisory service has expanded their scope of services provided such as ESG framework advisory projects. Meanwhile, concerning the local government's goal to become carbon neutral by 2050, we anticipated that the market regulator will keep enhancing the rules and regulations on climate-related disclosure. Hence, the demand for external professional ESG consultants is growing.

We have incorporated the climate-related risks and opportunities into our strategic plan by continuing to identify and report risks to the management and the Board. Although the identified risks have no immediate impacts to our business growth, we will continue to monitor and evaluate the risks to ensure they can be mitigated or transferred.







Stakeholder Engagement

Stakeholders play a critical role in the Group's establishment of the ESG management system and decision-making process. Understanding and responding to different stakeholders' concerns do not only help to assess the impact of our decisions for ESG matters, but also shape and adjust our direction of development and growth.

We actively manage our relationship with stakeholders and always maintain close communication with them. We take different stakeholders into consideration, including individuals and organizations who affect, or are affected by our business directly and indirectly.

The Group communicates with different stakeholders, including but not limited to employees, investors and shareholders, customers, suppliers and consultants, government and regulatory bodies, communities, non-governmental organizations ("NGOs") and the media through various channels, and proactively responds to the opinions and requests of stakeholders in practice. The Group's key stakeholders, their interests and concerns, communication channels with respective frequency are set out on the right.

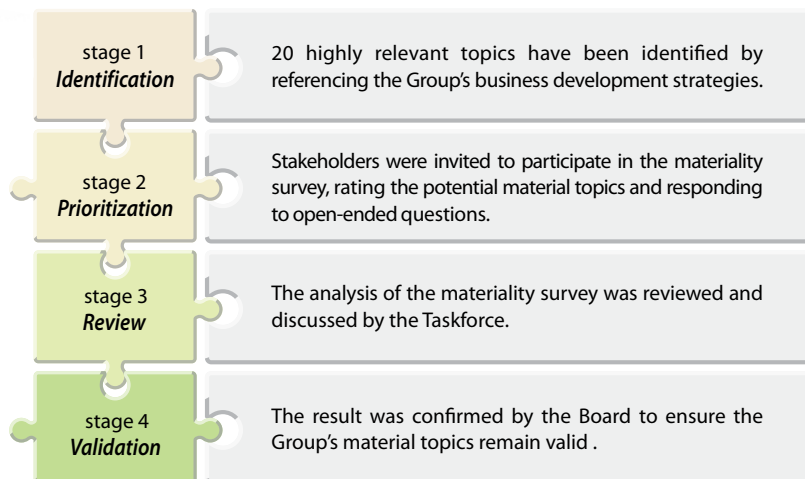
Interests and Concerns 	Key Stakeholders 	Communication Channels 	Frequency 
<ul style="list-style-type: none"> - Career development - Remuneration and benefits - Equal opportunities - Working environment 	Employees	Regular performance evaluations	Annually
		Training and seminars	Regularly and when required
		Departmental meetings	Weekly
		Internal email	Regularly
<ul style="list-style-type: none"> - Business strategies and performances - Compliant and sustainable operations - Investment returns - Corporate governance 	Investors and shareholders	Annual general meetings	Annually
		Financial reports	Annually, biannually, and quarterly
		Announcements and circulars	Regularly and when required
<ul style="list-style-type: none"> - Service quality - Customer data and privacy protection 	Customers	Business development manager	Daily
		Conferences and company visits	Regularly
		Social media platforms	Weekly
		Hotline and email	Daily
<ul style="list-style-type: none"> - Payment schedule - Fair and open selection process - Business integrity and ethics 	Suppliers and consultants	Meetings and telecommunications	Regularly and when required
		Site visits	When required
<ul style="list-style-type: none"> - Performance in compliance with relevant laws and regulations - Business integrity and ethics 	Government and regulatory bodies	Announcements and circulars	Regularly and when required
		Financial reports	Annually, biannually, and quarterly
<ul style="list-style-type: none"> - Corporate governance - Environmental protection - Community engagement 	Communities, NGOs and the media	Donations and participation	Regularly
		Newsletters	Regularly
		ESG reports	Annually



Materiality Assessment

The materiality assessments of Roma are conducted regularly in the form of survey. The materiality survey has been compiled in reference to the identified material ESG aspects to collect the information from relevant departments and business units of the Group. The following materiality assessment result of Roma was internally reviewed and confirmed in 2020/21.

The systematic approach in evaluating our materiality topics is summarized in the diagram below:

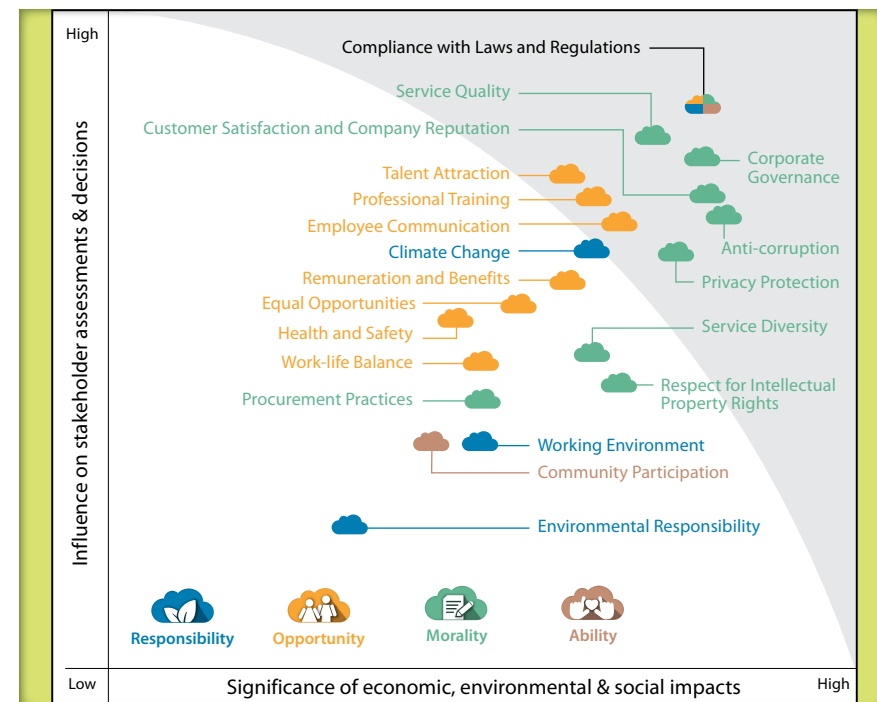


The most concerned material topic of the Group is compliance with laws and regulations, which our effort in ensuring strict compliance can be found throughout the ESG Report. It is followed by topics related to business operations as most of the employment- and social-related topics are of relative importance.

The Group regards the result to be an important indicator for its future planning as an office-based valuation and advisory service provider and policy formation in the ESG aspects. Therefore, we have reviewed and enhanced relevant ESG targets in 2020/21,

aiming to enhance the Group's ESG strategies and drive continuous improvement in sustainable development.

During the Reporting Period, the Group confirmed that it has established appropriate and effective management policies for ESG issues and internal control system and confirmed that the information disclosed complies with the requirements of the Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") contained in Appendix 20 of the GEM Listing Rule of the Stock Exchange.





INTRODUCTION

This ESG Report summarizes the initiatives, plans and performance of the Group in ESG aspects and demonstrates its commitment to sustainable development.

This ESG Report underwent an internal audit process and was reviewed by the Audit Committee. The most recent previous ESG report was published on 21 September 2020 and covered the reporting period from 1 April 2019 to 31 March 2020 ("2019/20").

REPORTING SCOPE

This ESG Report mainly covers the Group's core businesses located in Hong Kong, reporting on its subsidiaries, including but not limited to the following entities covered in the consolidated financial statements of the organization, namely Roma Appraisals Limited, Roma Oil and Mining Associates Limited, Roma Surveyors and Property Consultants Limited, Roma Credit and Risk Evaluation Limited, Roma Strategic Marketing Limited, Roma Risk Advisory Limited, M Success Finance Limited, B.I. Appraisals Limited, Excellent Success Investments Limited and Leo Asset Management Limited. The Group will strengthen its sustainability performance in the future and continue to expand its scope of disclosure where necessary.

REPORTING PERIOD

This ESG Report detailed the activities, challenges and measures taken by the Group with respect to ESG aspects for 2020/21.

REPORTING FRAMEWORK

This ESG Report has been prepared in accordance with the GRI Standards: Core option. It is also prepared in compliance with all applicable provisions set out in the ESG Reporting Guide contained in Appendix 20 of the GEM Listing Rule of the Stock Exchange.

The Group's governance structure and practices have been set out in the Corporate Governance Report on pages 19 to 31 of the Annual Report 2020/2021 and the "Governance Structure" section of this ESG Report.

