



# Content Indexes

Corporate Social Responsibility  
Report 2022

Stock code: 388



# ESG Guide Content Index

Requirements, Subject Areas, Aspects, General Disclosures and KPIs		Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
<b>Mandatory Disclosure Requirements</b>		
Governance Structure	A statement from the board containing the following elements:  (i) a disclosure of the board's oversight of ESG issues;  (ii) the board's ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer's businesses); and  (iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer's businesses	<ul style="list-style-type: none"> <li>AR – Corporate Governance Report (pages 78 to 95)</li> <li>AR – Risk Committee Report (pages 103 to 107)</li> <li>This Report – Our Approach to CSR (pages 12 to 17)</li> <li>Website – <a href="#">CSR (Our Approach) section</a></li> </ul>
Reporting Principles	A description of, or an explanation on, the application of the Reporting Principles (Materiality, Quantitative and Consistency) in the preparation of the ESG report	<ul style="list-style-type: none"> <li>This Report – About this Report (page 62)</li> </ul>
Reporting Boundary	A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report.	<ul style="list-style-type: none"> <li>This Report – About this Report (page 62)</li> </ul>
<b>'Comply or explain' Provisions</b>		
<b>A. Environmental</b>		
<b>Aspect A1: Emissions</b>		
General Disclosure	Information on:  (a) the policies; and  (b) compliance with relevant laws and regulations that have a significant impact on the issuer  relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste	<ul style="list-style-type: none"> <li>This Report – Our Approach to CSR (pages 12 to 17)</li> <li>This Report – Our Path to Net Zero (pages 18 to 23)</li> <li>This Report – Our Operations (pages 50 and 51)</li> <li>This Report – Performance Summary (pages 60 and 61)</li> <li>Website – <a href="#">CSR (Our Approach) section</a></li> </ul>
KPI A1.1	The types of emissions and respective emissions data	<ul style="list-style-type: none"> <li>This Report – Performance Summary (page 60)</li> </ul>
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity	<ul style="list-style-type: none"> <li>This Report – Performance Summary (page 60)</li> </ul>
KPI A1.3	Total hazardous waste produced and, where appropriate, intensity	<ul style="list-style-type: none"> <li>This Report – Performance Summary (page 61)</li> </ul>
KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity	<ul style="list-style-type: none"> <li>This Report – Performance Summary (page 61)</li> </ul>
KPI A1.5	Description of emission target(s) set and steps taken to achieve them	<ul style="list-style-type: none"> <li>This Report – Our Path to Net Zero (pages 18 to 23)</li> <li>This Report – Our Operations (pages 46, 47, 50 and 51)</li> <li>This Report – Performance Summary (pages 60 and 61)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
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	<ul style="list-style-type: none"> <li>This Report – Our Operations (pages 46, 47, 50 and 51)</li> <li>This Report – Performance Summary (page 61)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>

Requirements, Subject Areas, Aspects, General Disclosures and KPIs		Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
<b>Aspect A2: Use of Resources</b>		
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials	<ul style="list-style-type: none"> <li>This Report – Our Operations (pages 46, 47, 50 and 51)</li> <li>Website – <a href="#">CSR (Our Approach) section</a></li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity	<ul style="list-style-type: none"> <li>This Report - Performance Summary (page 61)</li> </ul>
KPI A2.2	Water consumption in total and intensity	This indicator is not material to the Group in view of our business nature in the financial services industry.
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	<ul style="list-style-type: none"> <li>This Report – Our Path to Net Zero (pages 22 and 23)</li> <li>This Report – Our Operations (pages 45, 46 and 61)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
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	While water consumption is not material to the Group in view of its business nature in the financial services industry, the Group does not encounter any issues in sourcing water.
KPI A2.5	Total packaging material used for finished products, and if applicable, with reference to per unit produced	This indicator is not material to the Group because our operations do not involve packaging material used for finished products.
<b>Aspect A3: The Environment and Natural Resources</b>		
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources	<ul style="list-style-type: none"> <li>This Report – Our Approach to CSR (pages 12 to 17)</li> <li>This Report – Our Path to Net Zero (pages 18 to 23)</li> <li>This Report – Our Operations (pages 50 and 51)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and actions taken to manage them	<ul style="list-style-type: none"> <li>This Report – Our Path to Net Zero (pages 22 and 23)</li> <li>This Report – Our Operations (pages 50 and 51)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
<b>Aspect A4: Climate Change</b>		
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	<ul style="list-style-type: none"> <li>This Report – Our Approach to CSR (pages 12 to 17)</li> <li>This Report – Our Path to Net Zero (pages 18 to 23)</li> <li>This Report – Our Operations (pages 48 and 49)</li> </ul>
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	<ul style="list-style-type: none"> <li>This Report – Our Approach to CSR (pages 12 to 17)</li> <li>This Report – Our Path to Net Zero (pages 18 to 23)</li> <li>This Report – Our Markets (pages 26 to 32)</li> <li>This Report – Our People (pages 36, 37, 41 and 42)</li> <li>This Report – Our Operations (pages 46, 47, 49 and 50)</li> </ul>

