



深圳市海王英特龍 生物技術股份有限公司

SHENZHEN NEPTUNUS INTERLONG
BIO-TECHNIQUE COMPANY LIMITED*

(a joint stock limited company incorporated
in the People's Republic of China)

Stock Code : 8329

* For identification purpose only

Environmental, Social and Governance Report

2021





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I. About this Report

Purpose of the Report

The purpose of this sixth Environmental, Social and Governance (“ESG”) Report (“this Report” or “ESG Report”) issued by Shenzhen Neptunus Interlong Bio-technique Company Limited, together with its subsidiaries (“Neptunus Interlong”, the “Group” or “we”) is to disclose information related to the Group’s performance on environmental, social and governance issues over the past year in an open and transparent manner to respond to the concerns and expectations of our stakeholders for the sustainable development of the Group.

Reporting Scopes





The reporting period of this Report is from 1 January 2021 to 31 December 2021 (the “Reporting Period” or the “Year”), which is consistent with the financial year of the Group. This Report focuses on the management policies, performance and measures of the Group regarding ESG issues. In which, the environmental key performance indicators (“KPI”) and social KPIs disclosed in the Report cover the selected core functional companies¹ of the Group, including Shenzhen Neptunus Interlong Bio-technique Company Limited and its 6 subsidiaries: Fuzhou Neptunus Fuyao Pharmaceutical Company Limited, Fuzhou Neptunus Jinxiang Chinese Pharmaceutical Company Limited, Fuzhou Fuyao Medical Co., Limited, Shenzhen Neptunus Changjian Pharmaceutical Company Limited, Jilin Neptunus Changjian Industrial Company Limited and Beijing Neptunus Zhongxin Pharmaceutical Co., Limited (“Neptunus Zhongxin”). Among which, Neptunus Zhongxin, a newly acquired subsidiary of the Group in June 2021, is unable to disclose information on its ESG performance for the year prior to its acquisition (i.e. the period from 1 January to 31 May 2021) as Neptunus Zhongxin did not have a well-developed ESG management mechanism and data collection system in place prior to its acquisition.

Reporting Principles

This Report is prepared in compliance with the requirements set out in the “Environmental, Social and Governance Reporting Guide” (the “ESG Guide”) under Appendix 20 to the GEM Listing Rules issued by The Stock Exchange of Hong Kong Limited (“HKEx”). In the preparation of this Report, we have summarised the performance of the Group in terms of corporate social responsibility on the basis of the reporting principles of materiality, quantitative, balance and consistency. Please refer to the table below for our understanding about and responses to these reporting principles.

¹ The selected core functional companies are located in Fuzhou, Shenzhen, Jilin and Beijing and principally engaged in the core business of the Group, being the Group’s principal activities of relevant research and development, manufacturing and selling of medicines, and the purchase and sales of medicines and healthcare food products in the PRC.



Reporting principles	Definitions	Our Responses
 <p>Materiality</p>	<p>It is the threshold at which the Board determines that ESG issues become sufficiently important to investors and other stakeholders that they should be reported.</p>	<p>This Report covers ESG issues that the Group's major stakeholders concern. We assessed the materiality of the ESG issues through communication with internal and external stakeholders and used a materiality matrix to determine the priority of the issues. We also indicate the "comply or explain" provisions that no relevant disclosure is made because they are not considered applicable for the Group, and explains how the Group has arrived at this determination.</p>
 <p>Quantitative</p>	<p>The relevant historical data of KPIs need to be measurable. An issuer should set targets (which may be actual numerical figures or directional, forward-looking statements) to reduce a particular impact. In this way the effectiveness of ESG policies and management systems can be evaluated and validated. Quantitative information should be accompanied by a narrative, explaining its purpose, impacts, and giving comparative data where appropriate.</p>	<p>This Report discloses the KPIs quantitatively and sets targets, discloses comparative data, the standards, methodologies, assumptions or calculation tools used, and source of conversion factors used, if applicable. Comparison and review are also made on ESG information disclosed in the last three years.</p>
 <p>Balance</p>	<p>The ESG report should provide an unbiased picture of the issuer's performance. The report should avoid selections, omissions, or presentation formats that may inappropriately influence a decision or judgment by the report reader.</p>	<p>This Report discloses data in an objective manner, and discusses our achievements and challenges faced in terms of sustainable development.</p>
 <p>Consistency</p>	<p>The issuer should use consistent methodologies to allow for meaningful comparisons of ESG data over time.</p>	<p>This Report is consistent with that of last year as much as possible to allow for meaningful comparisons of ESG performance and explains any changes to the methods used last year.</p>



Sources of Information

The information disclosed in this Report are derived from the Group's official documents and statistics. The Board and senior management of the Group have reviewed and approved this Report on 13 May 2022 and guarantee the truthfulness, accuracy and completeness of this Report.

Access to this Report

This Report is prepared both in Chinese and English. In case of inconsistency, the Chinese version shall prevail over the English version. Electronic version of this Report is available for downloading from the website of the Company at <http://www.interlong.com>. For enquiry or suggestion regarding this Report, please feel free to contact us at:

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II. Message from the Chairman

The Group adheres to the concept of “Health creates the future”. While maintaining the steady development of the Company, the Group also attaches importance to the environmental and social values it has created, adheres to product quality, and strives to fulfill its corporate social responsibility.

In the past year of 2021, the prevention and control of the pandemic in China began to normalise, economic and social activities gradually returned to normal, and enterprises were able to adapt to the sanitation and pandemic prevention policy than in the previous year, actively responding to the national pandemic prevention measures and strictly following the central and local governments’ pandemic prevention requirements in order to fulfill their corporate social responsibility.

Quality control is an important cornerstone of the pharmaceutical and health industry. We continue to strictly control the quality control of all aspects of the product life cycle to ensure that drugs meet safety standards in research and development, production and sales. During the Reporting Period, the Group obtained approval for the registration of one new drug product and passed the pre-market GMP compliance inspection. In addition, the Group has also been actively engaged in the conformity assessment of generic drugs. Four generic drug products have successfully passed the conformity assessment and the work related to the conformity assessment of other products is being carried out in an orderly manner.

In addition, the Group firmly believes that sustainability is the future development trend. During the Reporting Period, we have acquired Neptunus Zhongxin as our subsidiary. Apart from actively exploring markets, we are also planning to implement a number of initiatives, such as using cleaner energy, upgrading our production facilities to be more environmentally friendly and energy-saving, and cultivating environmental awareness among our staff, to ensure that our subsidiaries are fully integrated into the Group’s green production and low-carbon development goals and business model. In addition, Neptunus Zhongxin’s talented people will be able to realise their strengths and values under the Group’s governance and grow together with the Group.

With the continuous strengthening of ESG concepts by pharmaceutical companies and investors, the Group also continues to ponder on the significance of ESG for the sustainable development of the Company. During the Year, we carried out discussions and review of ESG at multiple levels of the Company, and discussed and analysed how to strengthen future work in related areas. The Group is confident that on the basis of the existing progress, it will strengthen the overall planning and practice of sustainable development work and seize new opportunities in the industry and the capital market in this regard.

Looking ahead to 2022, the Group will continue to closely monitor the pandemic, carefully analyse the trends of State’s pharmaceutical and health policies and pay attention to the multi-faceted impact of the market environment changes on corporate compliance, business development and ESG, and actively respond to national, regional and industry calls to formulate timely and effective strategies strictly in line with the requirements of the central and local governments. The Group will continue to pay efforts to create higher economic and social value.

Zhang Feng
Chairman of the Board



III. About Neptunus Interlong

Business Overview

The Company was established in 1994, and listed on GEM of the HKEx (Stock Code: 08329) in September 2005. The controlling shareholder of the Company is Shenzhen Neptunus Bio-engineering Company Limited, a joint stock limited company incorporated and domiciled in the PRC and its shares are listed on the main board of Shenzhen Stock Exchange (Stock Code: 000078).

The Group has always focused on the pharmaceutical and healthcare industry and it seized opportunities in the fast-growing pharmaceutical market in China. Its businesses cover several important links in the pharmaceutical and healthcare industrial chain, which make contributions to the health of the populace in research and development, pharmaceutical manufacturing and distribution. The Group is principally engaged in the research and development, manufacturing and selling of medicines, and the purchase and sales of medicines and healthcare food products in the PRC, and the medicines being sold mainly cover various therapeutic areas which are oncology, cardiovascular system, respiratory system, digestive system and mental disorder. It also distributes and sells products, including product series of the Neptunus Ginkgo Leaves Tablets (海王金银杏片) and Neptunus Jinzun (海王金樽) etc.

The Group owns two production bases which are “Fuzhou Production Base” located in Jin’an District, Fuzhou, Fujian Province, the PRC and “Beijing Production Base” located in Beijing Miyun Economic Development Zone, the PRC, respectively. Fuzhou Production Base owns Chinese medicines (which includes more than a dozen of dosage forms such as tablets, capsules, granules, oral solutions and tinctures) and chemical medicines (which includes various dosage forms namely tablets, capsules, granules, small volume injections and large volume injections), with nearly 500 approval registration documents. Beijing Production Base belongs to Neptunus Zhongxin, the subsidiary acquired by the Group during the Reporting Period, which mainly produces chemical medicines (which includes various dosage forms namely tablets, hard capsules, powder medicine), with approximately 140 approval registration documents. In terms of innovation, the Group has two pharmaceutical subsidiaries as high-tech enterprises in Fujian Province and one pharmaceutical subsidiary as a national high-tech enterprise. The Group also owns 95 valid patents (45 of which are invention patents) and a number of products with independent intellectual property rights. In the purchase and sale of pharmaceuticals and healthcare products, the Group has a distribution network covering more than 30 provinces and 293 prefecture-level cities.





Corporate Culture

Tenet

To contribute quality products and services and endeavor to improve the living quality of people is the sole objective for the Group's progress and development.

"Serving the health of the public": To concern about life, care for health and through our continuous efforts to provide more quality products and services for human health is the most fundamental momentum for the Group's progress and development.

Mission

Objective

To establish a flexible and efficient operating framework, adhere to the working style of being pragmatic, innovative and progressive, strive to become a world first-class enterprise and shoulder the important task of revitalizing national industry

"Responsibility": The notion of responsibility is the core value of the Group. The Group always keeps in mind its responsibilities for the people, society and the country, and constantly improves the quality of products and services, which is the source of motivated force for the Group to keep progressing.