Reporting principles	Interpretation	Application of reporting principles
Materiality	The Group should focus on reporting the ESG issues that have an important impact on the Group and its stakeholders.	The Group determines the impact of various ESG issues on the Group's operations through the materiality assessment survey. Based on the results of the survey, the Group identifies material ESG issues and makes key disclosures in this ESG Report.
Quantitative	The KPIs must be measurable and clearly state the calculation criteria and methods.	This ESG Report is prepared in accordance with the ESG Reporting Guide and discloses KPIs in a quantitative manner. The KPIs are supplemented by explanatory notes to establish benchmarks where feasible.
Balance	The Group should objectively and truthfully report on its ESG performance during the Reporting Period.	This ESG Report is based on an objective and impartial manner to ensure that the information disclosed faithfully reflects the overall performance of the Group in ESG aspects.
Consistency	The Group should use consistent disclosure statistical methods to help stakeholders analyze and evaluate the organization's past and current performance. The Group should also explain any changes to the method.	Unless otherwise stated, the Group's disclosure and statistical methods are consistent with the previous year for meaningful comparison. If there are any changes that may affect comparison with previous reports, the Group will add comments to the corresponding content of this ESG Report.

CONTACT US

We welcome stakeholders to provide their opinions and suggestions. You can provide valuable advice in respect of the ESG Report or our performance in sustainable development by emailing to esg@romagroup.com.



Responsibility

Fulfilling corporate social responsibility of protecting the environment.

HIGHLIGHTS:

- Reduced the intensity of electricity consumption by **16.9%** compared to 2019/20.
- Reduced total GHG emissions by **15.1%** compared to 2019/20.
- Reduced the intensity of energy consumption by **22.5%** compared to 2019/20.

Targets in 2019/20	Status
Reduce GHG emissions intensity by at least 10% in 2020/21 compared to 2017/18.	✓
Maintain or reduce the intensity of waste.	⌚
Maintain or reduce the intensity of petrol and electricity consumption.	✓

Targets set in 2020/21:

Reduce GHG emissions intensity by at least 30% in 2024/25 compared to 2017/18.

Reduce the intensity of waste.

Reduce the intensity of energy consumption.



Opportunity

Empowering our talents to reach their full potential.

HIGHLIGHTS:

- Increased the proportion of female employees to **50.0%**.
- Reached **861.5** total training hours.
- Turnover rate reduced to **13.8%**.

Targets in 2019/20	Status
Zero incidents of discrimination and harassment.	✓
Zero incidents of work-related fatalities or serious physical injury.	✓
Achieve average training hours of 15 hours per employee.	⌚

Targets set in 2020/21:

Achieve average training hours of 15 hours per employee.

Maintain zero incidents of discrimination and harassment.

Maintain zero incidents of work-related fatalities or serious physical injury.



Morality

Accomplishing social responsibility along the value chain with integrity.

HIGHLIGHTS:

- Spent **90.1%** of procurement budget on local suppliers.
- **Zero** number of material service complaints for three consecutive years.
- Served over **560** listed companies to date.

Targets in 2019/20	Status
Over 90% of procurement budget on local suppliers.	✓
Zero material complaints on our service.	✓

Targets set in 2020/21:

Over 90% of procurement budget on local suppliers.

Maintain zero material complaints on our service.

Maintain zero incidents of corruption and bribery.



Ability

Enriching the community and contributing to our society.

HIGHLIGHTS:

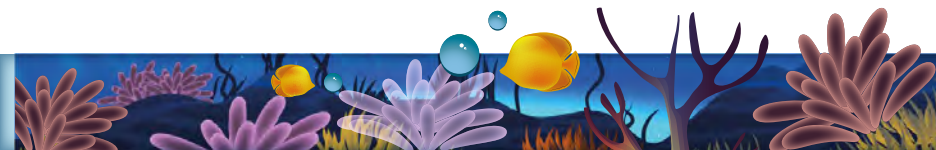
- Donated to **2** charitable organizations.
- Participated in the professional exchange program for **3** consecutive years.
- **400+** individuals participated in our ESG seminars.

Targets in 2019/20	Status
Participate in at least 2 charitable events.	✓
Support at least 2 green campaigns in the community.	✓

Targets set in 2020/21:

Participate in at least 2 community events.

Support at least 2 green campaigns held by non-profit organizations.



16.9%

Reduction in the intensity
of electricity consumption
compared to 2019/20



15.1%

Reduction in total
GHG emissions
compared to 2019/20



22.5%

Reduction in the intensity
of energy consumption
compared to 2019/20





Environmental Responsibility

As environmental threats brought on by climate change become imminent, demands for urgent actions through concerted effort grew ever stronger. We understand the potential environmental impacts of our business activities, and therefore we take the initiative to shoulder the responsibility of protecting our environment and adhere to the mission of “giving back to our environment and society”. We formulated and implemented environmental protection policies which focus on waste management and emission reduction, and set up relevant environmental protection internal control mechanisms in our workplace. We also actively introduce environmentally friendly business practices into our operations to enhance our employees’ awareness of environmental protection and comply with related laws and regulations.

Over the course of our business operation, we are committed to upholding the principles of “Refuse”, “Reduce”, “Reuse”, “Replace” and “Recycle” (“5R”) and minimizing negative environmental impacts using the 5R principle. Meanwhile, we constantly seize the opportunities to devise and implement environmental protection measures within our policy framework to improve our environmental performance. Through implementing measures on energy conservation, emission reduction, and efficient use of resources, we believe we have set a good model for fulfilling corporate social responsibilities and established a corporate image of promoting environmental protection and low-carbon operation.

During 2020/21, the Group was not aware of any non-compliance with local environmental laws and regulations including but not limited to the Air Pollution Control Ordinance and the Waste Disposal Ordinance that would have a significant impact on the Group.

Climate Change

We are aware that climate change poses various risks and opportunities to our operations. To identify and monitor the associated risks and opportunities, we have considered climate change as one of the factors affecting our development and have included climate change as one of our material topics. We have responded to the related climate change issues through the approaches of mitigation and adaptation. In addition, we have incorporated the climate-related risks and opportunities into our strategic plan by delegating the Taskforce to identify the risks. We will ensure the risks can be continuously monitored and evaluated so that they can be mitigated or adapted accordingly.

Mitigation

The Group has considered potential physical and transition risks of climate change to our daily operation. We strive to mitigate the risks through the adoption of various policies and measures. Please refer to the section “Climate-related Financial Disclosures” on page 11 of this ESG Report for further details.

Adaptation

The Group has considered the potential impacts of climate change in our operations, such as extreme climatic effects. We have formulated related policies and measures in adapting to such risks. Such policies and measures have been communicated to all of our employees prior to their employment. In addition, the Group has been seeking opportunities to expand its climate-related information disclosures for higher adaptability to future regulatory requirements.

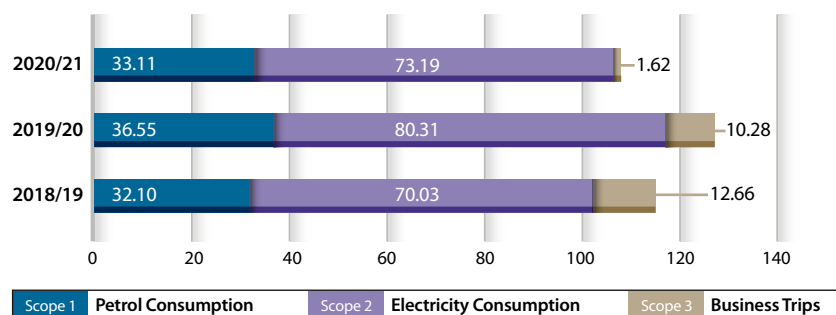
Greenhouse Gas Emissions

The GHG emissions of the Group are mainly generated from petrol consumption of vehicles (Scope 1), electricity consumption (Scope 2), and business trips (Scope 3). The Group has actively adopted the following measures to reduce GHG emissions and promote energy conservation, these measures include:

- Encouraging employees to replace business air travels with telephone conferences or video conferences whenever possible to reduce the related GHG emissions; and
- Adopting environmentally friendly measures to conserve energy and water. Related measures are described in the sections headed "Energy Management" and "Water Management" under "Responsibility".

Business air travels were replaced by virtual conferences where possible during the Coronavirus Disease 2019 ("COVID-19") pandemic. Therefore, other indirect GHG emissions (Scope 3) associated with business air travels decreased significantly. During 2020/21, the intensity of GHG emissions was approximately 1.2 tCO₂e per million revenue, representing a decrease of approximately 31.1%

The Group's GHG Emissions (tCO₂e)

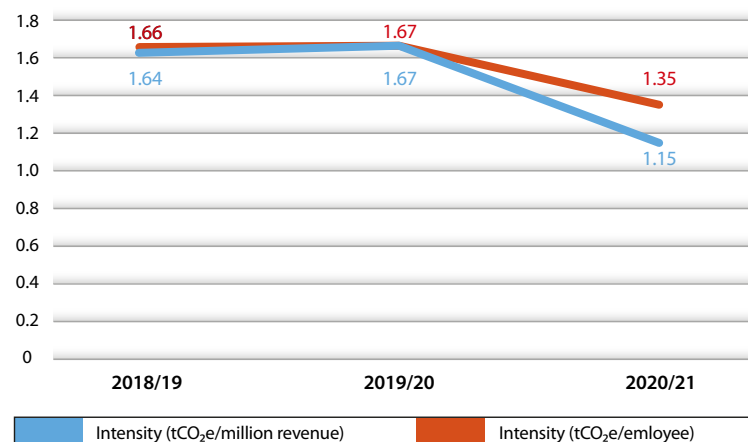


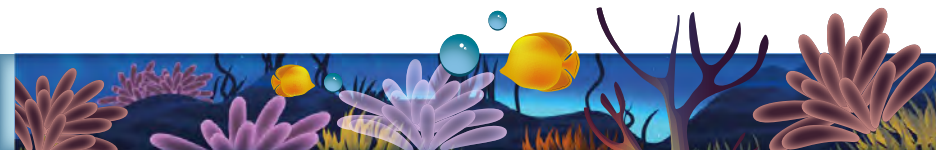
Exhaust Gas Emissions

Due to our business nature, we are not involved in any industrial production or possess any manufacturing facilities. Therefore, the Group does not generate a material amount of exhaust gas emissions during our operation.

compared to 2019/20. The Group achieved its target for 2020/21, which is to reduce the intensity of GHG emissions by at least 10% compared to approximately 1.8 tCO₂e per million revenue in 2017/18. In response to the local government's target to achieve carbon neutrality before 2050, the Group has set forth a target to reduce the intensity of GHG emissions by at least 30% as in 2024/25 with 2017/18 as baseline. To achieve the target, we will continue to undertake a variety of green practices aimed at reducing GHG emissions.

