

Key Performance Data

Items	GRI Indicator	HKEx Indicator	FY2016	FY2017	FY2018 ¹¹	FY2019 ¹¹	FY2020 ^{11,12}	FY2021
Portion of senior management hired from local community ⁹	202-2		98%	98%	98%	97%	96%	97%
Proportion of spending on local suppliers	204-1	B5.1	94%	88%	88%	86%	90%	88%
Material used by weight or volume (1000 Tonnes)	301-1		86.0	97.6	100.5	94.7	92.3	103.7
Energy use ¹ (GJ)	302-1	A2.1	577,208	583,987	611,607	622,005	635,555	644,174
Energy from Diesel ¹ (GJ)	302-1	A2.1	4,438	9,397	18,642	22,463	21,535	23,087
Energy from Gasoline ¹ (GJ)	302-1	A2.1	5,170	6,098	6,021	5,666	6,394	5,808
Energy from Natural Gas ¹ (GJ)	302-1	A2.1	35,050	30,409	33,190	30,515	28,514	26,430
Energy from Electricity ¹ (GJ)	302-1	A2.1	532,551	538,082	553,754	563,361	579,111	588,850
Energy use ¹ per production output (GJ per 1,000 unit)	302-3	A2.1	4.278	4.110	4.404	4.352	4.813	4.174
Energy from Diesel ¹ per production output (GJ per 1,000 unit)	302-3	A2.1	0.033	0.066	0.134	0.157	0.163	0.150
Energy from Gasoline ¹ per production output (GJ per 1,000 unit)	302-3	A2.1	0.038	0.043	0.043	0.040	0.048	0.038
Energy from Natural Gas ¹ per production output (GJ per 1,000 unit)	302-3	A2.1	0.260	0.214	0.239	0.213	0.216	0.171
Energy from Electricity ¹ per production output (GJ per 1,000 unit)	302-3	A2.1	3.947	3.787	3.988	3.941	4.385	3.815
Electricity used (Kwh)	302-1	A2.1	147,930,737	149,467,329	153,820,653	156,489,059	160,864,220	163,569,413
Electricity used per production output (Kwh per 1,000 unit)		A2.1	1,096	1,052	1,108 ¹³	1,095	1,218	1,060
Water consumption ² (meter cube)	303-1	A2.2	2,011,462	2,008,913	1,633,105	1,556,998	1,550,354	1,613,186
Water consumption ² per production output (meter cube per 1,000 unit)		A2.2	14.9	14.1	11.8	10.9	11.7	10.5
GHG emission Scope 1 ³ ; (tonne of CO ₂ e)	305-1	A1.1, A1.2	5,948	4,326	5,791	5,015	4,617	4,367
GHG emission Scope 2 ³ ; (tonne of CO ₂ e)	305-2	A1.1, A1.2	75,000	75,794	78,020	79,378	82,187	83,716
GHG emission Scope 3 (tonne of CO ₂ e)	305-3	A1.1, A1.2					6,243,385	7,016,864
GHG emission Scope 1 ³ , per production output (tonne of CO ₂ e per 1,000 unit)	305-4	A1.2	0.044	0.030	0.042	0.035	0.035	0.028
GHG emission Scope 2 ³ per production output (tonne of CO ₂ e per 1,000 unit)	305-4	A1.2	0.556	0.533	0.562	0.555	0.622	0.542
GHG emission Scope 3 per production output (tonne of CO ₂ e per 1,000 unit)	305-4	A1.2					47.3	45.5
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	307-1		0	0	0	0	0	0
Injury ⁴ cases	403-2	B2.1	84	59	59	46	39	37
Lost Hours ⁵	403-2	B2.2	8,256	9,869	9,788	7,310	9,235	8,766
Work-related fatalities cases		B2.1	0	0	0	0	0	0
Work-related fatalities cases per employee (%)		B2.1	0%	0%	0%	0%	0%	0%
Injury rate per employee ⁶	403-2		0.003	0.002	0.002	0.002	0.002	0.001
Injury rate per employee ⁶ – male	403-2		0.005	0.003	0.003	0.003	0.002	0.002
Injury rate per employee ⁶ – female	403-2		0.001	0.001	0.002	0.001	0.001	0.001
Absentee rate ⁷ (%) - overall	403-2		0.3%	0.3%	0.3%	0.3%	0.3%	0.3%
Absentee rate ⁷ (%) - male	403-2		0.2%	0.2%	0.2%	0.2%	0.2%	0.2%
Absentee rate ⁷ (%) - female	403-2		0.4%	0.4%	0.4%	0.4%	0.4%	0.4%