Motto

"Honor": Every employee is proud of being a member of the Group and contributing their time and wisdom for its development. Every member will consciously integrate the interests of the individual with that of the Group, think in the direction of the Group's development goals and take the wax and wane of the Group as their own responsibility.

"Motherland": The every little bit of success the Group has achieved can hardly be separated from the loving care of the Party and the government as well as the sincere help from all walks of life. The Group always concerns itself over our motherland and bears in mind the important task of returning the nation with industrial development and revitalizing national industry.





IV. Philosophy and Governance of Sustainable Development

Sustainable Governance and Development Objectives

While promoting healthy business growth, the Group regards social and environmental responsibilities as the core values in our business operations. We aim to be an environmentally friendly enterprise, with the goal of creating long-term value for all stakeholders in the society, maintaining our high-quality services and operating standards and having a profound and positive impact on the communities in which we operate. We will actively manage the impact of our operations on the environment and society and strive to fulfil our environmental and social responsibilities. Furthermore, we will improve the sustainability and transparency of the Group and create a green and sustainable future for the next generation.

Sustainable Governance Strategies

To implement its philosophy of sustainable development, the Group has established a top-down ESG framework.

The Board

The Board is responsible for assessment and determination of the Group's ESG risks and formulate ESG strategies, ensuring the effectiveness of the Group's ESG risk management and internal control, and supervising their implementation by relevant departments and subsidiaries of the Company.



ESG Leading Team

Our chairman as the team leader and its members include the senior management and relevant experts of the ESG areas. The team coordinates and leads the ESG effort of the Group. It also requests the "ESG Working Teams" established by each subsidiary to implement ESG related policies and collect relevant data continuously, and to report to the Board on the progress of the ESG work and the annual ESG report of the Group.



ESG Working Team

The general manager of each subsidiary act as the team leader, the deputy general manager or the person in charge of data aggregation in the relevant ESG area act as the deputy team leader, and the team members are the heads of the departments that provide ESG data. To further improve the ESG data management mechanism, various departments, including but not limited to engineering department, administration department, production department, human resources department, purchasing department, quality assurance department and finance department, are responsible for collecting ESG data, collecting feedback from stakeholders, making internal and external materiality assessment and reporting to the senior management on the progress of ESG work, so as to further improve the truthfulness, accuracy and completeness of ESG data.



Furthermore, while developing business, the Group continuously improves its ESG management standard and closely monitors the information disclosure requirement and compliance trends related to ESG of the Hong Kong Stock Exchange. During the Year, the Group studied the updated ESG Guide and related consultation paper, and made arrangement in advance for relevant compliance requirements.

Board Engagement

The Board is committed to incorporate sustainable development into its business development, and understands its overall responsibility for overseeing the Group's ESG strategy, which includes:

- Assessment and determination of the Group's ESG related risks and opportunities;
- Ensuring appropriate and effective risk management and internal control system are put in place;
- Formulating the Group's ESG management policies, strategies, priorities and objectives;
- Reviewing the ESG performance of the Group regularly; and
- Considering and approving the disclosures in the ESG report of the Group.

The Board regularly evaluates, identifies and manages sustainability risks and seeks to create long-term value for our stakeholders by identifying potential opportunities by exploring potential opportunities in compliance with regulatory requirements and industry practices. In addition, the Board regularly reviews the implementation of ESG objectives and adjusts the objectives as appropriate and practicable to ensure that the impact of the corporate development on the environment and society is minimised.





V. Communication with Stakeholders



The Group upholds the mission of “serving the health of the public”, takes creating value for stakeholders as its responsibility and strives to integrate environmental and social governance considerations into our daily operations, contribute more and better products and services to achieve the objective of promoting health and well-being of the public. We believe that responding to stakeholders’ opinions will provide a solid foundation for the long-term development and success of the Group. In 2021, to further understand stakeholders’ concern and needs in respect of the Group’s ESG performance, the Group actively maintained effective mutual communication and cooperation with stakeholders (including the government, investors and shareholders, customers, employees, suppliers and business partners and the community) through various channels including reports, workshops, survey or other platforms to understand their views and expectations, and took it as the basis for the improvement of our effort in sustainable development, so as to achieve progress and development together.

The table below summarises the ways of communication of the Group with stakeholders, their concerns and our plans of action:





Stakeholder group	Communication method/channel	Key concerns	Our plan of action
Government and regulatory bodies 	<ul style="list-style-type: none"> Enforce relevant policies and industry standards Communicate and hold dialogue as and when required Report important matters to the relevant regulatory authorities 	<ul style="list-style-type: none"> comply with regulatory requirements, operate in a lawful and compliant manner and proactively respond to national policies including those relating to drug administration and novel coronavirus (“COVID-19”) Ensure production safety Support local economic and industrial development, and promote employment Fulfill tax obligations in accordance with the law 	<ul style="list-style-type: none"> Monitor law and regulation updates, and strictly comply with all regulatory requirements Follow the pandemic prevention requirements of the state and local governments, and protect the safety and health of employees Cooperate with regulatory authorities in compliance checks on the production and distribution of pharmaceutical products Proactively report the progress of drug prescribing to the regulatory authorities Strengthen safety management and ensure that the production processes comply with safety standards Create job opportunities File tax returns timely and pay taxes in a full and timely manner
Shareholders and investors 	<ul style="list-style-type: none"> General meeting and other meetings Publish annual reports, announcements and circulars 	<ul style="list-style-type: none"> Business strategies and financial results Information disclosures and risk control Shareholder protection Business sustainability Corporate transparency 	<ul style="list-style-type: none"> Improve corporate governance and enhance corporate value Hold regular shareholder meetings and investor meetings to actively listen to the views and needs of shareholders and investors Release operating data and financial results in due course Assess corporate risks regularly and formulate responding plan



Stakeholder group	Communication method/channel	Key concerns	Our plan of action
Customers 	<ul style="list-style-type: none"> • Company website and public account • Customer feedback and complaints • Communication software, phone and email • Trade Fairs 	<ul style="list-style-type: none"> • Safety and quality of medicine • Delivery and after sales service • Ease of use of products • Protect consumers' rights • Innovation in pharmaceutical research and development • Storage and transport of goods subject to extreme weather and natural disasters • Legal compliance in production and marketing 	<ul style="list-style-type: none"> • Strictly control products' outgoing indicators to ensure such quality, safety and environmental impact • Establish medicine alarm department, and actively collect adverse reaction cases • Make corporate information and honours public, and open communication channels • Improve the quality of pre-sales, in-sales and after-sales services, follow up and handle customer complaints immediately • Collect customer feedback through customer satisfaction surveys • Develop disaster contingency plans and safe inventory level • Optimise delivery process, regulate storage conditions of cargo transportation
Employees 	<ul style="list-style-type: none"> • Training and orientation • Regular performance appraisal • Online learning platform • Staff activities and benefits • Daily work communication • Employee representatives' meeting • Planning and exercises 	<ul style="list-style-type: none"> • Employee promotion and development • Occupational health and safety • Salary and welfare • Corporate culture building • Care for employees • Employee communication 	<ul style="list-style-type: none"> • Work out competitive remuneration system and transparent promotion channels • Provide fair career development path • Provide diversified vocational training and build a platform for career development for employees both online and offline • Listen to employees' views through various communication channels to ensure harmonious and stable labour relations • Organize physical examination on a regular basis and arrange specific operational training • Provide an equal and safe working environment • Offer birthday gifts and festive gifts to staff



Stakeholder group	Communication method/channel	Key concerns	Our plan of action
<p>Suppliers and partners</p> 	<ul style="list-style-type: none"> • Supplier review and evaluation • Public tenders • Communication meetings and telephone discussion • Communication software and emails • On-site inspection 	<ul style="list-style-type: none"> • Reputation, qualification, management, environmental protection and scale • Fair and transparent procurement process • Good relationship with the Group • Supply chain management, and market supply and demand 	<ul style="list-style-type: none"> • Conduct supplier qualification assessments and regular audits • Establish open and transparent tendering system, and provide equal competition opportunity to suppliers • Build a platform for communication with suppliers, keep watch of market supply and demand conditions and facilitate the cooperative development with suppliers in a proactive manner
<p>Community</p> 	<ul style="list-style-type: none"> • Participate in community welfare activities • Encourage mobilisation • Charitable donations 	<ul style="list-style-type: none"> • Corporate social responsibility, support social welfare • Provide employment opportunity • Promote health awareness • Promote wealth protection awareness • Labour rights and safe production • Environmental protection 	<ul style="list-style-type: none"> • Actively participate in charity activities and community donation, encourage our staff to become volunteers for pandemic prevention and control • Create job opportunities • Promote safety knowledge of citizens in respect of food and pharmaceuticals • Check fire safety, maintain fire safety facilities and hold fire safety drill regularly • Maintain cleanliness of the environment around the plant





VI. Materiality Assessment

In accordance with the Environmental, Social and Governance Reporting Guide of Appendix 20 of the GEM Listing Rules, the Group regularly reviews its operations and identifies relevant ESG issues through the management and staff of each of its major divisions, and assesses the impact and significance of these issues on our business and various stakeholders, to ensure that this Report fully reflects the major ESG issues of concern to the Group and the stakeholders. The followings are the materiality assessment process, which includes 3 steps:

First step: identify potential ESG issues

The Group identified the following 16 issues in accordance with the disclosure requirements of the ESG Reporting Guide, industrial trend, communication with stakeholders and the business characteristics and day-to-day operation of Neptunus Interlong. These issues are considered to have impacts on the environment and society by our operations.

ESG Aspects	No.	ESG Issues
A. Environment 	Aspect A1 : Emissions	1 Greenhouse gas emission
		2 Handling of hazardous and non-hazardous waste
		3 Water consumption
	Aspect A2 : Use of Resources	4 Energy conservation
	Aspect A3 : Environment and Natural Resources	5 Impact of operation on environment and natural resources
	Aspect A4 : Climate change	6 Impact of significant climate-related issues on operation
B. Social 	Aspect B1 : Employment	7 Employee turnover
	Aspect B2 : Health and Safety	8 Employee occupational health and safety
	Aspect B3 : Development and Training	9 Staff training
	Aspect B4 : Labour Standards	10 Avoid child labour and forced labour
	Aspect B5 : Supply Chain Management	11 Supply chain and distributor management
	Aspect B6 : Product Responsibility	12 Product quality and safety
		13 Quality assurance process and product recall procedures
		14 Handling of complaints
Aspect B7 : Anti-corruption	15 Anti-corruption	
Aspect B8 : Community Investment	16 Community investment	



Second step: assigning priorities

We learned about stakeholders' concern related to the Group's issues through online questionnaires². Based on the opinions gathered in the communication with stakeholders, the management of the Group held internal meetings and rated the relevance and materiality of each ESG issues on a scale of 0-10 (0 as not relevant; 10 as extremely material). The management of the Group prioritized the issues according to their materiality to the Group and stakeholders, which is illustrated through a matrix for materiality analysis.