The Group's Intensity of GHG Emissions





Waste Management

Hazardous Waste

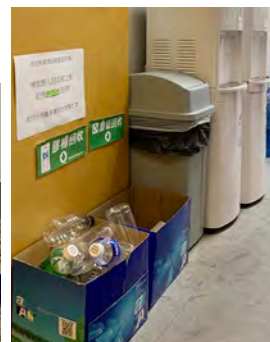
Due to the business nature, the Group's operations do not directly generate hazardous waste.



Non-hazardous Waste

The Group adheres to the 5R principle and is committed to proper management and disposal of the non-hazardous waste generated from its operations. Due to our business nature, a relatively large amount of paper is consumed for printing valuation and consultancy reports. In order to minimize paper consumption, we have regularly monitored our paper consumption and implemented the following waste reduction initiatives and measures:


- Setting up recycling boxes at offices to collect recyclable waste such as plastic bottles, aluminum cans and disposable lunchboxes from employees;
- Reducing paper consumption in the workplace through duplex printing;
- Promoting "paperless office" by encouraging employees to utilize electronic communication means; and
- Reusing paper, cardboard box, envelopes, and folders.



Waste management is a joint responsibility of the Group and our employees. During 2020/21, we have organized four waste reduction campaigns to educate employees on the importance of environmental protection. Moreover, we have been actively participating in the GREEN@COMMUNITY program organized by the EPD. We frequently bring the recyclables collected at offices to the Recycling Spots so that they can be delivered to the licensed recyclers for subsequent processing. In addition, our effort towards waste reduction was recognized by the committees of the Hong Kong Green Organisation Certification. In 2020/21, we are honored to progress from Basic Level to Good Level Wastewiſe Certificate. Please refer to the sections "Green Campaigns" and "Awards and Recognitions" for further details.

In 2020/21, the intensity of non-hazardous waste was approximately 11.7 kg per million revenue, representing a slight increase of less than 1% compared to approximately 11.6 kg per million revenue in 2019/20. To reaffirm our commitment to waste reduction, we targeted to maintain or reduce the intensity of waste in the following year.

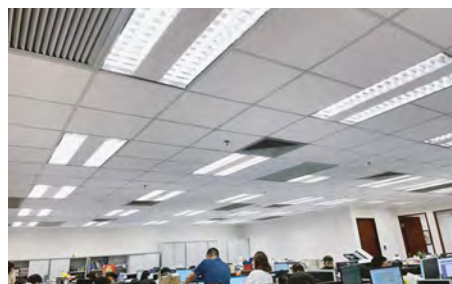
The Group's non-hazardous waste disposal was as follows:

Types of non-hazardous waste	Unit	2020/21	2019/20
 Paper Intensity	kg	1,097.71	885.65
	kg / million revenue	11.66	11.63
	kg / employee	13.72	11.65

Energy Management

The Group's energy consumption is mainly composed of petrol consumption by vehicles and electricity consumption.



The Group regularly monitors the usage of energy to avoid excessive energy consumption. The Group has formulated a series of policies and measures to achieve electricity conservation and energy efficiency. The specific measures are as follows:

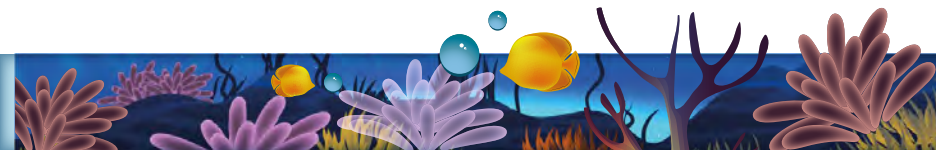


- Installing energy-saving LED fluorescent tubes and motion sensors at offices;
- Encouraging employees to host telephone conferences or video conferences where possible to reduce the use of vehicles;
- Reminding employees to switch off idling lights and electrical appliances when they are not in use or after work;
- Monitoring energy consumption on a monthly basis and investigating any notable differences;
- Using energy-efficient functions of office equipment and computers;
- Maintaining and repairing electronic equipment to keep them in the best condition and achieve energy efficiency;
- Maintaining vehicles regularly to avoid low-efficiency petrol consumption or abnormal operation; and
- Purchasing standard petrol for vehicles, and checking vehicles annually to ensure relevant emission standards are met.

Through these energy-saving measures, employees' energy-saving awareness has improved. Also, virtual conferences were widely utilized in 2020/21, which greatly reduced the need to travel by vehicles and thus the Group's petrol consumption. The intensity of petrol consumption during 2020/21 was approximately 1,281.43 kWh per million revenue, resulting in a decrease of 26.7% compared to 2019/20. Meanwhile, the intensity of electricity consumption had decreased by approximately 16.9% from approximately 1,318.0 kWh per million revenue in 2019/20 to approximately 1,095.1 kWh per million revenue in 2020/21. To reaffirm our commitment to efficient energy use, the Group targeted to maintain or reduce both petrol and electricity consumption intensity in the following year.

The Group's petrol and electricity consumption were as follows:

Types of energy		Unit	2020/21	2019/20
	Direct energy – Petrol	kWh	120,626.40	133,160.71
	Intensity	kWh / million revenue	1,281.43	1,748.16
		kWh / employee	1,507.83	1,752.11
	Indirect energy – Electricity	kWh	103,086.00	100,392.00
	Intensity	kWh / million revenue	1,095.10	1,317.96
		kWh / employee	1,288.58	1,320.95



Water Management

Due to the Group's business nature, we do not consume significant water resources in our operation. Therefore, our operation does not generate a material amount of sewage.

The water supply and drainage facilities of our offices are managed by the property management company, therefore the Group did not have water consumption record during 2020/21. Due to the business nature and operating locations of the Group, we do not encounter any significant issue in sourcing water that is fit for purpose.

The Group is dedicated to promoting behavioral changes in water usage at offices and encouraging water conservation. Water conservation slogans and environmental signages with water-saving messages are placed in prominent places to remind employees to conserve water. To reaffirm our commitment to water conservation, we targeted to distribute publicity materials to staff to inform them on water saving practices in the following year.



Use of Packaging Materials

Due to the Group's business nature, we do not consume a significant amount of product packaging materials as we do not have any industrial productions nor any manufacturing facilities.



Working Environment

The Group is committed to providing employees with a comfortable and green working environment to increase work efficiency. We strive to maintain a hygienic and neat environment in the workplace. Representatives from both the Group and the property management company inspect the office area regularly to ensure a clean and tidy working environment. Problems within the workplace will be identified in a timely manner and preventative measures will be taken to minimize potential hazards. In addition, the Group regularly monitors the indoor air quality in the workplace and is dedicated to maintaining sound indoor air quality by cleaning the air-conditioning system regularly and equipping our offices with air purifiers.





Opportunity

We create opportunities for our employees.



50%
Proportion of
female employees



861.5
Total training hours
for employees



13.8%
Annual turnover rate



Our Philosophy

As an enterprise engaging in the provision of valuation and advisory services, the Group understands that employees are the most valuable asset, and realizes employees as one of the most critical elements for our continuous success. We always adhere to the mission of “empowering our employees to reach their full potential”, and has adopted a people-oriented human resource management strategy, which focuses on attracting and retaining talents as well as investing in professional training. We also understand that cultivating employees’ sense of belonging is particularly important for the Group’s long-lasting and stable growth. We are committed to creating a comfortable working environment that makes employees feel respected and maintaining a unifying and harmonious corporate culture so that employees can develop their potential and grow together with Roma.

The Group respects and strives to protect the legitimate rights and interests of every employee. We proactively comply with local laws and regulations including but not limited to the Employment Ordinance, the Minimum Wage Ordinance, and the Employees’ Compensation Ordinance of Hong Kong. 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.

Employee Communication

The Group encourages communication between employees and the management. We implement the Open Door Policy and hold regular departmental meetings to encourage employees to share their opinions, raise questions, discuss and collaborate with the management to resolve problems; thereby building an atmosphere of mutual trust, cooperation and equality between employees and the management. The Group also acknowledges employees’ efforts and accomplishments by honoring their work through appreciation messages and organizing team gatherings. By adopting relevant policies and organizing employee activities, we aim to enhance our employees’ sense of belonging, thus fostering an encouraging workplace.

