

Corporate Social Responsibility Committee Report

The CSR Committee

The Corporate Social Responsibility (CSR) Committee is delegated with the authority by the Board to provide direction and oversee the development and implementation of the CSR initiatives of the Group in relation to corporate sustainability, environmental protection, philanthropy and community engagement. Its terms of reference are available on the HKEX Group website [OS](#).

The CSR Committee comprises four INEDs and the HKEX Chief Executive Officer, whose names and biographies are set out in the Board and Committees section of this Annual Report. The CSR Committee held four meetings in 2021. Members' attendance records are disclosed in the Corporate Governance Report contained in this Annual Report.

Summary of Work in 2021/2022

- Reviewed and endorsed the following items:
 - the revised HKEX Shareholders Communication Policy;
 - the revision of the Stock Code for Charity Scheme;
 - the annual CSR Report; and
 - the work plan and budget for philanthropic and volunteering initiatives for 2022
 - Reviewed and received the quarterly reports on the Group's CSR activities and charitable donations, covering:
 - donations in relation to the HKEX Charity Partnership Programme and the HKEX Impact Funding Scheme;
 - donations to The Community Chest of Hong Kong; and
 - other donations to the Group's charity partners
 - Reviewed and discussed HKEX's CSR initiatives, alongside global trends in CSR development
 - Reviewed the progress of HKEX's green initiatives against relevant targets, including HKEX's climate strategy and action plan, paper reduction, supply chain sustainability and other green initiatives
 - Reviewed the CSR Committee's terms of reference
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CSR Policies, Performance and Reporting

HKEX is committed to promoting and progressing its financial markets and the communities they support; and to continually seeking to reinforce its position as an active and responsible corporate leader. HKEX's CSR policies and CSR management approach are available on the HKEX Group website [CSR](#).

Reflecting the nature of its business, the Group is not aware of any existing environmental laws or regulations that would have a material impact on the Group. The Group, however, continues to adopt enhanced measures to reduce energy and other resource utilisation, minimise waste and increase recycling, encouraging its employees to adopt environmentally responsible behaviours whilst also promoting environmental protection in its supply chain and marketplace. In 2021, the Group joined the Glasgow Financial Alliance for Net Zero (GFANZ) and the Net Zero Financial Service Providers Alliance (NZFSPA) as part of the global financial community's commitment to accelerating the transition to a net-zero global economy, supporting global efforts to meet the goals of the Paris Agreement on climate change. During the year, HKEX continued its "Go Green with HKEX" campaign to raise environmental

awareness across its workplace and the broader community. A company-wide drive to reduce paper consumption in Hong Kong offices saw a 43 per cent decrease in the quantum of paper printed in 2021 compared with those in 2019.

As a responsible corporate citizen, the Group actively contributes to the community by making charitable donations to, and collaborating with, a wide range of charity partners. In 2021, HKEX, through the HKEX Foundation, continued the funding of community projects through the HKEX Charity Partnership Programme and the newly launched HKEX Impact Funding Scheme in Hong Kong; it also enhanced its commitments to its University Scholarship Programme. During 2021, the Group donated a total of \$106 million to various projects and initiatives in its communities including the donation of \$69 million to The Community Chest of Hong Kong. In addition, the LME donated approximately \$5.6 million to two charities, Pact and The Impact Facility, both aimed at addressing child labour and children's rights issues in African mining communities. These donations were made from LME enforcement proceeds – money previously collected from LME members in fines or penalties.

During 2021, the CSR Committee received and reviewed the CSR quarterly reports, which summarised the CSR initiatives undertaken by the Group. Details of the Group's CSR performance in 2021 are disclosed in the 2021 CSR Report.

Communication with Shareholders

Effective engagement with Shareholders is a vital component of HKEX responsibilities to this key stakeholder group. Throughout the year, HKEX has continued to deliver timely, balanced, clear, and transparent communications with its Shareholders and other investors. Details of the Group's shareholders and investors engagement and communication activities are set out in the Corporate Governance Report of this Annual Report and further details can be found on the Investor Relations section of the HKEX Group website [IR](#).

An HKEX Shareholders Communication Policy, which is available on the HKEX Group website [CG](#), sets out the Group's objective for ensuring Shareholders, and in appropriate circumstances, the wider investment community, are provided with ready, equal and timely access to balanced and understandable information about the Group: this ensures that Shareholders can exercise their rights in an informed manner, and allows them and the investment community to engage actively with the Group.

The CSR Committee reviewed the Group's shareholders and investor engagement and communication activities conducted in 2021 and was satisfied with the implementation and effectiveness of the Shareholders Communication Policy.

Relationships with other Major Stakeholders

The Group also actively engages with all its other major stakeholder groups including its employees, suppliers and partners through a variety of different channels with the aim of developing mutually beneficial relationships and promoting knowledge sharing, transparency and sustainability.

Employees are remunerated equitably and competitively. Learning and development opportunities are provided to equip staff members so that they can perform the best and achieve personal and corporate goals. In addition to ongoing talent

development programmes and workshops for employees at all levels, the Group this year launched iLearn, a new online platform which provides tailored learning resources for individual employees. In 2021, the Group delivered over 25,000 hours of training to its employees across different divisions and departments. The Group also undertook its biennial People Survey to gather employees' feedback on their views of the Company, their working environment and their levels of engagement. During the year, the Group continued to host a number of wellness programmes in Hong Kong and in London, supporting employee safety, health and mental well-being.

The Group this year also completed a wide ranging independent brand audit, soliciting views from more than 500 local, regional and international stakeholders on such areas as the Group's business offering, communications and sustainability credentials. This valuable insight will feed into the Group's ongoing strategic planning, ensuring that our commitment to CSR and good corporate citizenship remains pivotal to our strategic and organisational planning.

HKEX is committed to ensuring strong ethical supply chain management and seeks to use suppliers that reflect its values and commitment to being a good corporate citizen. During 2021, 26 key suppliers providing professional consultancy, employee benefits, information technology and property management services to the Group have completed a questionnaire regarding their own CSR performance. The Group was not aware that any of its key suppliers had reported any significant actual, or potential, negative impact on their own business ethics, environmental protection, human rights or labour practices, nor any of them had any non-compliance incident in respect of these areas.

Laura M CHA
Chairman of the CSR Committee

Hong Kong, 22 February 2022