Third step: review and confirm the analysis of the issues

The priority and analysis of the issues were reviewed and confirmed by management of the Group and external experts. The issues are arranged on the two axes of "Impact on stakeholders" and "Impact on business" in accordance with the rating results, and a materiality matrix is prepared accordingly

The results of this Year's ESG materiality analysis and evaluation are shown in the following matrix. The top right corner of the matrix shows issues of high materiality, while the bottom left corner shows issues of low materiality. As the principal activities of the Group are research and development, manufacturing and selling of medicines, and the purchase and sales of medicines and healthcare food products, our material issues mainly focus on product quality and safety, employee occupational health and safety measures, staff training, supply chain and distributor management, quality inspection and product recalling process. The Group will pay more attention to such areas while taking environmental and social responsibility into consideration. In order to effectively address the concerns of stakeholders, we will focus on strengthening the examination of material issues, fully consider opinions raised by all stakeholders, and earnestly optimise our development strategy in the long run.

Materiality Matrix



² The online questionnaire survey covered a total of 270 questionnaires from the management, general staff, customers, suppliers and shareholders of the Group and its subsidiaries.



TABLE OF PRIORITY OF ISSUES OF MATERIALITY OF THE 2021 ESG REPORT

CATEGORY OF ISSUES	Priority of materiality	Type of issues	No.	ESG issues
ISSUES OF HIGH MATERIALITY	1	Social	12	Product quality and safety
	2	Social	8	Employee occupational health and safety measures
	3	Social	9	Staff training
	4	Social	11	Supply chain and distributor management
	5	Social	13	Quality assurance process and product recall procedures
ISSUES OF MEDIUM MATERIALITY	6	Environmental	4	Energy conservation
	7	Social	10	Avoid child labour and forced labour
	8	Social	14	Handling of complaints
	9	Social	7	Employee turnover
	10	Environmental	6	Policy relating to significant climaterelated issues which have impact on operation
	11	Environmental	5	Impact of operation on environment and natural resources
	12	Social	15	Anti-corruption
	13	Environmental	2	Handling of hazardous and nonhazardous waste
	14	Environmental	3	Reduce water consumption
ISSUES OF LOW MATERIALITY	15	Environmental	1	Reduce greenhouse gas emission
	16	Social	16	Community investment



VII. Environmental Aspect

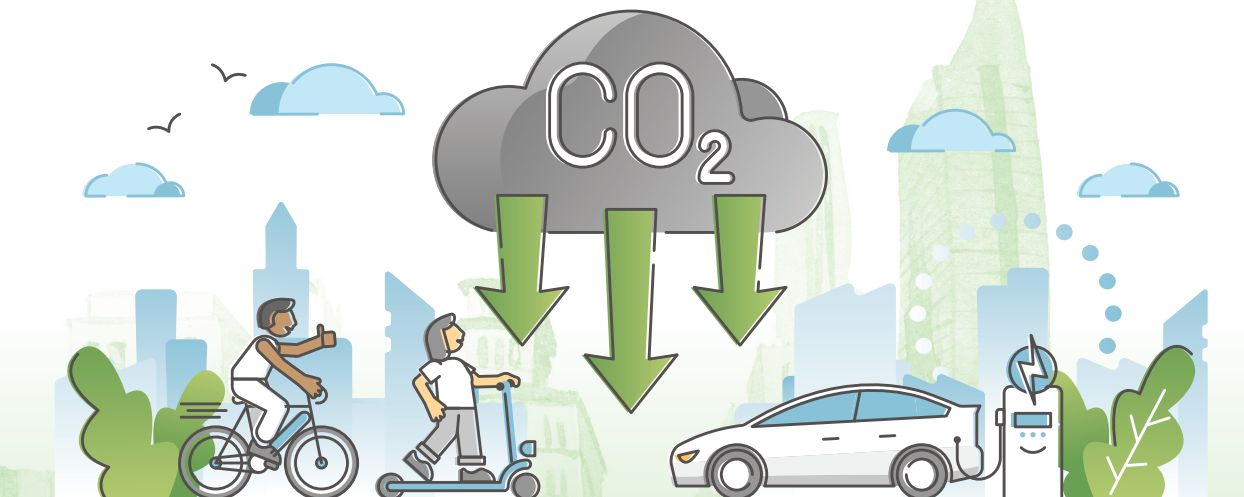
Green development and environmental protection issues are becoming a global corporate policy and trend. Neptune Interlong adheres to a sustainable business philosophy and actively integrates environmental protection concepts into its core business, strictly monitoring every aspect of its operations that may have a negative impact on the natural environment, and aiming to use natural resources effectively and with minimal harm to the environment. We have established a series of internal policies to regulate the daily work of our staff and the disposal of waste, with an aim to reducing pollutant emissions. At the same time, we are actively promoting the green office concept to reduce operating costs by conserving resources and energy, thus achieving a win-win situation for both corporate development and environmental protection.

A1: Emissions

The Group strictly complies with environmental laws and regulations such as the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) and Administrative Measures on Environmental Protection for Pharmaceutical Industry (《醫藥工業環境保護管理辦法》) in relation with the requirements on the management of pollutant emission and energy conservation by enterprises. In view of this, we have formulated and strictly implemented internal policies such as Environmental Management Plan, Hazardous Waste Management Policy and General Solid Waste Management Policy to manage exhaust gas, wastewater, waste, and greenhouse gas emission generated from our office and production premises, and strive to minimise emissions produced in the course of operation and the possible damage to the environment. The Group has also commissioned third-party professional organizations to conduct tests on pollution emissions from its operations. The data generated from the air and water pollutants are not only used for monitoring purposes, but also used to calculate the environmental tax payable to ensure that the Group pays the environmental tax in full and on time to comply with the requirements of the Environmental Protection Tax Law.

Management of Atmospheric Emission

In order to strictly comply with the laws and standards set by the PRC, the Group has established a comprehensive emission management system to meet the regulations and standards such as the Air Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》), the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》), and the Emission Standard for Air Pollutants from Boilers (《鍋爐大氣污染物排放標準》). In addition, the Group has set up internal emission treatment process and emission standards to ensure strict control of air pollutant emissions in the production and operation process. In addition to the control through operational procedures, the Group also commissions a qualified entity to conduct annual emission tests to keep track of the Group's emissions and data, including the operational status of environmental protection equipment, so as to effectively monitor and improve the progress of the Group's emission management work in order to meet the requirements of relevant environmental protection regulations. In addition, since November 2019, one of our subsidiaries has replaced coal with natural gas as fuel, and gradually reduced the use of gasoline so as to reduce the emission of sulfur dioxide, nitrogen oxides and sulphur oxides in an effort to improve air quality.





Air pollutants from the Group's operations were mainly sulphur dioxide, nitrogen oxides and dust/particulate matter from combustion of natural gas, although petrol and diesel were still used to a lesser extent. The Group's emissions of sulphur dioxide and nitrogen oxides during the Reporting Period were 44 kilograms and 968 kilograms, representing a decrease of approximately 54% and 35% respectively from 96 kilograms and 1,480 kilograms in the previous year, while emissions of dust/particulate matter increased from 151 kilograms to 216 kilograms, representing an increase of approximately 43% from the previous year. The decrease in sulphur dioxide and nitrogen oxide emissions was mainly due to the upgrading of the natural gas boiler duct equipment. The increase in dust/particulate matter emissions could be attributed to the production process involved in the operation of the Group's newly acquired subsidiary (Beijing Neptunus Zhongxin Pharmaceutical Co., Limited) during the Reporting Period. The Group will continue to explore other new initiatives to reduce emissions of carbon dioxide, nitrogen oxides and sulphur oxides. Please refer to section IX-ESG KPIs Overview for details of the data.

Upgrading of the natural gas boiler duct

Our subsidiary upgraded the natural gas boiler ducts with additional air circulation to reduce emissions from the boiler during operation.



Management of Water Emissions

The Group is committed to reducing wastewater emissions, and strictly complies with the Emission Standard for Pharmaceutical Industrial Water Pollutants from Mixing and Formulation Category (《混裝製劑類製藥工業水污染物排放標準》). The Group engages a qualified third-party entity to conduct test on water emissions annually. The pollutants in the waste water discharged in the course of the Group's operation are mainly chemical oxygen demand (COD) and ammoniacal nitrogen. During the Reporting Period, the Group generated approximately 118,482 tonnes of wastewater and 4,517 kg of COD from production processes, representing an increase of approximately 35% and 57% respectively over the previous year. Conversely, ammoniacal nitrogen emissions decreased by 29% compared to the previous year. The increase in wastewater and wastewater COD could be attributed to (1) the increase in production capacity of one of the Group's subsidiaries (Fuzhou Neptunus Fuyao Pharmaceutical Co., Ltd.), resulting in a corresponding increase in production water and production wastewater; and (2) the operation of the Group's newly acquired subsidiary involving production operations during the Reporting Period.





Renovation of wastewater treatment station

Our subsidiary company has improved its wastewater treatment by engaging an external professional agency to renovate the company's wastewater treatment station through replacing self-priming pumps, lift pumps, backwash pumps and membranes, and replenishing sludge. The chemical oxygen demand, ammonia nitrogen content and suspended solids of the wastewater have been effectively reduced compared to those before the renovation.

Management of Solid Wastes

The Group formulated and has been implementing internal policies such as Hazardous Waste Management Policy (《危險廢棄物管理制度》) and General Solid Waste Management Policy (《一般固體廢棄物管理制度》), which clearly regulate the categories of wastes and the management process of waste collection, storage and transfer to minimize the impact of wastes on the environment. In addition, we set up centralized stacking yards in each subsidiary of the Group for the classified storage and regular disposal of wastes. The wastes generated by Neptunus Interlong mainly include medical waste and waste drugs, waste packing materials and office and domestic garbage. For recyclable waste cartons, we process them into gaskets for external packaging used in the injection workshop, while recyclable caps of waste glass bottle and glass fragments are bought back by suppliers. For nonrecyclable wastes such as waste newspapers and cartons, they are disposed by professional qualified institutions.

