



YEEBO (INTERNATIONAL HOLDINGS) LIMITED

(Incorporated in Bermuda with limited liability)

STOCK CODE: 259

2020 | 21 Environmental, Social and Governance Report



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

For the Financial Year 2020/21

This Environmental, Social and Governance Report (“ESG Report”) is issued by Yeebo (International Holdings) Limited (“Yeebo”, the “Group” or “We”) in accordance with Appendix 27 Environmental, Social and Governance Reporting Guide (the “Guide”) of the Main Board Listing Rules. We have engaged our key stakeholders across various business functions to identify major ESG issues and assess their materiality, and prepared this report based on the principles of materiality, quantitative, balance and consistency as specified in the Guide.

This report covers the Group’s ESG policies, initiatives and performance from 1 April, 2020 to 31 March, 2021 (“FY2020/21” or “the Reporting Period”) relating to our Liquid Crystal Displays (“LCD”) and Liquid Crystal Display Modules (“LCM”) business. Material ESG issues of the Group covered in this ESG Report are as follows:

Aspects	Material ESG Issues
A. Environmental	
A1. Emissions	<ul style="list-style-type: none">• Air Emissions• Sewage Treatment• Hazardous and Non-hazardous Waste Management• Greenhouse Gases
A2. Use of Resources	<ul style="list-style-type: none">• Energy• Water Consumption• Packaging Materials
A3. Environment and Natural Resources	<ul style="list-style-type: none">• Environmental Management
B. Social	
B1. Employment	<ul style="list-style-type: none">• Employment, Compensation and Promotion Policies
B2. Health and Safety	<ul style="list-style-type: none">• Occupational Health and Safety
B3. Development and Training	<ul style="list-style-type: none">• Employee Development and Training
B4. Labour Standards	<ul style="list-style-type: none">• Prevention of Child Labour and Forced Labour
B5. Supply Chain Management	<ul style="list-style-type: none">• Supply Chain Quality and Environmental Management
B6. Product Responsibility	<ul style="list-style-type: none">• Products and Services Quality
B7. Anti-corruption	<ul style="list-style-type: none">• Principles of Honesty and Integrity
B8. Community Investment	<ul style="list-style-type: none">• Community Involvement

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A. ENVIRONMENTAL

A1 Emissions

The Group takes strong accountability for corporate social responsibilities with environmental sustainability being the upmost importance among our concerns. Sustainable measures in operations are conformed and carried out in different aspects, varying from product design, business process monitoring, energy and resources management to supply chain management, to minimize the negative impact to the environment. We also concern the effectiveness of environmental protection facilities; therefore we have not only upgraded our environmental protection facilities in factory to enhance our ability in handling and managing sewage, air emissions and solid wastes, but also established a set of procedures to govern the operations of such facilities. The mechanism for regular maintenance of environmental devices, contingency plans as well as off-production line repairing program have also been established by management. Any non-regulated emission discharges are strictly forbidden.

Air Emissions

We are dedicated to environmental protection initiatives, which have been best reflected in our production process. We have established specific pipelines and three sets of emission treatment devices in our factory for the collection and treatment of acid-base gases discharged from the production process. We have engaged professionals to manage the devices and regularly inspect and monitor the environmental standards regarding our emissions after the treatment. According to the inspection results provided by independent third-party environmental monitoring organization, both the Groups' air emission treatment devices and emissions meet the requirements set forth in "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution" in FY2020/21.

Sewage Treatment

We have established integrated sewage treatment facilities in our factory. Industrial sewage is collected through the dedicated pipelines and went through biochemical procedures of sedimentation and filtration in order to meet the "水污染排放限值" DB44/26-2001一級標準 (第二時段) set forth by the Guangdong Province. On the other hand, domestic sewage is rested and subsided in the septic tank. Once the sewage reaches "污水綜合排放標準"三級標準, it is discharged into the local sewerage network through those dedicated pipelines. And, we had conducted regular inspections according to the requirement of the Ministry of Environmental Protection of the People's Republic of China.