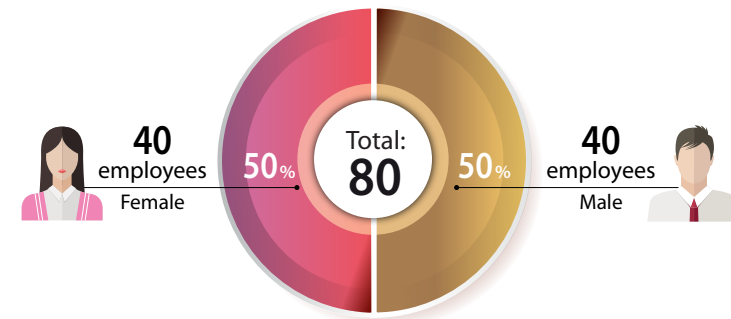


Equal Opportunities

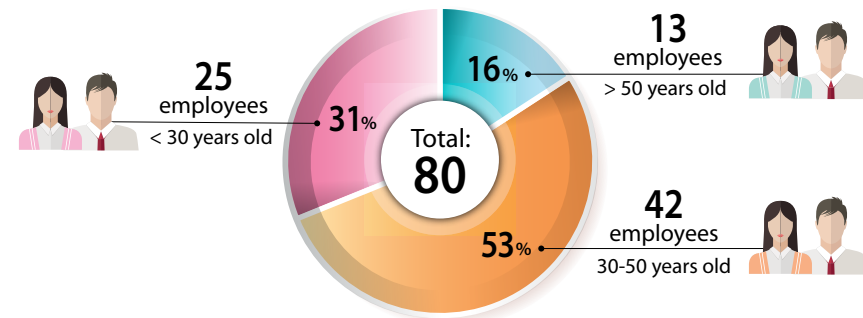
The Group has been committed to building and maintaining an inclusive and collaborative workplace. We adhere to the principles of equal opportunities and anti-discrimination in every aspect of our employees' careers, including recruitment, remuneration, promotion, and termination. We strictly comply with relevant laws and regulations, including but not limited to the Sex Discrimination Ordinance, the Disability Discrimination Ordinance, the Family Status Discrimination Ordinance, and the Race Discrimination Ordinance. We have formulated the Equal Employment Opportunity Policy, and the Non-discrimination and Anti-harassment Policy, which are documented in the Employee Handbook. The Equal Employment Opportunity Policy ensures employment is based upon personal capabilities and qualifications without any discrimination of protected characteristics stipulated by law. The Non-discrimination and Anti-harassment Policy has clearly defined harassment and provided guidelines for employees to report such incidents when they encounter any forms of harassment in the workplace.

We require all employees to respect each other and do not tolerate any discrimination, such as sexual harassment, verbal attack and assault, regardless of age, gender, race, color, social status, nationality, religious belief, disability, marital status, pregnancy, sexual orientation, union membership, political association, and other factors. Any employees violating the Equal Employment Opportunity Policy, or the Non-discrimination and Anti-harassment Policy will be subjected to disciplinary sanctions up to termination of employment contract.

Full-time Employees by Gender



Full-time Employees by Age



*Talent Attraction***Recruitment**

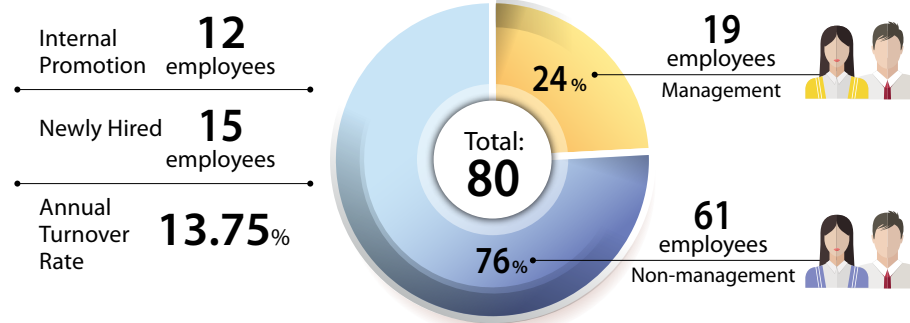
The Group's success depends heavily on our ability to attract and retain talents. The principles of fairness, openness, and impartiality are upheld during the recruitment processes including interviews and written tests. In addition to posting job vacancies on online recruitment platforms, we also actively explore the potential of young talents by offering internship programs and recruiting undergraduate students from local universities. During the Reporting Period, we supported several career sharing programs and internship programs with local secondary schools and universities. Through these programs, we provide opportunities for the new generation to realize their full potential. Please refer to the section "Community Participation" on page 41 of this ESG Report for further details. During the Reporting Period, apart from the 80 full-time employees, we have 8 part-time employees additionally.

**Dismissal**

The dismissal process will only proceed with a reasonable basis. A warning letter must be issued prior to the dismissal and official dismissal will only be considered when the employee fails to demonstrate improvement after receiving the warning letter in order to protect the interests of our employees and avoid unjustifiable dismissal.

**Promotion**

Aside from rewarding outstanding employees through salary increments, we also provide a smooth career advancement path for our talents. The Group has established a fair internal performance evaluation and promotion system to recognize the contributions of our employees. We review and evaluate the performance of our employees through an annual appraisal which covers criteria including work efficiency, work quality, organizational capability, learning capability, problem-solving capability, personal quality, communication skill, team spirit, and innovative capability.

Full-time Employees by Employee Category



Remuneration and Benefits

To attract and retain talents for the Group's long-lasting and stable growth, we have developed a comprehensive remuneration, reward, and performance evaluation framework with reference to the industry practice. The Group provides its talents with competitive remuneration packages, which includes basic salary and rewards. Our salary level is evaluated based on the industrial and regional standards; while employee remuneration is determined by employees' personal performance, contribution to the Group, and the Group's overall performance. Corresponding remuneration adjustments are subjected to the changes of the Group's development strategy and annual performance.

In addition to salary and remuneration, our full-time employees are also entitled to a variety of benefits including health care coverage, group insurance program, retirement provision and stock ownership through share option scheme and share award plan. Different leave types are also provided for our full-time employees, such leave types include annual leave, paid sick leave, study leave, parental leave and compassionate leave. Apart from benefits provided to full-time employees, we also provide sufficient benefit coverage to our part-time employees.

All full-time employees are entitled to parental leave. During the Reporting Period, 2 employees had taken parental leave and returned to work after the leave ended. In 2019/20, there was 1 employee taking parental leave and she was still employed during the Reporting Period, resulting in a 100% retention rate.



Labor Standards

The Group is devoted to upholding ethical labor standards and forbidding the employment of child labor and forced labor. Applicants are required to provide true and accurate personal information during the entire recruitment process. Recruiters will scrutinize such information including identity documents and academic credentials in order to avoid employing child labor. Moreover, to prevent non-compliance with labor standards, overtime working of our employees is on a voluntary basis, which effectively protects their rights and interests. If there is any infringement, the Group will handle it seriously according to the conditions specified in the Group's Employee Handbook. In order to prevent child labor and forced labor in our value chain, the Group also prevents engagement with suppliers and consultants with such records in their operations. During the Reporting Period, the Group did not identify suppliers or consultants who employ child labor, arrange young workers to execute risky work, or employ forced or compulsory labor.

The Group strictly abides by relevant employment regulations including but not limited to the Employment of Children Regulations and the Employment of Young Persons (Industry) Regulations under the Employment Ordinance of Hong Kong. During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labor related laws and regulations that would have a significant impact on the Group.



Work-life Balance

The Group fully recognizes the importance of maintaining a work-life balance for its employees to enhance employee morale and maintain employees' holistic well-being. Apart from providing free snacks and drinks in our pantry, we allow early leaving on festivals including Mid-autumn festivals, Christmas eves and New Year eves. In order to promote the overall well-being of our employees, we reserve sports fields for employees to exercise regularly and actively organize various events. Such events include but are not limited to:

- Christmas party;
- Lunar New Year gathering;
- Family Day;
- Sports activities at spare time; and
- Birthday parties for employees.



Sports activities
at spare time

Free snacks and drinks
at employee lounge

Birthday parties for employees,
Lunar New Year gathering and
other celebrations

Purchase of ergonomic chairs
for all employees



Professional Training

The Group recognizes the importance of continuous development of our talents. We have adopted the Employee Training Policy and offer training programs regularly to improve employees' knowledge as well as to support their personal growth.

Internal training programs are provided at both department-level and group-level. During the Reporting Period, our professionals had received training and seminars relevant to their job nature, covering topics such as accounting standard, valuation methodology, anti-money laundering ("AML"), counter-terrorist financing ("CTF"), agency and surveying, as well as sharing on financial market updates.