During the Reporting Period, the Group generated hazardous waste density and non-hazardous waste density of approximately 44.15 kg/RMB million revenue and 0.75 tonne/RMB million revenue respectively, representing an increase of 51% and 27% respectively over the previous year. The main reasons for the increase in hazardous waste density and non-hazardous waste density were (1) one of the Group's subsidiaries (Fuzhou Neptunus Jinxiang Chinese Pharmaceutical Company Limited) was commissioned by a third party pharmaceutical manufacturer to produce pharmaceutical products, and the trial batches of pharmaceutical products produced prior to the official commencement of production could not be put on sale and could only be treated as waste; (2) a higher proportion of increase in hazardous and non-hazardous waste than the increase in revenue from the Group's newly acquired subsidiary during the Reporting Period; and (3) a sharp decrease in revenue from one of the Group's sales operations as it was in the restructuring phase of business, resulting in a decrease in the Group's overall revenue as compared to that of the previous year. Please refer to section IX-ESG KPIs Overview for details of the data.

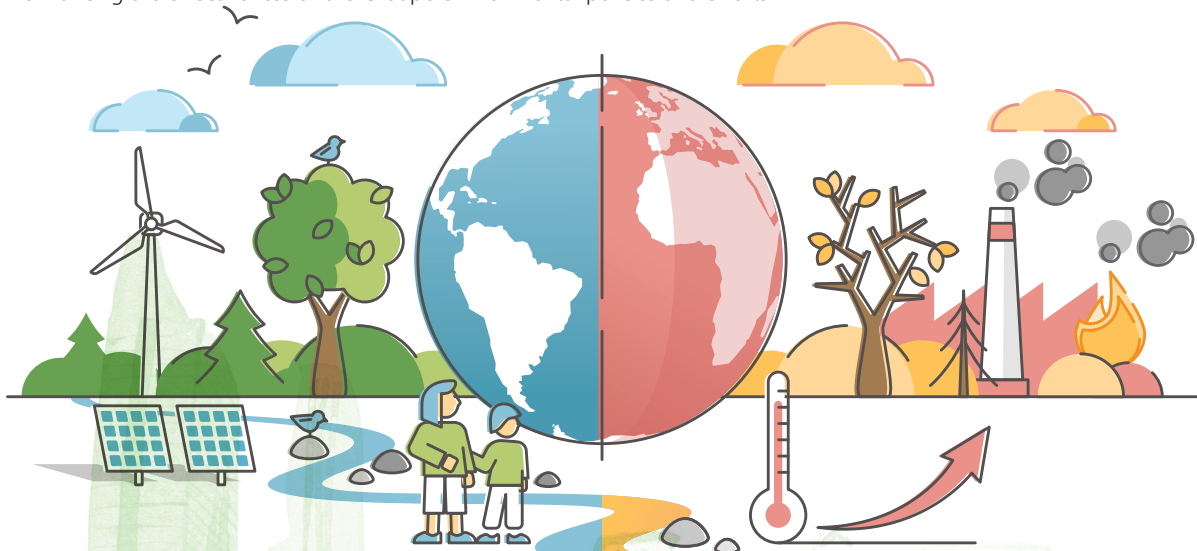




Greenhouse Gas Emission

The Group's greenhouse gas emission consists of direct emission (Scope 1) and indirect emission (Scope 2). Due to the nature of our business, our greenhouse gas direct emission (Scope 1)³ is mainly generated by natural gas combustion and fuel consumption on production facilities and vehicles, which amounted to approximately 4,342 tonne carbon dioxide equivalent during the Reporting Period, representing an increase of approximately 6.1% from 4,094 tonne carbon dioxide in the previous year; and greenhouse gas indirect emission (Scope 2)⁴ is mainly from purchased electricity, which amounted to approximately 8,117 tonnes of carbon dioxide equivalent during the Reporting Period, representing an increase of approximately 13.6% compared to 7,148 tonnes of carbon dioxide equivalent in the previous year. Both direct (Scope 1) and indirect (Scope 2) greenhouse gas emissions showed a slight upward trend due to the increase in production facilities, natural gas consumption and electricity consumption of the Group's newly acquired subsidiaries involved in production operations during the Reporting Period as compared to last year. The Group will actively consider the progressive replacement of more environmentally friendly production equipment and the adoption of various energy saving measures with a view to reducing greenhouse gas emission.

In addition, we have set emission and waste reduction targets for emissions and greenhouse gases, as well as for hazardous and non-hazardous waste. In addition to meeting government standards, we aim to maintain these emissions and waste volumes at a constant level. During the Reporting Period, the Group was able to meet government standards for emissions and greenhouse gas emissions and hazardous and non-hazardous waste, and some of our subsidiaries achieved reductions in emissions and greenhouse gas emissions and hazardous and non-hazardous waste compared to the previous year. The Group has put in place relevant management systems and arranged for relevant staff to monitor the above-mentioned emissions and waste volumes, and has improved production facilities and processes to reduce emissions; we strengthened production control and inventory management, used environmentally friendly packaging materials and continued to work towards a paperless office to reduce inventory waste and material consumption. The Group will continue to actively monitor the implementation and execution of its environmental objectives in the coming year, with a view to further enhancing the effectiveness of the Group's environmental policies and efforts.



³ Scope 1 covers greenhouse gas emissions directly generated by operations owned or controlled by the Group.

⁴ Scope 2 covers "energy indirect" greenhouse gas emissions resulting from electricity (purchased or acquired) consumed within the Group.



A2: Use of Resources

Enhancing the efficiency of resource use and saving energy consumption is an important cornerstone of the Group's efforts to become an energy-saving enterprise. The Group attaches great importance to this and has been actively responding to the national call for energy conservation and emission reduction by complying with laws and regulations such as Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》) and Clean Production Promotion Law of the People's Republic of China (《中華人民共和國清潔生產促進法》). Through the strengthening of internal management system for introducing environmental protection concept into our work process, and actively promote green resource management and encourage resource and energy conservation among our subsidiaries, we can thereby cultivate a green office concept among our staff. In addition, we will review and evaluate the efficiency and effectiveness of our environmental programmes from time to time to strike a good balance between environmental protection and business growth.

We have implemented a number of energy saving and emission reduction measures to reduce energy and resource consumption, including:



Saving electricity in the office: Turning off lights and air-conditioning facilities after work; setting up an automatic sleep mode for computers and other power-consuming equipment to reduce standby power consumption;



Water conservation: Promote staff to turn off water taps promptly after using water to develop a good habit of water conservation, and install automatic sensor flush in some washrooms to reduce water consumption;



Paper saving: Integrating the online system to correct and save documents, promoting a paperless office, encouraging staff to print on both sides if paper is necessary, and recycling used paper as much as possible;



Energy saving: To ensure maximum investment and energy efficiency, we conduct annual performance assessments of our subsidiary companies' production and environmental equipment, and upgrade and retrofit appropriate equipment;



Reducing travel: We encourage our employees to reduce non-essential travel, to communicate with customers, suppliers or business partners by video conference and to reduce the carbon footprint of travel by air or other means of transport;



Reducing car use: We regularly record the petrol and diesel usage of our subsidiary companies' business vehicles, and encourage employees to share rides so as to enhance the efficiency of energy utilization and reduce carbon emission.



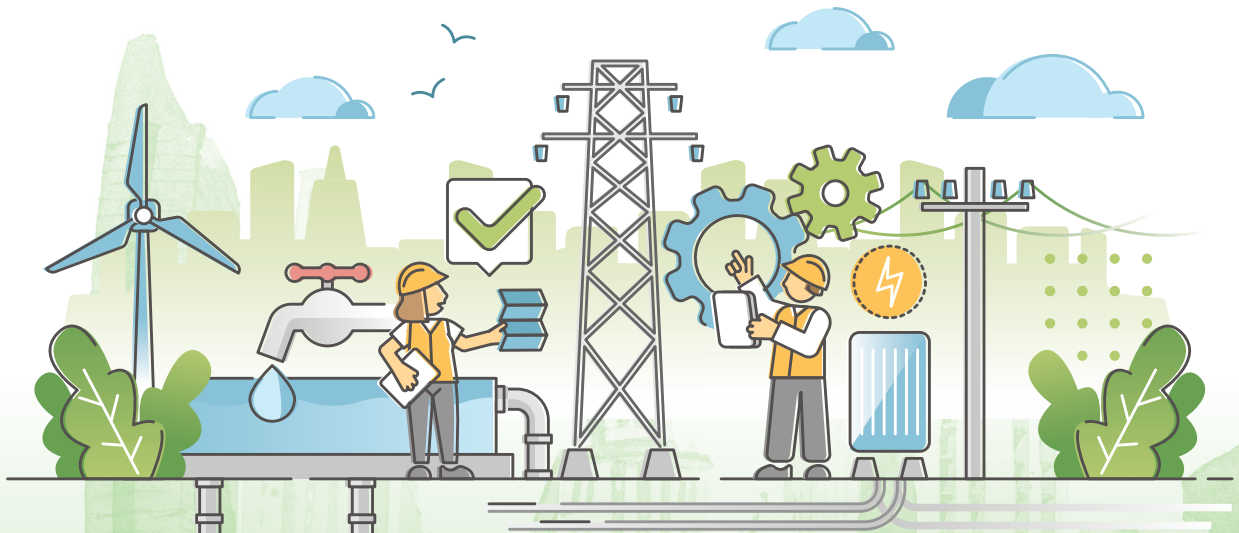
Energy Consumption

Our direct energy consumption mainly comes from natural gas, diesel and gasoline used in boilers, generators, production equipment and business vehicles; indirect energy consumption mainly comes from purchased electricity and steam. During the Reporting Period, the Group's total energy consumption intensity was approximately 38.97 MWh/million RMB revenue, representing an increase of approximately 28% as compared to the previous year. This is because the Group's overall revenue decreased by approximately 19% as compared to that of the previous year mainly due to (1) a higher percentage increase in energy consumption than revenue from the Group's newly acquired subsidiary during the Reporting Period; and (2) a sharp decrease in revenue from one of the Group's sales operations as it was in the restructuring phase of business. The Group will continue to take various energy saving measures such as reviewing the electricity using practice of employees in our offices and advocating the reduction of using cars by the employees, and record energy consumption and review the use of energy regularly, in an effort to further reduce energy consumption in the next year.

Promotion on the implementation of scientific electricity usage

To promote conservation of electricity and enhance efficiency in electricity usage, one of our subsidiaries carry out electricity management to achieve scientific usage in two ways:

- Install reactive power compensation equipment on the basis of the reasonable use of transformers, motors and other equipment to improve the power factor; and
- Improve the operation level of motors to avoid the unreasonable use of electricity by high-power motors driving low-power equipment and to keep the motors working within the high efficiency range.