In FY2020/21, Air pollution emissions are as follows:

<u>Item</u>	<u>Unit</u>	<u>Total amount</u>
Acid-base gases	WM ³	23,098
Sewage	tonne	151,897

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Hazardous and Non-hazardous Waste Management

For hazardous waste management, we have established a waste separation, collection and storage point and formulated the relevant management procedures. Different kinds of hazardous waste are collected from the user department, which is then handed over to a qualified organization for recycling. Sludge generated from the sewage treatment process represents our major hazardous waste. We closely monitored the treatment of hazardous waste by our factory to ensure that all possible hazardous waste discharged into water can meet the environmental standards set forth in the nation's laws and regulations.

As for non-hazardous waste, we stick to the principle of recycling and reusing in order to minimize pollution to the environment. We have set up waste separation bins at our operating center and public areas in offices to facilitate the recycling process. After the collection, the household garbage is handed over to qualified recyclers and relevant government departments for further processing. Apart from the measures mentioned above, we have effectively reduced paper consumption in our daily operation by using electronic platform to replace paper-based forms, and printing on double sides in case paper-based work is necessary. In addition, we have established a solid waste collection and temporary storage plant in our factory, which are managed by a dedicated personnel. Such storage plant is well-equipped to prevent leakage and avoid secondary pollution.

In FY2020/21, we have recycled the waste as follows:

Item	Unit	Total amount
Sludge	tonne	3.9
Non-hazardous waste	tonne	130
Waste glass	tonne	360.2
Used paper	tonne	122.6

In FY2020/21, we generated the hazardous and non-hazardous waste as follows:

Item	Unit	Total amount
Hazardous waste	tonne	3.9
Hazardous waste intensity	tonne/m ²	0.000021
Non-hazardous waste	tonne	362.7
Non-hazardous waste intensity	tonne/m ²	0.002

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Greenhouse gases

In FY2020/21, our carbon emissions were mainly sourced from the consumption of electricity, water and natural gas. Please refer to section “A2 Use of Resources” for details of the related resources consumption and respective energy conservation and carbon reduction measures.

All departments of the Group are required to strictly adhere to the internal environmental protection policies to ensure their compliance with applicable laws and regulations. The Group is not aware of any material non-compliance cases with the relevant laws and regulations relating to the environment in FY2020/21.

In FY2020/21, Greenhouse gas emissions are as follows:

Item	Unit	Total amount
Total greenhouse gas emissions	tonnes of CO ₂ e	18,163
Greenhouse gas emission intensity	tonnes of CO ₂ e/m ²	0.103

** Remark:* The above carbon emission was calculated with reference to Greenhouse Gas Protocol published by World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI), the Greenhouse gas reporting – Conversion factors 2020 published by the UK’s Department for Business, Energy & Industrial Strategy, “2019中國區域電網基準線排放因子” published by the PRC’s National Development and Reform Commission, and the Reporting Guidance on Environmental KPIs published by Hong Kong Exchanges and Clearing Limited.

A2 Use of Resources

The Group adheres to the 4Rs principles (Reduce, Reuse, Recycle and Replace) to enhance the efficiency and effectiveness for the use of resources, with an aim to gradually replace the energy and materials that do not align with the Group’s green policies. Meanwhile, the Group has established various policies and procedures to facilitate the conservation of electricity and water consumption, and promote environmentally-friendly procurement to ensure that the use of resources is minimized in our operations.

Energy

Total energy consumption by the Group in FY2020/21 are as follows:

Type of resources	Amount	Intensity
Electricity	33,863,040 kWh	183.8 kWh/m ² finished goods
Natural gas	307,701 m ³	1.7 m ³ /m ² finished goods
Diesel fuel	0 L	0 L/m ² finished goods

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To reduce greenhouse gases emissions, we have been gradually adopting to the T5 and LED energy saving lamp. In FY2020/21, we continued to implement energy-saving lamp replacement work, and further replaced 1,240 old-style fluorescent lamps with LED energy-saving lamps, saving electricity of around 55,710 kWh. Moreover, we implemented the air compressor heat recovery in which cold water was heated by the heat recovered from air compressor without any extract energy consumption. It helps reduce electricity consumption in staff quarters by around 810,724 kWh in FY2020/21.