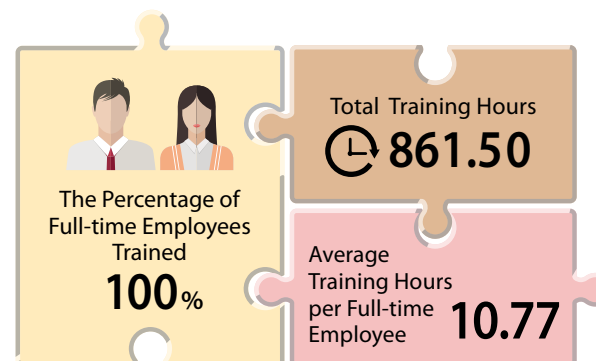
Apart from internal training, we encourage our employees to attend external training and certification exams by offering study and examination leaves as well as reimbursement of examination expenses. The Group also provides professional membership sponsorship to encourage employees to attain job-related professional membership.



Mentorship Program

To facilitate new joiners in adapting to the workplace and our culture, the Human Resource Department assigns a mentor to every new employee on his/her first day, and the mentors will assist their mentees to navigate the new working environment. The duties of mentors include but are not limited to:

- Providing suggestions to mentees on work-related issues;
- Identifying the strengths and weaknesses of mentees thus to improve their work performance;
- Providing challenges and opportunities for mentees to reach their full potential; and
- Fostering friendships and helping mentees to integrate into the Group.



Health and Safety

Although our business nature does not expose our employees to significant safety hazards, the Group acknowledges the importance of occupational health and safety, and therefore endeavors to provide our employees with a safe and pleasant working environment. A series of workplace health and safety policies and guidelines were formulated in accordance with relevant laws and regulations, and such policies and guidelines are reviewed regularly to ensure they are up-to-date. We provide ergonomic chairs and advanced electronic appliances, and conduct regular maintenance and cleaning for water dispensers, the air-conditioning system and the carpet to ensure the health of our employees. Additionally, precautionary measures, such as flexible working hours under extreme weather conditions, are implemented for any potential hazards that may jeopardize the health and safety of our employees.

First-aid boxes and over-the-counter medication are available and regularly replenished in the office area. Some of our employees have enrolled in the first-aid course and examination hosted by the Hong Kong St. John Ambulance under our encouragement. With the above measures, the Group is capable of handling most emergencies relating to occupational health and safety. Additionally, the Group provides employees with a wide range of health-related benefits such as health care coverage with monthly medical allowance.

During the Reporting Period, the Group did not record any accidents leading to fatality or serious physical injury, thus no claim or compensation is paid to employees due to such accidents. We were not aware of any material non-compliance with health and safety-related laws and regulations, including but not limited to the Occupational Safety and Health Ordinance, that would have a significant impact on the Group.

Case Study

Case Study – Response to COVID-19

In response to the COVID-19 outbreak, the Group has actively taken actions to minimize the potential risks on the health and safety of our employees. Apart from increasing the frequency of office cleaning and sterilization, employees are required to wear surgical face masks in office areas and check their body temperature before entering the office. We also provide surgical masks, disinfectant and alcohol wipes for our employees and have installed a number of air purifiers in the office. Additionally, we have implemented precautionary measures, such as arranging virtual meetings for clients instead of physical meetings, to minimize the transmission of germs and viruses. Such policies and measures are constantly updated to keep in line with the government's latest guidelines.





>560

Number of listed companies we have served to date



0

Number of material service complaints for three consecutive years



90.1%

Procurement budget spent on local suppliers



Service Diversity

The Group has a long-standing tradition of specializing in the field of valuation and advisory services. We strive to maintain Roma's core competitiveness whilst diversifying our business. We recognize the importance of diversification and not being overly reliant on a single service line. Such diversification not only generates greater returns and appeals to a wider customer base but also provides customers with a more comprehensive service package. In the long run, the diversification of valuation and advisory services will allow the Group's business operations to be more sustainable. The Board remains committed to maintaining a leading position within the valuation sector in Hong Kong.

During the Reporting Period, the Group has acquired two additional entities which are principally engaged in the provision of advisory and consultancy services as a means to further expand our client base and capture more opportunities in the market. The Group will continuously seek different opportunities to broaden our income stream and market presence.



Number of listed
companies that the Group
has served to date:

>560

The services we provide include but are not limited to:



Service Quality

Roma recognizes that its continuing success is dependent on employees' talents, qualifications and their dedication. Our valuation and advisory services are powered by experienced professionals. We have participated in and completed various international valuation projects by developing fair and accurate valuation plans for customers. Our professional valuation reports and technical advisory reports are extensively recognized by the Stock Exchange, financial advisors, bankers, lawyers, auditors, and investors and are in compliance with the accounting standards of Hong Kong and other regions of the world as well as relevant international standards, laws and regulations. Given the Group's business nature, the Group was not involved in the sale of products, therefore disclosure on product recall procedures and number of products recalled are not applicable.

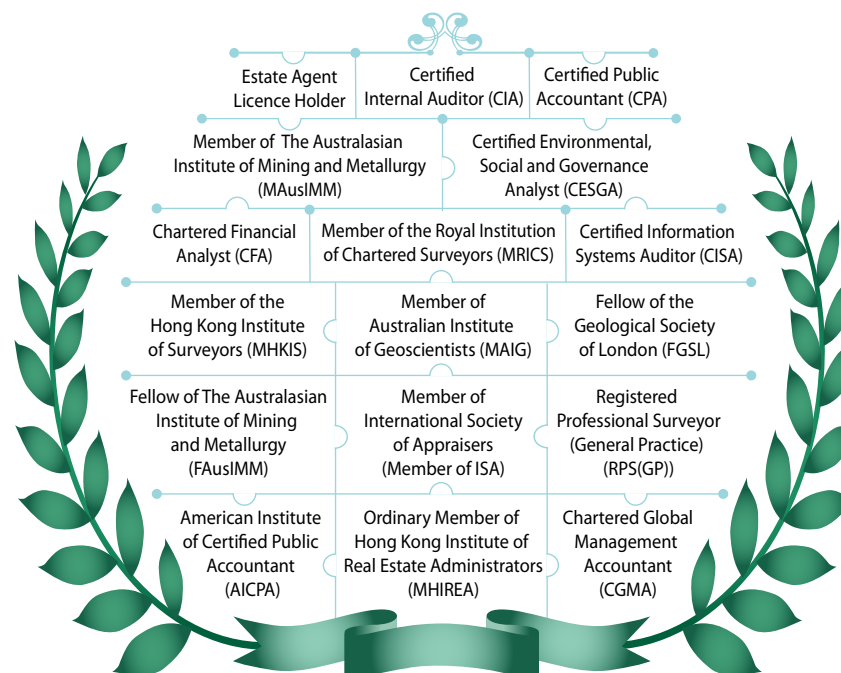
Our professional team regularly undertakes external training to familiarize themselves with newly updated legislations and regulatory guidelines and closely follows the latest developments within the industry. Our aim is to provide customers with high-quality value-added services and assist them to make the most thought-out and forward-looking business decisions.



Number of
material service
complaint:

0

The Group understands the importance of expertise for ensuring service quality. Our employees and most of the management team have obtained related professional qualifications and held related bachelor degrees of above, including but not limited to:





Customer Satisfaction and Company Reputation

Customer satisfaction, customer loyalty and company reputation are intricately connected. In fact, the effect of company reputation on customer loyalty is completely mediated by customer satisfaction. Aligning with our mission to “provide high quality service to our customers”, we attach great importance to maintaining a high customer satisfaction rate. Such is made possible by establishing stringent service quality control policies and processes, ensuring effective enforcement and periodically reviewing its efficacy. The diagram below depicts our meticulous approach towards establishing service quality control procedures. We firmly believe that our service quality reflects our unwavering commitment to maintaining a high customer satisfaction rate.

In addition, we are receptive to compliments and feedback on our performance as they are pertinent to our continuous growth and development. Therefore, we

maintain various active communication channels with our customers to maximize our interactions. Such communication channels are mentioned in the “Stakeholder Engagement” section on page 12 of this ESG Report.

The Board remains committed to the continuation of the Group’s mission to maintain a leading position within the valuation sector in Hong Kong through dedication, perseverance and continuous innovation.

To guarantee the quality of the Group’s services and reports, each department has established a series of service quality control policies and processes as per industry standards, thereby ensuring the compliance, accuracy and expertise of our valuation and other reports.

Valuation Service Quality Control Process



Corporate Governance

Solid corporate governance is the bedrock of the Group's growth and continuing success. The Board and the management of the Group recognize that sound and effective corporate governance practices are essential to its smooth operation.

We are committed to achieving and maintaining a high standard of corporate governance practices with an emphasis on a quality Board, an effective accountability system and a healthy and ethical corporate culture in order to safeguard the interests of the shareholders and enhance the business growth of the Group.

Corporate Governance Training

To strengthen our employees' and management's knowledge of corporate governance best practices, regular training by representatives from regulators or professionals are provided to relative parties. Training covers topics from industry best practices to case studies about preventive measures of the latest cases of corruption pitfalls and moral practices in corporate governance. During the Reporting Period, all of our Directors have undergone a corporate governance training session.

In the future, we intend to maintain a high level of integrity within the Group, maintain compliance regarding anti-corruption, and keep the record of the year of no concluded legal cases regarding corrupt practices brought against the Group or our employees.

For more details of corporate governance of the Group, please refer to the Corporate Governance Report on pages 19 to 31 of the Annual Report 2020/2021.