Water Consumption

As a pharmaceutical research and development, production and sales company, we need water for our production workshops, laboratories, office areas and canteen. Our main source of water for production and office use is the water supply from the local government authorities, which is relatively stable and therefore we have not encountered any significant difficulties in obtaining water resources. During the Reporting Period, the Group's total water consumption intensity was approximately 343 tonnes/million RMB revenue, an increase of approximately 38% over the previous year. In order to further reduce water consumption in the coming year, the Group will continue to actively review the water consumption in production workshops and office areas, actively consider the feasibility of water recycling and post water conservation reminders at prominent locations in water-using areas to promote reasonable water consumption among staff.

In addition, we have set targets for the reduction of energy and water consumption. We aim to keep our energy and water consumption at a constant level. During the Reporting Period, some of our subsidiaries reduced their energy and water consumption compared to the previous year, but the Group as a whole increased its energy and water consumption compared to the previous year, which can be attributed mainly to the new subsidiary acquired by the Group during the Reporting Period which was involved in production operation. The Group has put in place relevant management systems and staff to monitor energy and water consumption, and has improved production facilities and processes to increase energy and water efficiency, and cut off power and water sources when facilities and equipment are idle to reduce wastage. The Group will continue to actively monitor the implementation and execution of its environmental objectives in the coming year, with a view to further enhancing the effectiveness of the Group's environmental policies and efforts.

Wastewater recycling modification

Our subsidiaries added connection pipelines to the Pharmaceutical Building to connect the concentrated water from purified water in the Pharmaceutical Building to the cooling towers in the former Treatment and Extraction Building to reduce wastewater discharge and to reduce water consumption in the cooling towers to conserve water resources.





A3: Environment and Natural resources

While seeking to provide quality products and services to the public, Neptunus Interlong also takes into account ecological health and the impacts of our operations on the environment. The Group strictly implements the "Three Simultaneities" system stipulated by the Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), and ensures that all environmental impact assessment on projects have been approved by local environmental protection departments before commencement of the projects, so as to minimize the impact of business operations on the surrounding environment and biodiversity. We unceasingly monitor the balance between enterprise development and environmental protection, continue to fulfil our corporate responsibility for environmental protection by taking the above-mentioned measures to reduce emissions of various types of pollutants, conserve energy and resources, and undertake to deal seriously with departments or individuals who dispose of hazardous waste indiscriminately or without permission, and to pursue legal action against those involved where necessary. During the Reporting Period, there were no significant environmental violations in our production and operation sites.



The Group has 1 subsidiary with iso14001 environmental management system certification






A4: Climate Change

As the impact of climate change becomes more pronounced in all countries, it has become a consensus among governments and even businesses to address climate change. Neptunus Interlong is constantly aware of the risks of climate change in relation to its business and has been assessing the impact of climate change on the sustainability and stability of the Group's business in accordance with the international recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") established by the Financial Stability Board. To ensure that we are well prepared for the onset of a climate crisis, the Group has put in place policies and measures to manage climate related risks and seize opportunities based on the results of this assessment.

With reference to the risk classification of the TCFD framework, the climate related risks identified by the Group are as follows:



Type	Climate-related risk	Potential financial impact	Our policies and practices
Transformation Risk	Policy and Legal Risk 	The State Council of the PRC has earlier promulgated the "Action Plan for Carbon Dioxide Peaking Before 2030", which sets targets for carbon emissions, and the "Regulations on Carbon Emission Trading (Trial)" has come into effect in early 2021. It cannot be ruled out that there will be restrictions on carbon emissions in the near future, which may require the Group to implement energy and resource saving projects to reduce emissions and may increase operational and compliance costs.	<ul style="list-style-type: none"> To keep relevant policy updates under review and assess their potential impact on operations; To improve the organisational structure to meet the latest policy requirements.
	Market Risk 	The increase in consumer demand for green and low carbon products may require the Group to research and apply environmentally friendly production technologies and adopt suppliers that are environmentally friendly in their production, resulting in higher product development costs. In addition, the use of unsustainable or non-reusable materials may result in less competitive products.	<ul style="list-style-type: none"> To achieve sustainable use of energy and resources; Regular maintenance and inspection of machinery, equipment, transport vehicles, etc. to ensure compliance with regulatory requirements.
Physical risk	Extreme weather and natural disasters 	The impact of rainstorm, typhoons and flooding can cause disruptions in the supply chain, disruptions in logistics or reduced production capacity, resulting in reduced revenue.	<ul style="list-style-type: none"> Improve efficiency and reduce costs to reduce sourcing and production costs.

The Group will continue to monitor its environmental compliance performance, measure the risks posed by climate change and take necessary countermeasures to minimise the impact on the Group.



VIII. Social Aspect

B1: Employment & B4: Labour Standards

The Group believes that our employees are one of the most important assets for the sustainable development of our business. It has always been our goal to attract talented people in an equal and fair manner, and to provide opportunities for each employee to give full play to their talents, so that they can grow and develop together with the Group. In line with this, we have established a comprehensive human resources management system, with internal guidelines covering treatment and benefits to protect the legal rights, occupational safety and health of our employees. At the same time, we also strive to provide a good corporate culture and a reasonable, fair and non-discriminatory working environment for our employees.

Recruitment and Talent Pool

The Group strictly complies with laws and regulations such as the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), the Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), and has formulated the Human Resource Management Policy (《人力資源管理制度》) and the Recruitment and New Employee Entry Management System of the Company (《公司招聘、新員工入司管理制度》) accordingly to ensure that the Group's overall human resources can be maintained at a certain level and that the recruitment procedures comply with the requirements of laws and regulations.

We constantly improve our employment system and promote the professional ethics of law-abiding, clean, honest, trustworthy and professional in the recruitment process. We observe and assess the performance of candidates in an objective and scientific manner to determine whether their professional ethics, academic qualifications and qualifications meet the Group's requirements, and avoid subjective and arbitrary assessment methods as far as possible. At the same time, we avoid using personal characteristics such as gender, age, marital status and physical qualities as essential factors in the selection process and avoid asking questions about personal privacy that are not related to job performance. The assessment of the candidates' cognitive abilities is only available to those who are involved in the selection of this position.

VISITS AND EXCHANGES WITH HIGHER EDUCATION INSTITUTIONS

In recent years, we have been actively developing school-enterprise cooperation and strengthening multi-level exchanges with pharmaceutical institutions to better ensure the supply of quality talents to the Group. In June 2021, a subsidiary of the Company visited China Pharmaceutical University to explore new channels for training in the pharmaceutical industry and took the opportunity to establish a good relationship with the university.





Promotion and Dismissal

We uphold the principles of fairness, openness and impartiality in providing promotion opportunities for our staff. We have established the Performance Management Policy (《績效管理制度》) to provide detailed rules for staff promotion rewards and conduct regular performance appraisals for our staff to determine whether they are eligible for promotion. We believe that communication and feedback will help to enhance the overall performance and performance level of our staff, thereby promoting the positive development of the organisation and improving operational performance and management standards to the mutual benefit of the Group and our staff. In addition, we will conduct internal selection and rotation to provide more job and promotion opportunities for serving employees, thereby optimising the internal allocation of human resources and standardising the process of nomination for promotion, qualification review and debriefing to achieve transparency in the promotion channel.

If an employee misbehaves or violates the Company's rules and regulations, the Group will give him/her a warning and deduct him/her performance appraisal points depending on the severity of the case, and if there is no improvement, he/she will be punished by salary reduction, demotion or termination of his/her employment contract.

Any form of child labour and forced labour is strictly prohibited

The Group strictly complies with the Labor Law of the People's Republic of China (《中華人民共和國勞動法》), Law of the People's Republic of China on the Protection of the Minors (《中華人民共和國未成年人保護法》) and other laws and regulations on the protection of the legitimate rights and interests of employees and the prohibition of employment of minors.

- ✓ Conducting background checks on employees during the recruitment process and examining information such as applicants' identification, academic proof and age to eliminate the illegal use of child labour.
- ✓ A Work Attendance and Vacation Policy (《考勤休假制度》) is in place, whereby employees are entitled to a variety of paid holidays to prevent forced labour and to ensure that employees have adequate rest.

Working hours and holidays

The Group has established the Work Attendance and Vacation Policy in accordance with the Regulations on Paid Annual Leave for Employees and pays overtime wages for overtime work in recognised circumstances. In addition, in accordance with the Work Attendance and Vacation Policy, our employees are entitled to various paid leaves, including statutory holidays, marriage leave, bereavement leave, maternity leave, family planning leave and annual leave, and their annual leave will be adjusted according to their length of service.



Remuneration and Benefits

We have formulated an internal Remuneration and Incentive Management Policy and a Work Attendance and Vacation Policy in accordance with the provisions of the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》) and the Regulations on Paid Annual Leave for Employees (《職工帶薪年休假條例》), which clearly set out the composition of employees' remuneration, including fixed salaries, performance pay, welfare allowances, bonuses and annual compensation for years of service, in order to motivate employees and enhance their sense of belonging to the Group. We also pay pension insurance, basic medical insurance, unemployment insurance and maternity insurance for our employees on time in accordance with the law to protect their legitimate rights and interests.

The Group organises and encourages its staff to participate in various activities from time to time each year, such as company anniversary celebrations, Chinese New Year parties, trips, development, movie watching, sports events and physical exercises, etc., to enrich the spare time of our staff.