Requirements, Subject Areas, Aspects, General Disclosures and KPIs		Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
<b>B. Social</b>		
Employment and Labour Practices		
<b>Aspect B1: Employment</b>		
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	<ul style="list-style-type: none"> <li>• This Report – Our People (pages 36 to 41)</li> <li>• This Report – Our Operations (page 48)</li> <li>• This Report – Performance Summary (pages 54 to 58)</li> <li>• AR – Remuneration Committee Report (pages 108 to 115)</li> <li>• Website – <a href="#">CSR (Our People) section</a></li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> <li>• Website – <a href="#">HKEX Code of Conduct</a></li> </ul>
KPI B1.1	Total workforce by gender, employment type, age group and geographical region	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 54)</li> </ul>
KPI B1.2	Employee turnover rate by gender, age group and geographical region	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 55)</li> </ul>
<b>Aspect B2: Health and Safety</b>		
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	<ul style="list-style-type: none"> <li>• This Report – Our People (pages 36 to 39)</li> <li>• This Report – Performance Summary (page 59)</li> <li>• Website – <a href="#">CSR (Our People) section</a></li> </ul>
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 59)</li> </ul>
KPI B2.2	Lost days due to work injury	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 59)</li> </ul>
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	<ul style="list-style-type: none"> <li>• This Report – Our People (pages 36 to 39)</li> <li>• This Report – Our Operations (page 48)</li> <li>• This Report – Performance Summary (page 59)</li> <li>• Website – <a href="#">CSR (Our People) section</a></li> </ul>
<b>Aspect B3: Development and Training</b>		
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	<ul style="list-style-type: none"> <li>• This Report – Our People (pages 36 to 38)</li> <li>• This Report – Our Operations (pages 46 to 48)</li> <li>• This Report – Performance Summary (page 54)</li> <li>• Website – <a href="#">CSR (Our People) section</a></li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> <li>• Website – <a href="#">HKEX Code of Conduct</a></li> </ul>
KPI B3.1	The percentage of employees trained by gender and employee category	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 56)</li> </ul>
KPI B3.2	The average training hours completed per employee by gender and employee category	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 56)</li> </ul>

Requirements, Subject Areas, Aspects, General Disclosures and KPIs	Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
--------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------

**Aspect B4: Labour Standards**

General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 54)</li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
--------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------

KPI B4.1	Description of measures to review employment practices to avoid child and forced labour	<ul style="list-style-type: none"> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
----------	-----------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------

KPI B4.2	Description of steps taken to eliminate child and forced labour practices when discovered	<ul style="list-style-type: none"> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
----------	-------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------

Operating Practices

**Aspect B5: Supply Chain Management**

General Disclosure	Policies on managing environmental and social risks of the supply chain	<ul style="list-style-type: none"> <li>• This Report – Our Operations (pages 46, 47 and 49)</li> <li>• This Report – Performance Summary (page 53)</li> <li>• Website – <a href="#">CSR (Our Approach) section</a></li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
--------------------	-------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

KPI B5.1	Number of suppliers by geographical region	<ul style="list-style-type: none"> <li>• This Report – Performance Summary (page 53)</li> </ul>
----------	--------------------------------------------	-------------------------------------------------------------------------------------------------

KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	<ul style="list-style-type: none"> <li>• This Report – Our Operations (pages 46, 47 and 49)</li> <li>• This Report – Performance Summary (page 53)</li> <li>• Website – <a href="#">CSR (Our Approach) section</a></li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
----------	----------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	<ul style="list-style-type: none"> <li>• This Report – Our Operations (pages 46, 47 and 49)</li> <li>• This Report – Performance Summary (page 53)</li> <li>• Website – <a href="#">CSR (Our Approach) section</a></li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
----------	---------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	<ul style="list-style-type: none"> <li>• This Report – Our Operations (pages 46, 47 and 49)</li> <li>• This Report – Performance Summary (page 53)</li> <li>• Website – <a href="#">CSR (Our Approach) section</a></li> <li>• Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
----------	----------------------------------------------------------------------------------------------------------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Requirements, Subject Areas, Aspects, General Disclosures and KPIs		Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
<b>Aspect B6: Product Responsibility</b>		
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.	<ul style="list-style-type: none"> <li>This Report – Our Operations (pages 46 to 48)</li> <li>This Report – Performance Summary (pages 52 and 53)</li> <li>AR – Directors' Report (pages 118 to 125)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	This indicator is not material to the Group in view of its business nature in the financial services industry
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	<ul style="list-style-type: none"> <li>This Report – Performance Summary (page 53)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	<ul style="list-style-type: none"> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
KPI B6.4	Description of quality assurance process and recall procedures.	<ul style="list-style-type: none"> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	<ul style="list-style-type: none"> <li>This Report – Our Operations (page 48)</li> <li>This Report – Performance Summary (page 53)</li> <li>AR – Risk Committee Report (pages 103 to 107)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
<b>Aspect B7: Anti-corruption</b>		
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.	<ul style="list-style-type: none"> <li>This Report – Our Operations (pages 46 to 48)</li> <li>This Report – Performance Summary (page 52)</li> <li>AR – Risk Committee Report (pages 103 to 107)</li> <li>AR – Directors' Report (pages 118 to 125)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> </ul>
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.	<ul style="list-style-type: none"> <li>This Report – Performance Summary (page 52)</li> </ul>
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	<ul style="list-style-type: none"> <li>This Report – Our Operations (pages 46 to 48)</li> <li>This Report – Performance Summary (page 52)</li> <li>AR – Audit Committee Report (pages 100 to 102)</li> <li>Website – <a href="#">CSR (Our Operations) section</a></li> <li>Website – <a href="#">HKEX Code of Conduct</a></li> </ul>
KPI B7.3	Description of anti-corruption training provided to directors and staff.	<ul style="list-style-type: none"> <li>This Report – Our Operations (pages 48 and 49)</li> <li>This Report – Performance Summary (pages 54 and 58)</li> <li>Website – <a href="#">HKEX Director's Handbook</a></li> <li>Website – <a href="#">HKEX Code of Conduct</a></li> </ul>

Requirements, Subject Areas, Aspects, General Disclosures and KPIs		Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
Community		
<b>Aspect B8: Community Investment</b>		
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities takes into consideration communities' interests.	<ul style="list-style-type: none"> <li>This Report – Our People (pages 36, 37, 42 and 43)</li> <li>Website – <a href="#">CSR (Our Approach) section</a></li> <li>Website – <a href="#">CSR (HKEX Foundation) section</a></li> </ul>
KPI B8.1	Focus areas of contribution.	<ul style="list-style-type: none"> <li>This Report – Our People (pages 36, 37, 42 and 43)</li> <li>Website – <a href="#">CSR (Our People) section</a></li> <li>Website – <a href="#">CSR (HKEX Foundation) section</a></li> </ul>
KPI B8.2	Resources contributed to the focus areas.	<ul style="list-style-type: none"> <li>This Report – Our People (pages 36, 37, 42 and 43)</li> <li>This Report - Performance Summary (page 59)</li> <li>Website – <a href="#">CSR (Our People) section</a></li> <li>Website – <a href="#">CSR (HKEX Foundation) section</a></li> </ul>

# GRI Content Index

HKEX 2022 Corporate Social Responsibility Report references selected disclosures, or parts of their content, of the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards). The Report's content and the corresponding disclosures of the GRI Standards are presented below:

## Message from Our Chairman

### GRI 102: General Disclosure 2016

102-14	Statement from senior decision-maker
102-15	Key impacts, risks, and opportunities
102-16	Values, principles, standards and norms of behaviour