Business Ethics

We place a strong emphasis on operating with high ethical standards and ensuring strict compliance with relevant laws and regulations. This is done by maintaining and regularly revising relevant policies and standards, arranging internal and external anti-corruption and corporate governance training and ensuring that our employees abide by the code of professional conduct of their respective professional institutions.





Anti-corruption

The Group reaffirms its zero-tolerance policy on corruption, bribery, extortion, money laundering, and fraud, which not only violate laws and regulations of Hong Kong but also jeopardise the Group's corporate integrity, image and reputation. All employees are expected to refrain from engaging in corrupt practices, graft, and acceptance of bribes, speculative practices, intentional omissions, and abuse of power to seek personal gain. Policies relating to the prevention of bribery, extortion, fraud and money laundering between shareholders and related parties in its business activities have been formulated and documented in the Internal Control Manual of the Group. The Group also arranges regular anti-corruption training delivered by regulators and/or professionals to all employees to maintain employees' awareness of best practices.

The Group regularly conducts mandatory Anti-corruption and Ethics Training to all its employees. The training aimed to familiarize directors with their roles and responsibilities on ethics management, managerial staff with their roles of managing staff integrity, assessing the risks and preventing corruption in the workplace, and the general staff with the skills to handle ethical dilemmas at work.

Anti-money Laundering and Counter-terrorist Financing

As a financial services provider, we recognize the responsibility to prevail the integrity of the financial system bears within us. We are highly vigilant of signs of money laundering and financial crimes. Apart from complying with local legislations and guidelines set up by regulatory authorities, the relevant subsidiary of the Group has a Compliance Manual in place that details the policies and procedures on preventing money laundering activities, such as conducting background investigation and customer due diligence. These comprehensive policies are regularly reviewed and revised where necessary, aiming to safeguard the interests of the Group, prevent unnecessary legal complications, and ensure that risks identified are appropriately mitigated. AML and CTF training are also arranged regularly for relevant employees to ensure that they are familiar with their statutory obligations and are given sufficient guidance to identify and subsequently report suspicious money laundering and terrorist financing activities.





Whistle-blowing Policy

The Group reaffirms its commitment to maintaining and achieving the highest standards of openness, probity and accountability. The Whistle-blowing Policy has been established to encourage employees to report any fraudulent and/or illegal activities anonymously to the Audit Committee or the Board by using an anonymous email address. The whistle-blowing reporting channel is also published on the Group's website. The Board or members of the Audit Committee intend to protect the whistle-blower from common concerns such as confidentiality and potential retaliation or discrimination. Therefore, the employee reporting in good faith under the whistle-blowing mechanism can be assured of the protection against unwarranted disciplinary actions, and unfair dismissal or victimization, even if the reports are subsequently proved to be unsubstantiated.

The chairman of the Audit Committee may request to convene Board meetings to investigate the reported incident promptly, fairly and confidentially. The Board may also decide whether to engage external consultants (including but not limited to lawyers and certified public accountants) to handle the incident. All details and results of the investigation will only be shared with individuals on a need-to-know basis.



Conflict of Interest

Policies on conflict of interest are stated in the Employee Handbook, which sets out the identification, documentation, and management of conflict of interest. Employees are responsible for exercising sound judgment and discretion whilst identifying conflict of interest on an ongoing basis. They are obligated to immediately notify the Human Resource Department and the management of the existence and general nature of the conflict of interest. Employees failing to report potential conflict of interest may be subjected to disciplinary actions. The management must act in the Group's best interest when determining whether such act constitutes conflict of interest and provide guidelines to corresponding parties.

Despite all of the Group's operations were assessed for risks related to corruption, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees during the Reporting Period. The Group was also not aware of any material non-compliance with laws and regulations relating to bribery, extortion, fraud, and money laundering, including but not limited to the Anti-Money Laundering and Counter-Terrorist Financing Ordinance and the Prevention of Bribery Ordinance of Hong Kong that would have a significant impact on the Group.

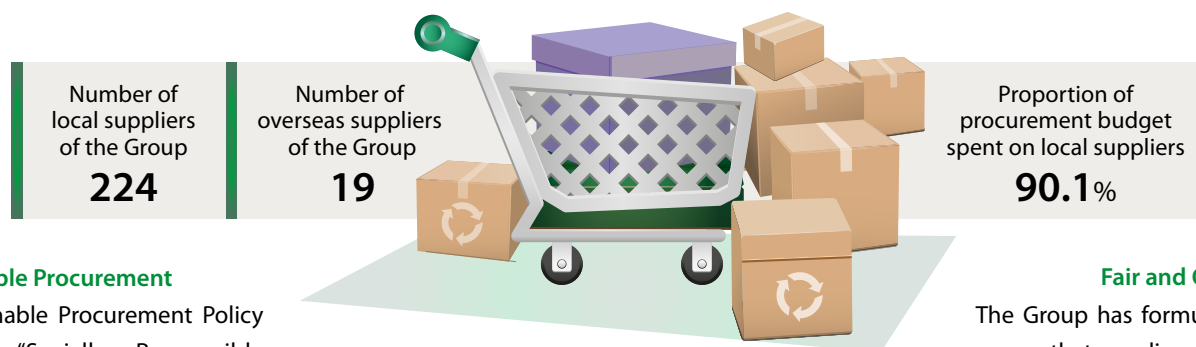




Procurement Practices

We are committed to creating a sustainable relationship with our suppliers and consultants through operating in an open and fair manner. Our major suppliers include business consultants and office items suppliers; we also have other suppliers providing relevant supporting services in relation to daily business operation. To align with our mission of “giving back to our environment and society”, it is important to recognize and mitigate negative environmental and social risks embedded in the supply chain. We have established the Sustainable Procurement Policy to better govern the selection criteria of our suppliers and give priority to suppliers that implement good labor practices, safeguard human rights, and incorporate environmental consideration into procurement decisions.

To ensure that the suppliers meet our requirements in regard to quality, environmental and social standards, we have set stringent procedures for selecting suppliers and consultants. Prior to making any procurement decisions, we will conduct due diligence and assessments on suppliers and consultants to avoid environmental and social risks. We maintain a list of approved suppliers and consultants; they may be suspended or removed from the approved list if they fail to fulfil the agreed standards. During the Reporting Period, there were no material changes on the locations of the Group’s primary suppliers, supply chain structure, and relationship with suppliers (including selection and termination).



Socially Responsible Procurement

Within the Group’s Sustainable Procurement Policy lies the provision of “Socially Responsible Procurement”, we assess suppliers’ environmental and social performance in our procurement process and only purchase products that meet relevant environmental and social standards. In addition, we assess suppliers’ compliance in environmental and social aspects to protect the environment and prevent social risks in the supply chain.

Local Procurement

The Group has formulated the “Local Procurement” provision within the above-mentioned policy. We strive to support local companies, support local economic development, and create job opportunities for our local community by selecting local suppliers for our business operation.

Fair and Open Procurement

The Group has formulated rules and procedures to ensure that suppliers and consultants participate and compete in a fair and open manner. The Group places strong emphasis on engaging with suppliers and consultants who uphold integrity, have good business track records, and do not have any material violations of laws or business ethics in the past. We strictly monitor and prohibit any kinds of business bribery and discrimination against any suppliers or consultants.



Privacy Protection

At all times, the Group is committed to protecting clients' privacy. We strictly abide by privacy-related laws and regulations, including but not limited to the Personal Data (Privacy) Ordinance. We inform clients in advance on how the collected data will be used and explicitly state confidential terms and privacy policy statements in our contracts to notify our clients of the general policies and practices on the collection, storage, and use of personal data.

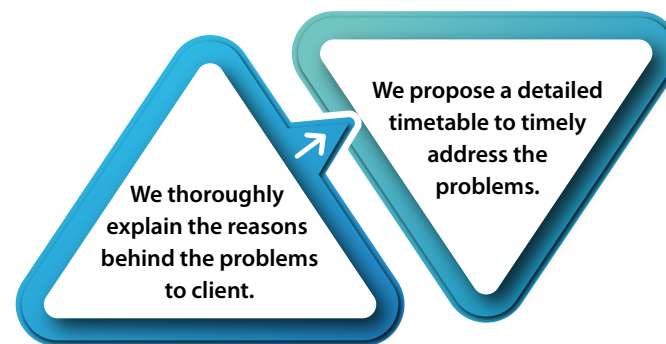


Except for keeping clients' company names in our client list for future commercial promotional purposes, our conversations with clients, transaction records, documents provided by them and contents of reports (if not to be publicized) are kept confidential, and any disclosure of client data to third parties without authorization from the clients is strictly prohibited. Meanwhile, clients always have the rights to review and revise their data and opt out of any direct marketing events. A strong commitment to protecting customers' privacy has enabled the Group to stay competitive in the market.

To complement our data privacy protection process, we also safeguard clients' data through the use of up-to-date anti-virus software and the activation of automatic protection features (e.g. password-protected screen saver) in our servers, workstations, and computer terminals to prevent unauthorized usage.

In addition, the Group highly values its clients' feedback as they are the driving force behind sustainable business development and service quality assurance of the Group. Upon receiving customers' complaints, we promptly deal with the issues in accordance with relevant handling processes. The responsible teams will take follow-up measures to swiftly handle any underlying issues and gain clients' trust and confidence. During the Reporting Period, the Group did not receive any material complaints concerning breaches of customer privacy.