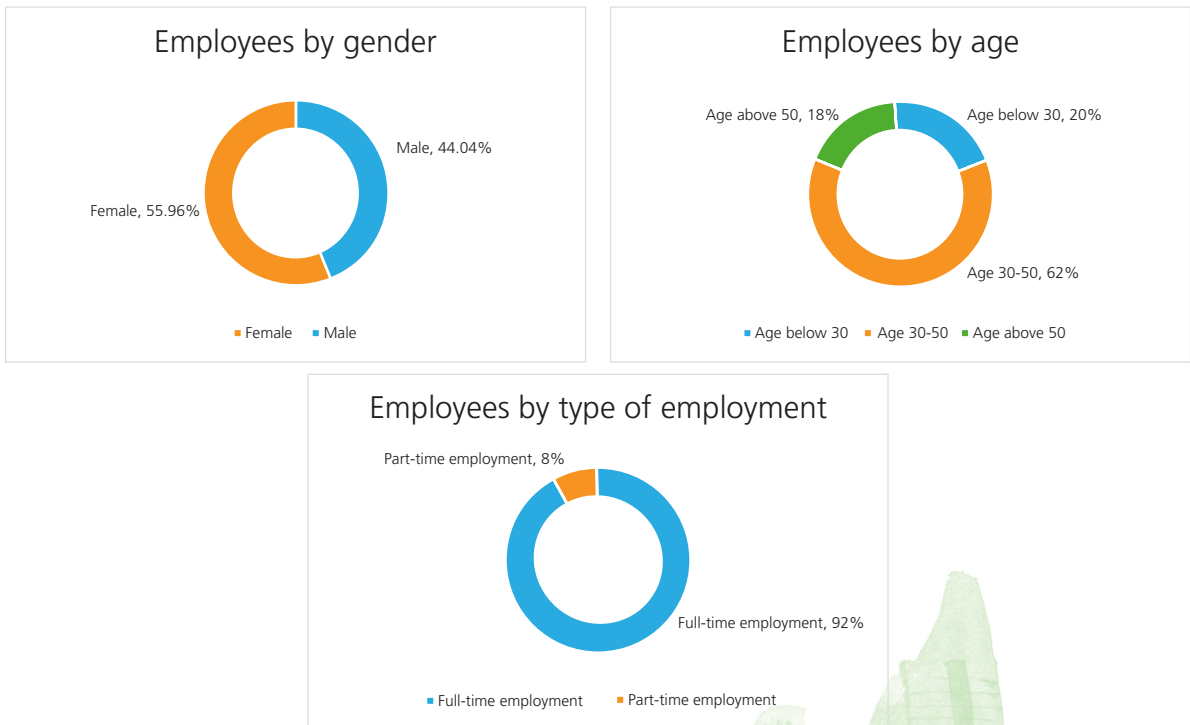




Equal Opportunities, Diversity and Anti-Discrimination

The Group adopts the principles of openness, fairness and equal competition in recruitment and performance management. In order to accurately implement the concepts of equality, diversity and anti-discrimination, our Human Resource Management Policy (《人力資源管理制度》) ensures fair treatment of our employees in terms of recruitment and promotion procedures, termination procedures, training, performance appraisal, remuneration and benefits, working hours, leave and other holidays (including marriage leave, compassionate leave and maternity leave).

As at 31 December 2021, we had 1,401 employees, representing an increase of approximately 15% from 1,217 employees in the previous year, of whom approximately 44% were male and 56% were female, similar to the previous year, while the employee turnover rate was approximately 25.62%, an increase of approximately 11.48% from the previous year. The increase in staff turnover rate was mainly due to normal staff turnover as a result of the Group's strategic repositioning.





B2: Health and Safety

As a responsible employer, we always hold production safety as our first priority and strictly observe laws and regulations related to labour safety and health such as the Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》), the Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》), the Provisions on Work-Related Injury Insurance of the PRC (《中華人民共和國工傷保險條例》) and the Prevention and Control of Occupational Diseases Law of the People's Republic of China (《中華人民共和國職業病防治法》). The Group formulated internal guidelines such as Fire Safety Management Policy (《消防安全管理制度》), Training Management Policy (《培訓管理制度》) and Training Materials on Basic Knowledge of Production Safety, Safety Protection of APIs (Active Pharmaceutical Ingredients) and Specific Operation (《原料藥安全防護及特定操作培訓教材》), and requires all employees to understand and comply with relevant safety instructions. Whenever a safety hazard is identified at work, such as inadequate safety equipment, accidents or potential hazards, it must be reported promptly. For employees who are injured at work, we will investigate the cause of the accident and take relevant measures to prevent the recurrence of similar incidents, and where necessary, we will provide financial assistance to the injured employees or even suspend their work with pay to relieve the financial pressure of not being able to work.

We endeavour to provide a comfortable and safe working environment as well as protecting employees from potential occupational hazards. The measures we have taken are as follows:



establish Safety Production Management Committee to safeguard and supervise the production process so as to enhance safety in production premises;



arrange professional physical check for relevant personnel;



provide trainings covering fire safety and production safety to employees every year;



prepare guidelines such as those on basic knowledge of production safety, safety protection of APIs (Active Pharmaceutical Ingredients) and specific operation to provide sufficient guidance and instruction for operating personnel;



regular maintenance of machine and equipment to ensure that they are in good condition; and



set up safety warning signs to enhance employees' safety awareness.



Employee safety and protection

- Each year we arrange annual physical check for all employees to ensure they are working with good health condition.
- In June and July 2021, we launched a “Safety Month” campaign to conduct safety inspections and supervise the rectification of potential hazards in our business departments, conducted safety training for all staff at different levels with introduction to amendment sections of Work Safety Law of the People’s Republic of China 《中華人民共和國安全生產法》, which enhanced staff’s safety awareness, understanding of the importance of production quality and compliance knowledge in safety.
- In August 2021, our subsidiary set up an emergency preparedness team and prepared a Safety Incident Response Plan to standardise the procedures for staff to handle incidents. The Safety Incident Response Plan passed two rounds of review by the Fuzhou Jinan District Emergency Management Bureau in October and December and was approved for record.
- In November 2021, our subsidiary received an on-site evaluation by the evaluation expert team of the Emergency Management Bureau of Jinan District, Fuzhou City and was successfully awarded the “Standardisation of Safe Production” (Level III) certificate.
- In December 2021, we held a drill on “Fire Safety Plan, Elevator Safety Plan, Safety Production and Environmental Incident Emergency Plan” for the year 2021. The drill covered fire fighting, evacuation of personnel and security of contaminated areas to enhance staff awareness of fire safety. The drill was designed to enhance staff’s awareness of fire safety and to raise their level of emergency response in the areas of alarm, evacuation, rescue, emergency repair, environmental monitoring and casualty ambulance.



Fire Safety Drill



In addition, in order to prevent the spreading of COVID-19, we strictly followed the pandemic prevention requirements of the State and local governments and earnestly carried out pandemic prevention and control work, including taking the following measures to reduce the risk of spreading of the pandemic:

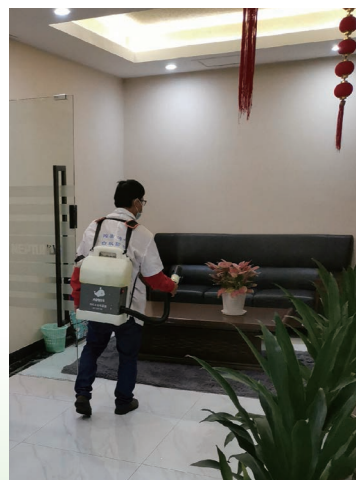
- work areas were disinfected weekly by professional entities engaged or our administration department; canteen, office building, staff dormitory, bathroom, etc. were thoroughly cleaned;
- we procured protective products such as surgical masks for employees; put in collection box for discarded masks and disposed them according to and matching requirements of government departments; and hand sanitizers were placed in office building lobbies, toilets, etc.
- employees and visitors entering and leaving production and office premises are required to have their body temperature checked and their premises code registered. Employees with symptoms of fever, sustained coughing, difficulty in breathing, etc. will be asked to stay in our temporary quarantine room immediately, and such employees should see their doctors and were strictly prohibited to assume duty at the workplace;
- we arranged some employees to work from home, work on rotation or work remotely online according to local policy; employees took meals in the canteen in batches and good air ventilation was ensured;

COVID-19 pandemic prevention and control

- In February 2021, our subsidiary conducted training sessions for all staff on the prevention of COVID-19, providing them with basic knowledge on personal protection, office ventilation and emergency measures to enhance their knowledge of pandemic prevention and safety.
- In March 2021, our subsidiary distributed an online leaflet on COVID-19 prevention to all staff to encourage them to clean, wash and disinfect their hands frequently, wear masks on a regular basis and keep a safe distance of 1 metre from each other to minimise the chance of virus transmission.
- In February and October 2021, our subsidiary conducted 14 days of health surveillance for staff returning to work in low-risk areas after the Spring Festival and National Day respectively, based on information from the Health Pass code, and collected specimens from returning staff for testing and control measures.



Mask collection box



Office Area Disinfection



B3: Development and Training

“Building an organisation of lifelong learning” is the talent training philosophy of the Group. We are committed to perfect an employee training system and develop relevant training programs in line with the strategic objectives, financial budget and training needs of the Group, and standardise staff training and trainer qualification management by formulating the Training Management Policy (《培訓管理制度》) and Staff Handbook (《員工手冊》). We conduct various trainings for our employees based on their ranks and positions, so as to help them improve their skills and career development.

In addition, new employees will receive comprehensive training including our corporate culture and policies and the necessary techniques and skills. Furthermore, for on-the-job trainings, employees may not only obtain reimbursement for course fees and travel expenses incurred for external trainings against relevant bills, but also choose professional online training courses provided by the online business college established by subsidiaries of the Group. This enables employees to arrange continuous learning of work-related knowledge and skills flexibly and realise our philosophy of talent training.

During the Reporting Period, the total number of trainees of the Group was 1,366, representing an increase of approximately 32.6% compared to 1,030 in the previous year, and the number of training hours per person was approximately 31 hours, representing an increase of approximately 160% compared to 12 hours in the previous year. The increase in the total number of trainees and the number of hours of training per person was mainly due to the reduction in training activities to avoid crowding during the COVID-19 outbreak in the previous year. In the current year, in response to the easing of the pandemic, the Group resumed an appropriate amount of training activities and increased training in quality management, resulting in an increase in the total number of trainees and the number of hours per person trained.

Quality training

We have always implemented the quality policy of “standardisation, quality first, brand maintenance and sustainable development” and attached great importance to the implementation of pharmaceutical regulations and quality system construction. During the Reporting Period, we not only conducted a series of internal training on drug quality management, but also sent our staff out for exchange and study, covering all positions in production, quality and technology, which greatly consolidated and improved the quality management level of the Company.

1. induction training for new employees, organising in-house trainers to provide training on quality management, safety education, workshop management system and pharmaceutical engineering for new employees to enhance their initial understanding of drug quality management norms, speed up their integration into the company and meet the induction requirements as soon as possible.
2. GMP training to point out the deviations between the current workflow and the new GMP through practical and real-time guidance, so that staff can apply the management norms of the new GMP in real time to further enhance their understanding and attention to drug quality and safety norms.
3. training on “Pharmaceutical Engineering” to further enhance staff’s professional knowledge and job skills in the pharmaceutical field and to enrich their knowledge base and professionalism; and
4. “Chief Quality Officer Training” organized by the Fujian Provincial Administration of Market Supervision to ensure that staff maintain a high level of awareness of the latest industry regulations and quality requirements for pharmaceutical products.