To further promote the green policies, we have made investments in the development of natural gas pipelines to replace diesel fuel with the clean and highly-efficient natural gas. The Group has also been actively promoting a variety of energy-conservation policies and measures, including the gradual replacement of energy-efficient electronic appliances, such as the use of energy-conserving transformers to enhance the energy transforming rate and reduce electricity consumption; the promotion of electricity-saving plan to all employees and the provision of clear labelling at lighting switch to remind employees to save electricity and to turn off all the air-conditioning and lightings when they are not in use. The Group would also monitor the water and electricity consumption for the whole factory and review the effectiveness of its energy conservation policies and measures.

Water Consumption

We mainly use water for production and employees' living. In an attempt to reduce water consumption and enhance its efficiency, we further recycle sewage water generated from the deionization process and use it for grinding process and flushing the production floor, water saving is about 39,504m³ in FY2020/21. At the same time, we advocated water conservation throughout the Group, reviewed the water consumption indicators of each production line, and took structural transformation of some water equipment to recycle the water. We had also set up water reclamation systems to enable the sewage generated from the production line to be reclaimed and be consumed in production process again. In addition, regular inspection and repair work were conducted in water pipelines to prevent leakage. Moreover, the domestic and industrial sewage which meets the quality standard after treatment is used for flushing in order to minimize water consumption.

In FY2020/21, water consumption is as follows:

Item	Unit	Total amount
Water consumption	m ³	294,537
Water intensity	m ³ /m ² finished goods	1.6

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Packaging Materials

Our technical department and purchasing department are actively looking for new packaging methods and packaging materials. In FY2020/21, we have achieved remarkable results in reducing the number of packaging cartons and plastic consumption. With the environmental consideration, our packaging materials were selected based on the green criteria. For example, the plastics selected should be recyclable and no harmful substances would be produced from incineration, which is in line with our principle of environmental protection.

In FY2020/21, the packaging materials consumption of the Group is as follows:

Item	Unit	Total amount
Cartons	tonne	230
Plastics	tonne	245

A3 Environment and Natural Resources

The Group adheres to the importance of conserving environment and natural resources. It strives to bring sustainable development into business operations by making a balance between environmental protection and business development, and avoids making non-environmentally friendly income. The Group abides by the nation's environmental regulations and international standards in order to support the national green development efforts.

We have established various environmental facilities and reporting system, in which the emission data, status of pollution controlling facilities including their operation and conditions are properly recorded and maintained. Such information and monitoring results are reported to the environmental department of local government. Timely actions would be taken to deal with any unusual conditions found in operation.

Besides, we have engaged third-party professionals to regularly monitor our environmental performance in order to prevent excessive emission discharges. The Group has also obtained the ISO14001 Environmental Management System Certification for its factory and passed the annual audit conducted by an independent organisation.

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B. SOCIAL

B1 Employment

The Group abides by the “people-oriented” principle in respect of its quality management and long-term development. The Group believes that cultivation of talents and team spirit directly contribute to the Group’s profitability and balanced development.

The Group is committed to providing employees with a discrimination-free workplace. The Group adheres to the principle of fairness in establishing various human resources policies, including hiring, training, performance assessment, compensations and benefits and promotion, in order to ensure that all employees and candidates are treated equality irrespective of sex, health conditions, ethnicity and religion, etc.

The compensations and benefits policies of the Group have been established to reward, retain and encourage employees’ contributions to the Group’s operation and development. Therefore, competitive compensation is set by the Group, with comprehensive social insurance scheme and various staff welfare, such as staff quarters are next to the factory and all equipped with air conditioner, so that employees can get a better rest in the hot summer. And the Group also has a staff canteen, to provide employees with free meals. Moreover, restricted share award scheme and enterprise annuity are adopted by the Group to attract and retain talents.

The Group provides diverse promotion channels to employees, including clear career path for vertical promotion, two-way promotion channels for technicians and management, as well as inter-department transfer, seeking to provide employees with greater potential for career development and better opportunities in their preferable job positions. At the same time, it helps consolidate the continuous development for talents of the Group and sustain its talents succession plan.