Items	GRI Indicator	HKEx Indicator	FY2016	FY2017	FY2018 ¹¹	FY2019 ¹¹	FY2020 ^{11,12}	FY2021
Average training hours per employee	404-1	B3.2	29.1	41.4	47.4	61.8	67.7	73.2
Average training hours per employee – male	404-1	B3.2	28.8	43.6	50.0	64.3	70.3	78.3
Average training hours per employee – female	404-1	B3.2	29.5	38.0	43.5	57.9	63.7	65.1
Average training hours per employee – management ⁶ staff	404-1	B3.2	7.9	9.2	10.2	15.4	19.5	11.7
Average training hours per employee – Professional/Engineer	404-1	B3.2	14.2	21.0	26.0	38.3	32.5	25.7
Average training hours per employee – staff & workers	404-1	B3.2	31.8	45.6	52.2	67.1	75.2	84.3
Incidents of non-compliance with regulations on health and safety impact on products that result in a significant fine, penalty or warning	416-2		0	0	0	0	0	0
Incidents of non-compliance with regulations on product and service information and labelling that result in a significant fine, penalty or warning	417-2		0	0	0	0	0	0
Sales of banned products	102-2		0	0	0	0	0	0
Total monetary value of significant fines for non-compliance with laws and/or regulations in the social and economic area	419-1		US\$0.7 million ¹⁰	0	0	0	0	0
Total number of non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area	419-1		0	0	0	0	0	0
Cases brought through dispute resolution mechanisms for non-compliance with laws and/or regulations in the social and economic area	419-1		1	0	0	0	0	0
Total hazardous waste produced (in tonnes)		A1.3	326.4	365.6	358.5	346.3	421.5	399.0
Total hazardous waste produced per production output (in tonnes per 1,000 unit)		A1.3	0.00242	0.00257	0.00258	0.00242	0.00319 ¹⁴	0.00259
Total non-hazardous waste produced (in tonnes)		A1.4	7,528	8,806	9,705	9,111	9,621	10,088
Total non-hazardous waste produced per production output (in tonnes per 1,000 unit)		A1.4	0.056	0.062	0.070	0.064	0.073	0.065
Total packaging material used for finished goods (tonnes)		A2.5	30,510.3	34,579.8	34,470.3	33,022.1	32,498.7	35,047.1
Total packaging material used for finished goods per production output (tonnes per 1,000 unit)		A2.5	0.226	0.243	0.248	0.231	0.246	0.227
Number of countries where VTech operates	102-4		11	13	13	14	14	15
Total number of operations	102-7		20	22	24	24	27	27
Revenue	102-7		US\$1,856.5 million	US\$2,079.3 million	US\$2,130.1 million	US\$2,161.9 million	US\$2,165.5 million	US\$2,372.3 million
Total debt	102-7		Nil	US\$1.7 million	Nil	Nil	Nil	Nil
Total equity	102-7		US\$525.0 million	US\$584.7 million	US\$646.6 million	US\$607.0 million	US\$601.5 million	US\$731.1 million
Average number of employees – Total	102-7	B1.1	27,412	27,217	26,065	26,048	26,078	25,293
Average number of employees – Male	102-8	B1.1	16,583	16,565	15,725	16,016	15,613	14,724
Average number of employees – Female	102-8	B1.1	10,829	10,652	10,340	10,032	10,465	10,569
Average number of employees – Asia Pacific – Male	102-8	B1.1	16,352	16,227	15,415	15,718	15,307	14,414
Average number of employees – Asia Pacific – Female	102-8	B1.1	10,630	10,348	10,062	9,757	10,207	10,303
Average number of employees – North America – Male	102-8	B1.1	144	206	181	170	173	169
Average number of employees – North America – Female	102-8	B1.1	104	172	153	149	131	139

Key Performance Data

Items	GRI Indicator	HKEx Indicator	FY2016	FY2017	FY2018 ¹¹	FY2019 ¹¹	FY2020 ^{11,12}	FY2021
Average number of employees – Europe – Male	102-8	B1.1	87	132	129	128	133	141
Average number of employees – Europe – Female	102-8	B1.1	95	132	125	126	127	127
Average number of full-time staff		B1.1	27,379	27,188	26,021	25,838	25,917	25,203
Average number of part-time staff		B1.1	33	29	44	210	161	90
Proportion of full time staff		B1.1	99%	99%	99%	99%	99%	99%
Percentage of female employees in the workforce			39%	39%	40%	39%	40%	42%
Percentage of female in management position			22%	25%	25%	26%	24%	25%

Note:

- Energy value for fuels are obtained from GRI G3 Guide
- Water consumption data includes water usage data from manufacturing facilities in China and Malaysia and offices in China and overseas
- VTech's GHG objectives and targets are set and tracked relative to a base year of FY2020.
- Injury types accounted for include: Vehicle Accident, Falling Object Injury, Machines Entanglement, Cutting Injury, Falling from heights, Collapse Injury, Burnt injury, Chemical injury, Collision injury, Electric shock
- Total working hours that workers cannot attend work due to injuries in manufacturing operations
- The frequency of injuries relative to the number of employees. Minor (first-aid level) injuries are included.
- Number of days the employees are absent from work over total hours scheduled to be worked
- Staff with grade above supervisor level
- The location of operation sites
- On 8 January 2018, US FTC announced the settlement with VTech for the cyber-attack incident in FY2016. Without admit any liability, VTech paid a civil penalty of US\$0.7M.
- The report scope was expanded with the acquisition of our high precision metal tooling and parts (Metal) factory for enriching the vertical integration of our CMS.
- The report scope was expanded with the acquisition of our production facilities in Malaysia
- The unfavourable change in the company performance data per production output was due to the expanded scope as described in note 11 above as the components output of the Metal factory were not included in the per-production-out data calculation.
- The unfavourable change in the company performance data per-production-output was due to the continued vertical integration, and/or change of product mix and/or the negative impact of COVID-19
- Certain data for prior years were restated for fair comparison of the performance data.

Associations List

Associations VTech belongs to	Involvement
British Toy & Hobby Association	C
Dutch Toy Association	C
French Toy Association	C
Toy Association Belgium	C
China Toy & Juvenile Products Association	C
Australian Toy Association	M
German Toy Association	M
Spanish Toy Association	M
Toy Industry Association – United States	M
Toy Association – Shenzhen, China	M
Canadian Toy Association	M
DECT Forum	S
ULE Alliance	S
EcoVadis	M
SD Card Association	M
Wi-Fi Alliance	M
Sedex	M
Hong Kong Opto-Mechatronics Industries Association	M
The Chinese Manufacturers Association of Hong Kong	M
The Hong Kong General Chamber of Commerce	M

M = regular member
C = member of committee
S = strategic participation