Pharmaceutical Engineering Training



Safety Training for Department Heads



B5: Supply Chain Management

Supplier management is an important part in the control of safe production. The Group has established a comprehensive supplier evaluation and management system, and requires suppliers to provide products and services that consistently meet our standards. We follow the principle of supplier diversification and promote the sustainable development of suppliers, so as to lower operational, environment and society risks in the supply chain and increase the competitiveness of the Group through a mature supply chain system. During the Reporting Period, the Group had a total of 382 external suppliers, all of them are located in mainland China, of which, East China has the largest number of suppliers of 181, representing approximately 47.38%.

Supplier Evaluation and Management

To ensure the quality of products and services provided by suppliers, the Group put in place policies such as the Supplier Evaluation and Approval Management Policy (《供應商評估及批准管理制度》) to regulate the supplier evaluation and selection process. We maintain ongoing monitoring of suppliers' performance through the following measures:

- **Selection of suppliers:** suppliers must pass our internal evaluation and audit for doing business with us, and we only purchase from suppliers listed in our qualified supplier directory;
- **Annual evaluation:** in the beginning of each year, periodic audit and performance evaluation are conducted on suppliers that have passed quality system assessment, suppliers with substandard performance may be removed from the list of eligible suppliers; and
- **On-site audits:** on-site audits are conducted every three years for suppliers of the main APIs used in products; and every five years for suppliers of other auxiliary materials and packaging materials.

In addition, we have formulated internal policies such as Supplier Management Policy (《供應商管理制度》), Material Purchasing Contract Management Policy (《物料採購合同管理制度》) and Material Supply Management Policy (《物料供應管理制度》) which cover supplier background checking requirements, contract management, supply chain management and suppliers' filing management. We have specified updated information of suppliers that need to be kept and obtained by relevant departments, such as Drug Production Permit (《藥品生產許可證》), Business License (《營業執照》) and the GMP/GSP Certificates, to ensure the suppliers which the Group dealt with are compliance, legal, qualified, safe and reliable so as to increase the trust of consumers on the Group.

We understand the concept of "what is taken from the community is used by the community" and the importance of corporation with suppliers who take environmental and social responsibility seriously for the sustainable development of the Group. Therefore, we are working hard to understand the environmental and social impacts of our suppliers' operations and will gradually consider incorporating environmental and social performance (environmental protection, occupational health and safety, labour rights, ethics, etc.) into the criteria for selecting and evaluating suppliers, and gradually improving our Supplier Management Policy (《供應商管理制度》), Supplier Quality System Assessment and Supply Point Management System (《供貨商質量體系評估及定點供貨管理制度》) and Standard Operating Procedures for Supplier Evaluation And Approval (《供應商評估及批准標準操作規程》).



Supply chain management

- In order to broaden the procurement channels and reduce the dependence on suppliers. During the Reporting Period, we examined new suppliers of raw materials and packaging materials, such as benzoic acid and chlorobutyl plugs for pre-filled syringes, and reviewed suppliers' qualifications in accordance with GMP requirements, and conducted studies such as compatibility on some of these packaging materials.

B6: Product Responsibility

The paramount task of the pharmaceutical industry is to ensure the safety and quality of products, therefore, safety and quality management are important and no mistake is affordable. In this regard, the Group has put in place comprehensive product safety and quality management mechanism, covering quality management and control, storage management, customer services, data confidentiality and customer privacy, and research and innovation, with the aim of ensuring constant improvement in the Group's product quality and service standard and establishing a safe and reliable image to earn the long-term trust of customers on the Group's brands.

Product Quality Control System

"Serving the health of the public" is the core value and corporate mission of the Group. We must maintain product safety, quality and service levels to earn our customers' trust in the long term. For this reason, we have formulated the standard operating procedures such as the Standard Operating Procedures for the Warehousing Management of Pharmaceutical Precursor Chemicals (《藥品類易制毒化學品倉儲管理標準操作規程》), Quality Risk Management Policy (《質量風險管理制度》), Quality Review and Analysis Management Policy (《質量回顧分析管理制度》), Quality Accident Report and Management Policy (《質量事故報告及處理管理制度》), Return Management Policy (《退貨管理制度》), Drug Recall Management Policy (《藥品召回管理制度》), Quality Complaint Management Policy (《質量投訴處理管理制度》) to regulate the quality management process of drug production, research and development, strictly control the quality and safety of our products and ensure that customers can use our products with peace of mind.

Moreover, the Group strictly complies with requirements of the Administrative Rules Governing the Certification of Good Manufacturing Practice for Drugs (《藥品生產質量管理規範認證管理辦法》) and its related documents. We perform ongoing internal control on our products and production lines, and cooperate with government departments for regular inspections. Once any product or production line is found not complying with the standards, production must be suspended and investigation will be taken to find out the reason of failure. We will accept relevant investigation and arrangement of the National Medical Products Administration (the NMPA), and rectify the production process with a strict rectification manner to ensure the safety and reliability of product quality.

Quality control

- In April 2021, our subsidiary was successfully inspected by the Fujian Provincial Drug Administration for on-site GMP compliance of Levocetirizine Hydrochloride Oral Solution and was approved for production.
- In May 2021, some of our subsidiary company's central laboratory technicians participated in the dry weight loss determination capability verification organised by the China Inspection Academy. The technicians completed the experimental content and filled in the experimental procedures and results data as required, and eventually received satisfactory evaluation.



Pharmaceutical Warehouse Management

The Group has put in place a series of operational procedures to strictly control the process of receiving and inspection, inbound and outbound storage, storage and distribution of pharmaceutical products. The relevant personnel are required to work together to ensure the effectiveness of storage management by checking the quantities and specifications, and keeping strict records of the time and quantity of entry and exit. In addition, the Group's warehouses are clearly divided into different areas according to the type and characteristics of the stock. In particular, toxic chemicals, narcotic drugs and flammable and explosive hazards are stored in separate warehouses with burglar-proof and fire-proof facilities to ensure that the quality and safety of other non-toxic, narcotic or flammable stocks are not affected.

Quality Appraisal and Product Recall

The Group strictly controls the quality of products. In terms of acceptance and quality inspection, quality inspection must be performed on outsourced materials and medicines, semi-finished products and self-produced products in accordance with standardised procedures. To ensure the supply of safe medicines for the public, materials and medicines, semi-finished and finished products not meeting quality standards will be rejected for warehousing. Self-produced products of the Group and outsourced drugs must also be checked by the Quality Assurance Department and quality director, and their signing approval is required for the delivery and sale of such products.

The Group has also formed a recall team and formulated the Drug Recall Management Policy (《藥品召回管理制度》), if non-conforming products are found, they must be recalled in a timely manner to reduce the impact of the product on the public. The recall team will also review the non-conforming products, record the actions taken and prepare a report to identify the quality problems and areas for improvement in order to improve the overall consistency of the product.

During the Reporting Period, the Group did not record any cases of product recalls for safety and health reasons.

Customer Services and Complaint Management

In order to continuously improve customer service quality, we collect feedbacks from customers and users and perform quantitative and qualitative analysis according to our internal guideline, Customer Satisfaction Questionnaire Management Policy (《顧客滿意度調查管理制度》), to fully understand how the customers rate us and their needs. This will enable us to make corresponding improvement in our products and services to increase customers' loyalty to our products.

Furthermore, the Group has also formulated and implemented Quality Complaint Handling and Management Policy (《質量投訴處理管理制度》), Adverse Reaction Monitoring and Reporting Management Policy of Drugs (《藥品不良反應監測和報告管理制度》) and other internal policies to regulate the handling procedures of customer complaints. Customers may make complaint against the product and service of the Group by telephone, email and other channels. The Quality Assurance Department will classify the complaints based on their content, record them properly and immediately and perform corresponding investigation and follow up according to the time limit for handling until the issue is properly resolved. Reply will be made to the customer concerned promptly. If the complaint is related to the quality of products, the Quality Assurance Department will contact the production department immediately or give immediate feedback to suppliers and the sales of such drugs should be suspended and recalled in a timely manner, in order to ensure the quality and safety of products.

During the Reporting Period, the Group received a total of 15 complaints about its products and services, which were properly handled after the relevant departments had communicated with the customers.



Data Confidentiality and Privacy of Customers

The Group takes the privacy of its customers and business partners seriously and in order to ensure the information security of customers that have business contact with us, the Customer Filing Management Policy (《客戶檔案管理制度》) of the Group stipulates requirements relating to the filing and storage management of customer data and information to avoid leaking customer information. In addition, our Company Confidentiality Policy (《公司保密制度》) stipulates that employees must keep the confidential information of the Group strictly confidential, including but not limited to the Group's strategy and decision, financial information, customer information, supplier information, employee information and scientific research information, etc., in order to protect the interests and reputation of the Group. The business systems used by the Group are subject to strict authority management. Users at different levels are assigned different authorities according to their job responsibilities to ensure that confidential information can only be accessed by the appropriate post. During the Reporting Period, we did not receive any complaints regarding breaches of customer privacy or leakage of customer information.

Scientific Research and Innovation

The Group actively encourages scientific research and innovation to enhance our competitiveness in the industry, and is committed to protecting our intellectual properties against the risk of infringement. We formulated internal policies such as the Technological Achievement Exchanges and Software Confidentiality Management Policy (《科技成果交流和軟件保密管理制度》) and Company Confidentiality Policy (《公司保密制度》) in accordance with laws and regulations such as the Patent Law of the People's Republic of China (《中華人民共和國專利法》), the Trademark Law of the People's Republic of China (《中華人民共和國商標法》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》), which stipulate that all employees should keep newly developed products and technologies strictly confidential. The Group also provides training related to confidentiality and intellectual property management to relevant employees. During the Reporting Period, there is no violation of laws and regulations relating to intellectual property and marketing by the Group.

Scientific research and innovation

During the Reporting Period, our subsidiaries achieved the following results in the area of scientific innovation:

1. Six production lines for solid dosage formulations, APIs and small volume injections were awarded GMP certificates.
2. Sodium bicarbonate tablets passed the national generic drug and efficacy consistency evaluation.
3. Pre-filled catheter flushers, a Type III medical device, was approved.