The Group also aims to raise the sense of belonging of the employees by organizing recreational and staff caring activities, such as singing contest, garden party, and outdoor development activities, to facilitate a better communication between employees. The Group also provides employees with paid annual leave and welfare leave such as marriage, mourning, and sick leave; as well as family rooms in the dormitory for employees with family.

The Group has always valued communications with employees and has established platforms for effective communication with employees in through diverse channels, such as WeChat official accounts, discussion group, and WeChat work platform. The Group has also set up an electronic Human Resources (“HR”) manager mailbox and president’s mailbox to facilitate the Group’s employees to directly communicate with relevant personnel. The Group also conducts employees’ satisfaction surveys regularly to understand employees’ feedback on their favourite initiatives and problems faced at work in order to build a healthy and harmonious workplace.

The Group is not aware of any material non-compliance with the relevant laws and regulations relating to employment in FY2020/21.

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B2 Health and Safety

Employees are the most important assets and resources to support the operation of the Group, therefore, their health and safety are always our top priority. Safeguarding the health and well being of our employees has been a matter of paramount importance to the Group during the COVID-19 pandemic. In complying with government issued policies and regulations, the Group has implemented sweeping guidelines and strict measures across its day to day operations, ensuring that our employees are receiving the utmost support and care with regards to their health and safety.

Regular fire drills are held and training regarding occupational safety are provided to employees, especially for those machinery operators and chemical handlers. Meanwhile, the Group has issued staff handbook setting forth safety guidelines in details and established comprehensive accidents reporting and investigation mechanism to effectively understand their cause and to prevent the occurrence of similar accidents in future.

The Group regularly carries out fire safety, occupational health and traffic safety training and emergency drills, regularly hires external agencies to monitor occupational hazards at the work site, and conducts annual physical examinations for key post employees to ensure that employees work in a safe and occupational healthy work environment.

The Group has installed an access control system in the staff dormitory to restrict access to the dormitory to authorized persons only. At the same time, it is connected to the public security system to achieve data sharing and prevent unauthorized personnel from entering the company's premises.

The Group adheres to the importance of the health condition of employees. In recent years, the Group has vigorously promoted automation to reduce the labour intensity of employees and general medicine is provided as needed in workplace. Sport events such as basketball and badminton competition were organized by the Group regularly to cultivate a sporty culture within the Group.

In addition, we put high emphasis on the mental health of employees. The Group has been actively engaged in helping employees to deal with problems and challenges in life and maintaining the mental health of employees. The Group values two-way communications with the employees and has communicated with employees in various ways to understand their needs. The Group also encourages management to take the initiative to take care of their subordinates and help solving their problems.

The Group is not aware of any material non-compliance with the relevant laws and regulations relating to employees' health and safety in FY2020/21.

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B3 Development and Training

The Group is dedicated to providing employees with opportunities for personal growth and helping them develop their career. Therefore, the Group encourages internal promotion of suitable employees and provide on-the-job training, coaching and training courses for the continuous learning and self-realization of employees.

The Group actively recruits fresh graduates, and provides them with internship allowance, which not only creates employment opportunities to college students, but also provides talents for company development.

The Group has comprehensive training policies and mechanism to enhance the technical skills and knowledge of its employees, and to improve their efficiency and competitiveness. The training programmes cover orientation training, on-the-job training and external training. Orientation training for new-hired covers human resources policies, corporate structure, occupational safety and workplace, qualification requirement, etc. On-the-job training covers capacity building (include description and work practice of job positions) and annual training plans. External training covers on board training for specific job positions. All the training expenses are borne by the Group.

In addition to training programmes provided, the Group has established career development plans according to the nature of different business sectors, personal ambitions, abilities and development needs. Employees have chances to get access to different business sectors and departments in order to broaden their horizon through job rotation. The Group has also organized inter-department training and exchange activities to enhance understanding of works and cross-department interaction. Meanwhile, the Group has encouraged inter-department employees' mobility and flexible work arrangement with an aim to provide more learning and practicing opportunities for employees with potential.

B4 Labour Standards

All employees of the Group must be over 16 years old, and all minor workers (16 to 18 years old) are prohibited from engaging in high-risk work. The Group adopts open recruitment for job positions according to the requirements of various positions. Candidates meeting the requirements will be considered for interviews and they are required to hold valid identity cards. Employment contracts are entered into by both parties to eradicate the possibility of forced labour.