Our complaint handling process is as follows:



Advertising and Labelling

As a professional valuation and advisory services provider, the Group has limited activities in advertising and labeling matters. The Group strives to ensure information disseminated such as company brochures and newsletters are complete, accurate, clear, and in compliance with relevant laws and regulations, including but not limited to the Trade Descriptions Ordinance. Employees should obtain written approval from the legal and compliance personnel before the publication of any advertisement or sales literature. This is to ensure that the Group's advertisements do not contain false and deceptive statements, commitments, and forecasts, and to ensure that the information provided to customers is true, accurate, not misleading, and comply with relevant laws and regulations.

In addition, we have strict specifications to monitor the behavior of sales. We prohibit high-pressure sales tactics to induce customers from using our services to prevent customers from making business decisions under pressure or haste. Also, we provide enough room for customers to understand the materials, consider carefully and seek independent third-party advice, if necessary, before making any business decisions. During the Reporting Period, the Group did not identify any incidents of non-compliance with laws and regulations concerning product health and safety, product and service information, labeling, marketing communications (including advertising, promotion, and sponsorship). Related laws and legislations include but are not limited to the Personal Data (Privacy) Ordinance and the Trade Descriptions Ordinance of Hong Kong that would have a significant impact on the Group.

Respect for Intellectual Property Rights

The Group has established the Information Technology Policy and Procedure Manual to govern the use of information technology and the protection and enforcement of the Group's Intellectual Property ("IP") rights as well as the IP rights of its customers. In addition, the Employee Handbook sets out the IP policy and clearly defines the IP relations between the Group and its employees. All creations of employees (including trademarks, inventions, patents, designs, and copyrights) during the employment period are exclusively owned by the Group.



The Group's IP policy aims to protect third-party IP and not infringe any third-party interests. We obtain proper licenses for software and information the Group uses in its business operation. Duplication or downloading of information, software, and images from the Internet must be approved by relevant department(s). Furthermore, we closely monitor the infringement actions in the market and combat any infringement behavior, such as counterfeit trademarks. The Group has 4 registered trademarks; the domain names were also registered. The Group regularly monitors to ensure that IP rights are not being infringed upon.



2
Charitable organization
was donated to



3
Consecutive years of
participation in the
professional exchange program



400+
Individuals participated in
our ESG seminars



Community Participation

The Group adheres to the mission of “giving back to our environment and society”. As a responsible corporate citizen, the Group bears the social responsibility to serve and make ongoing efforts by actively participating in charitable activities and encouraging employees to take part in community events. During the Reporting Period, the Group has made donations to Well Family Charity Foundation Limited and the Community Chest of Hong Kong and had shown support towards several social activities.

Business School Partnership Program

This is our third year to participate in the professional exchange program organized by the Hong Kong General Chamber of Commerce. This program provides a platform for students, teachers and professionals to exchange ideas and communicate with each other, hence ultimately achieving the goal of whole-person development through the program. Due to the COVID-19 restriction, the activities were carried out virtually.



ESG Seminars

The Group hosts ESG seminars regularly for corporations in various industries. The goal of these seminars is to introduce the latest sustainable practices to enhance public awareness of the current environmental concerns, and encourages the companies to support environmentally friendly practices in their business.



Dress Casual Day 2020

To encourage our employees to give back to the community, the Group supported and participated in the fund-raising event “Dress Casual Day 2020” organized by the Community Chest of Hong Kong. The donation raised from our employees will be donated to over 160 member social welfare agencies of the organization.



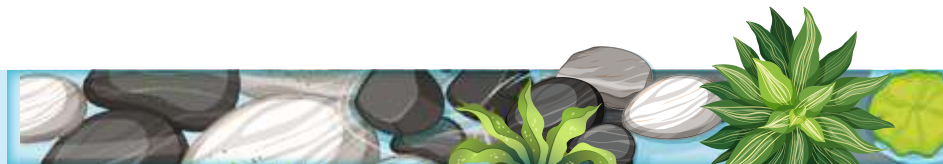


PERFORMANCE SUMMARY

Environmental	Unit	2020/21	2019/20	2018/19
GHG Emissions¹				
Direct GHG emissions (Scope 1) – Petrol consumption	tCO ₂ e	33.11	36.55	32.10
Energy indirect GHG emissions (Scope 2) – Electricity consumption	tCO ₂ e	73.19	80.31	70.03
Other indirect GHG emissions (Scope 3) – Business trips ²	tCO ₂ e	1.62	10.28	12.66
Total GHG emissions	tCO ₂ e	107.92	127.14	114.79
GHG emissions intensity ^{3, 4}	tCO ₂ e/ million revenue	1.15	1.67	1.64
	tCO ₂ e/ employee	1.35	1.67	1.66
Non-hazardous Waste				
Paper	tonnes	1.10	0.89	1.07
Paper intensity	tonnes/ million revenue	0.012	0.012	0.015
	tonnes/ employee	0.014	0.012	0.016

Environmental	Unit	2020/21	2019/20	2018/19
Energy Consumption				
Direct energy - Petrol	'000 kWh	120.63	133.16	115.85
Petrol intensity	'000 kWh/ million revenue	1.28	1.75	1.65
	'000 kWh/ employee	1.51	1.75	1.68
Indirect energy - Electricity	'000 kWh	103.09	100.39	87.53
Electricity intensity	'000 kWh/ million revenue	1.10	1.32	1.25
	'000 kWh/ employee	1.29	1.32	1.27
Water Consumption				
Total water consumption	Water supply and draining facilities are managed by the property management company.			
Use of Packaging Materials				
Packaging materials	The Group does not consume significant amount of packaging materials due to the Group's business nature.			

- Note: 1. GHG emissions data are presented in terms of carbon dioxide equivalent and are based on, but not limited to, "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards" issued by the World Resources Institute and the World Business Council for Sustainable Development, "How to prepare an ESG report – Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange, the latest released emission factor of HK Electric Investments Limited, and the "Global Warming Potential Values" from the IPCC Fifth Assessment Report, 2014 (AR5).
2. Business trip data includes business trips taken by the Group's employees, suppliers or contractors and reimbursed by the Group. It does not include business trips reimbursed by clients.
3. As at 31 March 2021, the Group had a total of 80 full-time employee; while as at 31 March 2020, the Group had a total of 76 full-time employees. These data are used for calculating other intensity data.
4. During 2020/21, the Group's total revenue was approximately HK\$94,134,000; while during 2019/20, the Group's total revenue was approximately HK\$76,172,000.


PERFORMANCE SUMMARY (CONT'D)

Social	Unit	2020/21	2019/20	2018/19
Total Full-time Employees (as at 31 March 2021)	number	80	76	69
By Gender				
Male	number	40	40	39
Female	number	40	36	30
By Age Group				
Under 30	number	25	25	20
30-50	number	42	39	38
Over 50	number	13	12	11
By Employee Category				
Management	number	19	18	22
Non-management	number	61	58	47
Total New Employee Hires	number	15	16	32
By Gender				
Male	number	3	6	23
Female	number	12	10	9
By Age Group				
Under 30	number	10	9	15
30-50	number	4	6	13
Over 50	number	1	1	4
Rate of Employee Receiving Regular Career Reviews	%	100	100	100
By Gender				
Male	%	100	100	100
Female	%	100	100	100
By Employee Category				
Management	%	100	100	100
Non-management	%	100	100	100
Internal Promotion Rate	%	15	17.11	15.94
Total Employee Turnover	number	11	12	30
Employee turnover rate	%	13.75	15.79	43.48
By Gender				
Male	number (%)	4 (10.00)	4 (10.00)	13 (33.33)
Female	number (%)	7 (17.50)	8 (22.22)	17 (56.67)
By Age Group				
Under 30	number (%)	6 (24.00)	4 (16.00)	17 (85.00)
30-50	number (%)	5 (11.90)	7 (17.95)	10 (26.32)
Over 50	number (%)	- (-)	1 (8.33)	3 (27.27)

Note: 5. Governance bodies refer to the Board.