## Message from Our CEO

### GRI 102: General Disclosure 2016

102-14	Statement from senior decision-maker
102-15	Key impacts, risks, and opportunities
102-16	Values, principles, standards and norms of behaviour

## HKEX in the Community

### GRI 102: General Disclosure 2016

102-1	Name of the organisation
102-2	Activities, brands, products, and services
102-3	Location of headquarters
102-4	Location of operations
102-5	Ownership and legal form
102-6	Markets served
102-7	Scale of the organisation
102-45	Entities included in the consolidated financial statements

## Our Approach to CSR

### GRI 102: General Disclosure 2016

102-11	Precautionary Principle or approach
102-12	External initiatives
102-13	Membership of associations
102-15	Key impacts, risks, and opportunities
102-18	Governance structure
102-19	Delegating authority
102-20	Executive-level responsibility for economic, environmental and social topics
102-21	Consulting stakeholders on economic, environmental, and social topics
102-29	Identifying and managing economic, environmental and social impacts
102-30	Effectiveness of risk management processes

## Our Approach to CSR

<b>GRI 102: General Disclosure 2016</b>	
102-31	Review of economic, environmental, and social topics
102-33	Communicating critical concerns
102-40	List of stakeholder groups
102-42	Identifying and selecting stakeholders
102-43	Approach to stakeholder engagement
102-44	Key topics and concerns raised
102-47	List of material topics
<b>GRI 103: Management Approach 2016</b>	
103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components
103-3	Evaluation of the management approach

## Our Path to Net Zero

<b>GRI 102: General Disclosure 2016</b>	
102-12	External initiatives
102-15	Key impacts, risks, and opportunities
<b>GRI 103: Management Approach 2016</b>	
103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components
103-3	Evaluation of the management approach

## Our Markets

<b>GRI 102: General Disclosure 2016</b>	
102-12	External initiatives
102-15	Key impacts, risks, and opportunities
<b>GRI 103: Management Approach 2016</b>	
103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components
103-3	Evaluation of the management approach

## Our People

<b>GRI 102: General Disclosure 2016</b>	
102-12	External initiatives
102-15	Key impacts, risks, and opportunities
<b>GRI 103: Management Approach 2016</b>	
103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components
103-3	Evaluation of the management approach
<b>GRI 404: Training and Education 2016</b>	
404-2	Programmes for upgrading employee skills and transition assistance programmes

## Our Operations

<b>GRI 102: General Disclosure 2016</b>	
102-12	External initiatives
102-15	Key impacts, risks, and opportunities
102-16	Values, principles, standards and norms of behaviour
102-17	Mechanisms for advice and concerns about ethics
<b>GRI 103: Management Approach 2016</b>	
103-1	Explanation of the material topic and its Boundary
103-2	The management approach and its components
103-3	Evaluation of the management approach
<b>GRI 205: Anti-corruption 2016</b>	
205-2	Communication and training about anti-corruption policies and procedures

## Performance Summary

<b>GRI 102: General Disclosure 2016</b>	
102-7	Scale of the organisation
102-8	Information on employees and other workers
102-9	Supply chain
102-10	Significant changes to the organisation and its supply chain
102-38	Annual total compensation ratio
102-39	Percentage increase in annual total compensation ratio
102-48	Restatements of information
<b>GRI 201: Economic Performance 2016</b>	
201-1	Direct economic value generated and distributed
201-2	Financial implications and other risks and opportunities due to climate change
201-4	Financial assistance received from government
<b>GRI 204: Procurement Practices 2016</b>	
204-1	Proportion of spending on local suppliers