The Group is not aware of any material non-compliance with the relevant laws and regulations relating to child labour or forced labour in FY2020/21.

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B5 Supply Chain Management

The Group has strict monitoring mechanism over supply chain management. All suppliers in the qualified supplier list must have passed the supplier evaluation assessment. The Group will continuously monitor the product quality of the suppliers and suspend purchasing from those with sub-standard quality in order to avoid negative impacts brought to our product quality and safety.

The Group only enters into contracts and makes purchase from suppliers in our qualified supplier list. Besides, approved suppliers are required to comply with social and environmental related regulations and complete a declaration for adherence to those related regulations. Meanwhile, suppliers should pass the ISO14001 Environmental Management System Certification and declare that they are in compliance with the European Union's environmental regulations (RoHS/REACH Compliance Declaration). Regular inspection over raw materials is conducted by third-party authentication organizations (such as SGS report).

B6 Product Responsibilities

The Group upholds the importance of “Uphold the excellence in quality and be the most reliable partner of customers” as the core corporate mission in its customer service policies. The Group is customer-oriented and is committed to improving our service quality and providing customers with highly-efficient services through the customers' satisfaction investigation mechanism. The Group has also formulated the standards for service quality in our internal customer service policies and procedures, which have been strictly enforced by the Group. The Group values protection of customers' and consumers' confidential information. Declaration of confidentiality has been entered into with customers.

In addition, comprehensive environmental management system has been established by us and the system has been ISO14001 certified. From product research and development to suppliers' management, the Group adopts the same environmental standard. Also, all the materials have to meet the requirements of RoHS/REACH set by the European Union. Regular product inspections are also conducted by the Group, including internal XRF tester and third-party commissioned inspection organizations such as Société Générale de Surveillance S.A. (“SGS”).

The Group is not aware of any material non-compliance with the relevant laws and regulations relating to products and services quality in FY2020/21.

B7 Anti-corruption

Always with integrity as the core value of the Group and with the importance attached to personal and professional code of conduct of all employees and external parties of contractual relationship with the Group, “Declaration for Professional Ethics of Purchasers” and “Acknowledgement for Code of Integrity” are completed by the purchasing staff and suppliers of the Group respectively. Besides, all employees are required to participate in training courses regarding employees' code of conduct upon joining the Group.

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In addition to the anti-bribery and anti-corruption policies which have been set out in the code of conduct, the Group has also put in place controlling procedures for capital expenditures to provide clear guidelines on integrity requirements over the business activities at procurement level. The Group regularly reviews the effectiveness of its internal control system and established external whistle-blowing policy. The Group has documented in the work discipline section of the code of conduct that “To act with integrity and self-discipline; no bribery is allowed; acceptance of any form of benefit which cannot be rejected should be handed over to the Group; advance approval should be obtained for must-go social activities; no abuse of rights over work position; do not squander public funds” as the key areas of concern for the employees’ code of conduct.

The Group specifies in its website the contact information of its Jiangmen factory and Hong Kong headquarters, and also set up an HR manager mailbox and president mailbox upon WeChat Work to maximize the information to be received from inside and outside the Group, including but not limited to the feedback of the employees in the business ethics.

The Group is not aware of any material non-compliance with the relevant laws and regulations relating to anti-bribery, extortion, fraud and money laundering in FY2020/21.

B8 Community Investment

The Group supports the idea of “Taking from society, giving back to the society”. Contributions to the community have been made in different aspects, including local employment, education, community development and harmonious relationship with the physical disadvantages. At Mid-Autumn Festival, the Group united with local community to express the sympathy to residents with minimum living allowance, and maintain good interaction with the community.

To facilitate the employment of local undergraduates, the Group has partnered with schools to offer their students with various internship opportunities. Meanwhile, the Group has served as an internship centre for students of Jiangmen Pengjiang High School and Jiangmen Vocational Technical School.

We also encourage a harmonious society, in which people with physical disadvantages are actively recruited when suitable job positions are available, and are offered employment support to help them become self-reliant.