Social	Unit	2020/21	2019/20	2018/19
Governance Bodies Members ⁵	number	5	5	6
By Gender				
Male	%	80.00	80.00	83.33
Female	%	20.00	20.00	16.67
By Age				
Under 30	%	-	-	-
30-50	%	60.00	60.00	66.67
Over 50	%	40.00	40.00	33.33
Employees Who Took Parental Leave	number	2	1	2
Health and Safety				
Total man hours worked	hours	137,280	133,120	122,720
Work-related fatalities	number	-	-	-
Lost days	number	-	-	-
Lost-time injuries	number	-	-	-
Absentee days	days	233.5	273	101
Development and Training				
Total training hours	hours	861.50	927.25	1,027.50
Average training hours	hours/employee	10.77	12.20	14.89
By Gender				
Male	hours/employee	10.03	13.08	N/A
Female	hours/employee	11.51	11.23	N/A
By Employee Category				
Management	hours/employee	11.39	6.61	N/A
Non-management	hours/employee	10.57	13.94	N/A
Procurement				
Local suppliers	number	224	161	123
Overseas suppliers	number	19	7	11
Ratio of local procurement	%	92.18	95.83	91.79
Proportion of spending on local suppliers	%	90.06	96.88	90.69
Product Responsibility				
Products and service related complained received	number	-	-	-
Corruption				
Concluded legal case regarding corrupt practices	number	-	-	-
Community Investment				
Donations	HK\$	15,000	-	15,000


CONTENT INDEX OF THE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE OF THE STOCK EXCHANGE ("HKEX ESG CONTENT INDEX")

Aspect, General Disclosure and KPIs	Description	Section(s)	Page
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 GHG emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Responsibility	P.17 - 19
KPI A1.1	The types of emissions and respective emissions data.	Exhaust Gas Emissions	P.18
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity.	Greenhouse Gas Emissions; Performance Summary	P.18, 42
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Waste Management	P.19
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	Waste Management; Performance Summary	P.19, 42
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Responsibility	P.18 - 19
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Waste Management	P.19
Aspect A2: Use of Resources			
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Responsibility	P.20 - 21
KPI A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity.	Energy Management; Performance Summary	P.20, 42
KPI A2.2	Water consumption in total and intensity.	Water Management; Performance Summary	P.21, 42
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Energy Management	P.20
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	Water Management	P.21
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Use of Packaging Materials; Performance Summary	P.21, 42
Aspect A3: The Environment and Natural Resources			
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	Working Environment	P.21
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Working Environment	P.21
Aspect A4: Climate Change			
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Climate-related Financial Disclosure; Climate Change	P.11, 17
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-related Financial Disclosure; Climate Change	P.11, 17
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.	Opportunity	P.23 - 27
KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Equal Opportunities; Performance Summary	P.24, 43
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Performance Summary	P.43
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.	Health and Safety	P.29
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Health and Safety; Performance Summary	P.29, 43
KPI B2.2	Lost days due to work injury.	Performance Summary	P.43
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health and Safety	P.29



HKEX ESG CONTENT INDEX (CONT'D)

Aspect, General Disclosure and KPIs	Description	Section(s)	Page
Aspect B3: Development and Training			
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Professional Training	P28
KPI B3.1	The percentage of employees trained by gender and employee category.	Professional Training	P28
KPI B3.2	The average training hours completed per employee by gender and employee category.	Professional Training; Performance Summary	P28, 43
Aspect B4: Labor 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 preventing child or forced labor.	Labor Standards	P.26
KPI B4.1	Description of measures to review employment practices to avoid child and forced labor.	Labor Standards	P.26
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Labor Standards	P.26
Aspect B5: Supply Chain Management			
General Disclosure	Policies on managing environmental and social risks of the supply chain.	Procurement Practices	P.37
KPI B5.1	Number of suppliers by geographical region.	Procurement Practices; Performance Summary	P.37, 43
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.	Procurement Practices	P.37
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Procurement Practices	P.37
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Procurement Practices	P.37
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.	Morality	P.31 - 33, 38 - 39
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Service Quality	P.32
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Service Quality; Performance Summary	P.32, 43
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Respect of Intellectual Property Rights	P.39
KPI B6.4	Description of quality assurance process and recall procedures.	Service Quality; Customer Satisfaction and Company Reputation	P.32, 33
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Privacy Protection	P.38
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.	Morality	P.34 - 36
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.	Conflict of Interest; Performance Summary	P.36
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Whistle-blowing Policy	P.36
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption	P.35
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 Participation	P.41
KPI B8.1	Focus areas of contribution.	Community Participation	P.41
KPI B8.2	Resources contributed to the focus area.	Community Participation; Performance Summary	P.41, 43



GRI CONTENT INDEX

GRI Indicator	Description	Session / Explanation	Page
GRI 102: General Disclosures 2016			
102-1	Name of the organization	Cover	N/A
102-2	Activities, brands, products, and services	Our Business	P.6-7
102-3	Location of headquarters	Our Business	P.7
102-4	Location of operations	Our Business; GRI Content Index	P.7, 47
102-5	Ownership and legal form	Cover	N/A
102-6	Markets served	Our Business	P.6 - 7
102-7	Scale of the organization	Reporting Approach; Equal Opportunities; GRI Content Index ²	P.14, 24, 47
102-8	Information on employees and other workers	Equal Opportunities; Performance Summary	P.24, 43
102-9	Supply chain	Procurement Practices	P.37
102-10	Significant changes to the organization and its supply chain	Procurement Practices	P.37
102-11	Precautionary principle or approach	Service Diversity	P.31
102-12	External initiatives	No participation in external ESG initiatives.	N/A
102-13	Membership of associations	No membership of any associations.	N/A
102-14	Statement from senior decision-maker	Chairman's Statement	P.2
102-16	Values, principles, standards, and norms of behavior	Chairman's Statement; Mission and Vision	P.2, 8
102-18	Governance structure	Governance Structure	P.9
102-40	List of stakeholder groups	Stakeholder Engagement	P.12
102-41	Collective bargaining agreements	No Collective bargaining agreements are in place during 2020/21.	N/A
102-42	Identifying and selecting stakeholders	Stakeholder Engagement	P.12
102-43	Approach to stakeholder engagement	Stakeholder Engagement	P.12
102-44	Key topics and concerns raised	Materiality Assessment	P.13
102-45	Entities included in the consolidated financial statements	Reporting Approach; GRI Content Index ³	P.14, 47
102-46	Defining report content and topic Boundaries	Materiality Assessment	P.13

GRI Indicator	Description	Session / Explanation	Page
GRI 102: General Disclosures 2016			
102-47	List of material topics	Materiality Assessment	P.13
102-48	Restatements of information	No information restatement.	N/A
102-49	Changes in reporting	Materiality Assessment	P.13
102-50	Reporting period	Reporting Approach	P.14
102-51	Date of most recent report	Reporting Approach	P.14
102-52	Reporting cycle	Reporting Approach	P.14
102-53	Contact point for questions regarding the report	Reporting Approach	P.14
102-55	GRI content index	GRI Content Index	P.46 - 47
102-56	External assurance	The ESG Report was subject to internal audit process and reviewed by the Company's Audit Committee.	N/A
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	Materiality Assessment; Reporting Approach	P.13 - 14
103-2	The management approach and its components	Responsibility; Opportunity; Morality	P.16 - 39
103-3	Evaluation of the management approach		
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	Procurement Practices; Performance Summary	P.37, 43
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	Conflict of Interest	P.36
205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption	P.35
205-3	Confirmed incidents of corruption and actions taken	Conflict of Interest; Performance Summary	P.36, 43
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	Energy Management	P.20
302-3	Energy Intensity		


GRI CONTENT INDEX (CONT'D)

GRI Indicator	Description	Session / Explanation	Page
GRI 303: Water and Effluents 2018			
303-1	Interactions with water as a shared resource	Water supply and drainage facilities are managed by the property management company.	P.21
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions; Performance Summary	P.18, 42
305-2	Energy indirect (Scope 2) GHG emissions		
305-3	Other indirect (Scope 3) GHG emissions		
305-4	GHG emissions intensity		
305-5	Reduction of GHG emissions	Greenhouse Gas Emissions	P.18
GRI 306: Effluents and Waste 2016			
306-2	Waste by type and disposal method	Waste Management; Performance Summary	P.19, 42
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	Environmental Responsibility	P.17
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	Talent Attraction; Performance Summary	P.25, 43
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Remuneration and Benefits	P.26
401-3	Parental leave	Remuneration and Benefits; Performance Summary	P.26, 43
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	Health and Safety; Performance Summary	P.29, 43
403-9	Work-related injuries		
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	Professional Training; Performance Summary	P.28, 43

GRI Indicator	Description	Session / Explanation	Page
GRI 404: Training and Education 2016			
404-2	Programs for upgrading employee skills and transition assistance programs	Professional Training	P.28
404-3	Percentage of employees receiving regular performance and career development reviews	Performance Summary	P.43
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	Performance Summary	P.43
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labour	Labor Standards	P.26
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Labor Standards	P.26
GRI 417: Marketing and Labelling 2016			
417-2	Incidents of non-compliance concerning product and service information and labelling	Advertising and Labelling	P.39
417-3	Incidents of non-compliance concerning marketing communications		
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy Protection	P.38
GRI 419: Socio Economic Compliance 2016			
419-1	Non-compliance with laws and regulations in the social and economic area	There is no socio-economic non-compliance with related laws and regulations, please refer to sections "Opportunity" and "Morality".	P.22 - 39

Note: 1. The Group's principal place of business is located in 22/F, China Overseas Building, 139 Hennessy Road, Wanchai, Hong Kong. The Group operates in two countries and conducts its principal business in Hong Kong. For changes in the Group's share capital structure for the year ended 31 March 2021, please refer to P. 108 of the Annual Report 2020/2021.

2. As at 31 March 2021, the Group's total assets were approximately HK\$475,742,000; total liabilities were approximately HK\$135,299,000, and net assets were approximately HK\$340,443,000. For the financial year ended 31 March 2021, the Group's total revenue was approximately HK\$94,134,000.

3. For all entities covered by the Group's consolidated financial statements, please refer to P.117-118 of the Annual Report 2020/2021.



ROMA
Roma Group Limited

22/F., China Overseas Building, 139 Hennessy Road,
Wan Chai, Hong Kong

TEL: (852) 2529 6878 FAX: (852) 2529 6806
www.romagroup.com