## Performance Summary

<b>GRI 205: Anti-corruption 2016</b>	
205-2	Communication and training about anti-corruption policies and procedures
205-3	Confirmed incidents of corruption and actions taken
<b>GRI 206: Anti-competitive Behavior 2016</b>	
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices
<b>GRI 302: Energy 2016</b>	
302-1	Energy consumption within the organization
302-3	Energy intensity
<b>GRI 305: Emissions 2016</b>	
305-1	Direct (Scope 1) GHG emissions
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
<b>GRI 307: Environmental Compliance 2016</b>	
307-1	Non-compliance with environmental laws and regulations
<b>GRI 401: Employment 2016</b>	
401-1	New employee hires and employee turnover
401-3	Parental leave
<b>GRI 403: Occupational Health and Safety 2018</b>	
403-5	Worker training on occupational health and safety
<b>GRI 404: Training and Education 2016</b>	
404-1	Average hours of training per year per employee
404-2	Programmes for upgrading employee skills and transition assistance programmes
404-3	Percentage of employees receiving regular performance and career development reviews
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
405-1	Diversity of governance bodies and employees
405-2	Ratio of basic salary and remuneration of women to men
<b>GRI 406: Non-discrimination 2016</b>	
406-1	Incidents of discrimination and corrective actions taken
<b>GRI 412: Human Rights Assessment 2016</b>	
412-2	Employee training on human rights policies or procedures
<b>GRI 413: Local Communities 2016</b>	
413-1	Operations with local community engagement, impact assessments, and development programs
<b>GRI 417: Marketing and Labeling 2016</b>	
417-2	Incidents of non-compliance concerning product and service information and labelling
417-3	Incidents of non-compliance concerning marketing communications
<b>GRI 418: Customer Privacy 2016</b>	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

## About this Report

---

### General Disclosure

---

#### GRI 101: Foundation 2016

---

#### GRI 102: General Disclosure 2016

---

102-32	Highest governance body's role in sustainability reporting
102-46	Defining report content and topic Boundaries
102-49	Changes in reporting
102-50	Reporting period
102-51	Date of most recent report
102-52	Reporting cycle
102-56	External assurance

---

## Verification Statement

---

### General Disclosure

---

#### GRI 102: General Disclosure 2016

---

102-56	External assurance
--------	--------------------

---

# Task Force on Climate-Related Financial Disclosures

Recommended Disclosures		Locations of Disclosure or Remarks (AR: <a href="#">2022 Annual Report</a> ; Website: <a href="#">HKEX Group website</a> )
Governance Structure	<p>Disclose the organization's governance around climate-related risks and opportunities.</p> <p>(a) Describe the board's oversight of climate-related risks and opportunities.</p> <p>(b) Describe management's role in assessing and managing climate-related risks and opportunities</p>	<ul style="list-style-type: none"> <li>• This Report – Our Approach to CSR (page 12)</li> <li>• This Report – Our Path to Net Zero (page 18)</li> <li>• AR – Corporate Governance Report (pages 78 to 95)</li> <li>• AR – Risk Committee Report (pages 103 to 107)</li> <li>• AR – Remuneration Committee Report (pages 108 to 115)</li> </ul>
Strategy	<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p> <p>(a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term</p> <p>(b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning</p> <p>(c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario</p>	<ul style="list-style-type: none"> <li>• This Report – Our Approach to CSR (page 13)</li> <li>• This Report – Our Path to Net Zero (pages 19 to 23)</li> <li>• This Report – Our Markets (pages 26 to 32)</li> <li>• This Report – Our People (pages 42 and 43)</li> <li>• This Report – Our Operations (pages 50 and 51)</li> <li>• AR – Risk Committee Report (pages 103 to 107)</li> </ul>
Risk Management	<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p> <p>(a) Describe the organization's processes for identifying and assessing climate-related risks</p> <p>(b) Describe the organization's processes for managing climate-related risks</p> <p>(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management</p>	<ul style="list-style-type: none"> <li>• This Report – Our Approach to CSR (page 13)</li> <li>• This Report – Our Path to Net Zero (pages 19 to 23)</li> <li>• This Report – Our Markets (pages 26 to 32)</li> <li>• This Report – Our People (pages 42 and 43)</li> <li>• This Report – Our Operations (pages 50 and 51)</li> <li>• AR – Risk Committee Report (pages 103 to 107)</li> </ul>
Metrics and Targets	<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p> <p>(a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p> <p>(b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks</p> <p>(c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets</p>	<ul style="list-style-type: none"> <li>• This Report – Our Path to Net Zero (pages 22 and 23)</li> <li>• This Report – Our Markets (pages 26 to 32)</li> <li>• This Report – Our People (pages 36,37, 42 and 43)</li> <li>• This Report – Our Operations (pages 50 and 51)</li> <li>• This Report – Performance Summary (pages 58 to 60)</li> </ul>