B7: Anti-corruption

The Group operates its business with the highest ethical standards and is committed to eliminating corrupt and bribery practices. In order to operate business without undue influence, we strictly comply with laws and regulations relating to business ethnics and prohibiting operators from reaching monopoly agreements or abusing market dominance, such as Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》) and Anti-Money-laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》), and formulated Integrity and Self-regulation Rules (《廉潔自律準則》) and Integrity Management Rules (《廉潔管理準則》) to provide guidelines regarding employees' acceptance of benefits and clearly regulate the acceptance of gifts and the handling of cash and non-cash gifts. During the Reporting Period, the Group did not breach any laws and regulations related to anti-corruption, and there was no corruption cases brought against the Group or its employees that have been concluded.

Anti-corruption training

- During the Reporting Period, one of our subsidiaries provided explanatory training on the Integrity Management System to its staff to enhance their awareness of the importance of integrity and compliance with the law in their work, not to use their positions to embezzle public funds or accept bribes, and to raise anti-corruption awareness.

B8: Community Investment

The Group believes that corporations should be socially responsible and give back to the community. By actively participating in social welfare activities to enhance social cohesion, the Group can benefit the community as well as strengthen the reputation and brand awareness of the Group's brand.

During the Reporting Period, the Group made a total donation of RMB1.19 million, representing an increase of approximately 495% over last year. Looking forward, the Group will continue to pay attention to the needs of the community and the underprivileged through donations and charity events to fulfill its responsibilities as a corporate citizen.

Donation

- Since 17 July 2021, Henan has been hit by extreme rainfall and flooding in many areas, and the State General Administration of Flood Control has activated a level III emergency response. The situation has moved people's hearts, and rescue is imminent. Neptune Interlong and all its employees responded to Neptune Group's initiative and raised over RMB 1 million in donations to ensure the personal safety of local people, purchase emergency relief supplies and provide nutritional support for rescue workers and affected people.
- During the Reporting Period, our subsidiary donated RMB150,000 to the Rixi Revolutionary Old Area for the development of education in the area.



IX. ESG KPIs Overview¹

Environmental Performance²

KPI	Unit	2021	2020	2019
A1.1 Emissions				
Discharge of waste water				
Production waste water	tonne	118,482	87,557	99,877
Chemical oxygen demand	kg	4,517	2,882	3,114
Ammoniacal nitrogen	kg	342	484	488
Air emissions				
Sulphur dioxide	kg	44	96	912
Nitrogen oxides	kg	968	1,480	3,023
Dust/particulate matter	kg	216	151	405
A1.2 Greenhouse gas emission³				
Direct greenhouse gas emission (Scope 1)	tonne carbon dioxide equivalent	4,342	4,094	782
Indirect greenhouse gas emission (Scope 2)	tonne carbon dioxide equivalent	8,117	7,148	5,997
Greenhouse gas emissions in total	tonne carbon dioxide equivalent	12,459	11,242	6,779
Greenhouse gas emission intensity	tonne carbon dioxide equivalent/million RMB revenue	14.85	10.90	6.27
A1.3 Hazardous waste				
Medical waste (HW02) and waste drugs (HW03)	kg	32,697	24,454	20,357
Other hazardous waste	kg	4,333	5,731	2,972
Production of hazardous waste in total	kg	37,030	30,185	23,329
Intensity of hazardous waste	kg/million RMB revenue	44.15	29.27	21.58

¹ As the Group's newly acquired Neptunus Zhongxin did not have an ESG management mechanism in place prior to the acquisition, data for the period prior to the acquisition (i.e. January-May 2021) is not available and therefore the data for the current year's environmental and social performance summary only includes data for Neptunus Interlong and its five subsidiaries for the Reporting Period and for Neptunus Zhongxin for the period June to December 2021.

² Unless otherwise stated, the emission factors used to calculate the environmental KPIs in this report refer to the "How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Hong Kong Stock Exchange

³ The emission factors were calculated using the 2012 average CO₂ emission factors for China's regional power grids published by the Department of Climate Change of National Development and Reform Commission.



KPI		Unit	2021	2020	2019
A1.4 Non-hazardous waste	Waste packing material	tonne	229	217	144
	Office and domestic garbage	tonne	396	390	198
	Production of non-hazardous waste in total	tonne	625	607	342
	Intensity of non-hazardous waste	tonne/million RMB revenue	0.75	0.59	0.32
A2.1 Energy⁴	Total energy consumption				
	Total energy consumption	MWh	32,691	30,439	35,217
	Total energy consumption intensity	MWh/million RMB revenue	38.97	29.51	32.58
	Direct energy consumption				
	Petrol	L	98,286	60,677	56,796
	Diesel	L	28,718	25,491	19,369
	Biomass fuel	tonne	Nil	Nil	4,691
	Natural gas	cubic meter	1,870,050	1,798,990	278,573
	Indirect energy consumption				
	Consumption of electricity purchased	kWh	11,291,718	10,176,893	8,542,262
A2.2 Water consumption	Water consumption in production	tonne	281,317	251,092	277,927
	Office water consumption	tonne	6,472	5,509	5,359
	Total water consumption	tonne	287,789	256,601	283,286
	Total water consumption intensity	tonne/million RMB revenue	343.09	248.80	262.09
A2.5 Packing material used	Packing materials measured by pieces	10,000 pcs	48,987	37,588	42,428
	Packing materials measured by weight	tonne	279	229	459

⁴ Energy consumption was calculated based on the conversion factors in the National Standards of the PRC General Principles for Calculation of the Comprehensive Energy Consumption (GB/T 2589-2008) and the conversion factors provided by research institutions.



Social Performance

KPI	Unit	2021	2020	2019	
B1.1 Total number of employees	Total number of employees	person	1,401	1,217	1,239
	By gender				
	Male	person	617	514	509
	Female	person	784	703	730
	By employment				
	Full-time	person	1,327	1,125	1,139
	Part-time	person	74	92	100
	By age				
	Age below 30	person	299	250	254
	Age 30-50	person	842	744	762
Age above 50	person	260	223	223	
By region					
Mainland China	person	1,401	1,217	1,239	
B1.2 Employee turnover rate	Employee turnover rate ⁵	percentage	25.62%	14.14%	18.09%
	By gender				
	Male	percentage	27.11 %	16.89%	25.66%
	Female	percentage	24.36 %	12.14%	11.82%
	By age				
	Age below 30	percentage	31.73 %	20.51%	23.34%
	Age 30-50	percentage	23.80%	12.86%	13.45%
Age above 50	percentage	23.39%	8.06%	25.50%	
B2.1 Number and rate of work-related fatalities	Number of work-related fatalities	person	Nil	Nil	Nil
	Rate of work-related fatalities	percentage	Nil	Nil	Nil

⁵ Employee turnover rate = Number of employees left this Year / (Number of new employees this Year + Total number of employees last year) x 100%



KPI		Unit	2021	2020	2019
B2.2 Lost days due to work injury	Number of work-related fatalities	person	2	1	Nil
	Lost days due to work injury	day	154	25	Nil
B3.1 Percentage of employees trained	By gender				
	Male	percentage	41.73%	36.99%	36.75%
	Female	percentage	58.27%	63.01%	63.25%
	By employment				
	Full-time	percentage	95.31%	92.52%	98.50%
	Part-time	percentage	4.69%	7.48%	1.50%
B3.2 Average training hours completed per employee	Training hours per person	hour	31	12	51
	By gender				
	Male	hour	33	11	50
	Female	hour	30	13	51
	By employment				
	Full-time	hour	29	10	50
	Part-time	hour	59	12	63
	B5.1 1 Number of suppliers	Total number of suppliers	number	382	344
By region					
South China		number	39	27	31
North China		number	64	49	47
East China		number	181	187	181
Central China		number	51	42	41
Northeast China		number	21	12	14
Northwest China		number	12	18	15
Southwest China		number	14	9	9



KPI		Unit	2021	2020	2019
B6.1 Percentage of products to be recalled over the total number of products sold or shipped due to safety and health reasons	Percentage of products to be recalled due to safety and health reasons	percentage	Nil	Nil	Nil
B6.2 Number of complaints on products and services	Number of complaints on products and services	number	15	5	9
B7.1 Legal cases regarding corrupt practices	Number of filed and concluded legal cases regarding corrupt practices	number	Nil	Nil	Nil
B8.1 & B8.2 Community Investment	Monetary donation	RMB10,000	119	20	5
	Donation of goods	RMB10,000	0	4.42	22



X. LIST OF MAJOR ESG POLICIES AND REGULATIONS

This table listed the major internal policies mentioned in the ESG Report and relevant laws and regulations identified by the Group that have a significant impact on Neptunus Interlong:

ESG aspect	Policy	Laws and regulations
A1. Emissions	<ul style="list-style-type: none"> • Environmental Protection Management System (《環境保護管理制度》) • Hazardous Waste Management System (《危險廢棄物管理制度》) • Solid Waste Management System (《固體廢棄物管理制度》) • Emergency Response Plan for Environmental Emergencies (《突發環境事件應急預案》) • Hazardous Waste Management Plan (《危險廢物管理計劃》) • Environmental Protection Management Regulations (《環境保護管理規程》) • Management System for Hazardous Waste Storage Areas (《危險廢物儲存間管理制度》) • Hazardous Waste Incident Precautions and Emergency Preparedness Plan (《危險廢物事故防範措施及應急預案》) 	<ul style="list-style-type: none"> • Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》) • Environmental Protection Tax Law of the People's Republic of China (《中華人民共和國環境保護稅法》) • Law on Prevention and Control of Pollution From Environmental Noise of the People's Republic of China (《中華人民共和國環境噪聲污染防治法》) • Air Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法》) • Detailed Rules for the Implementation of the Air Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國大氣污染防治法實施細則》) • Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》) • Detailed Rules for the Implementation of the Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法實施細則》) • Law on the Prevention and Treatment of Solid Waste Pollution to Environment of the People's Republic of China (《中華人民共和國固體廢物污染環境防治法》) • Administrative Measures on Environmental Protection for Pharmaceutical Industry (《醫藥工業環境保護管理辦法》) • Marine Environment Protection Law of the People's Republic of China (《中華人民共和國海洋環境保護法》) • Regulations on the Administration of Construction Project Environmental Protection (《建設項目環境保護管理條例》) • Directory of National Hazardous Wastes (《國家危險廢物名錄》) • Administrative Regulations of the PRC on the Prevention of Pollution and Damage of Marine Environment by Terrigenous Pollutant (《中華人民共和國防治陸源污染物污染損害海洋環境管理條例》) • Emission Standard for Air Pollutants from Boilers (《鍋爐大氣污染物排放標準》) • Emission Standard for Pharmaceutical Industrial Water Pollutants from Mixing and Formulation Category (《混裝製劑類製藥工業水污染物排放標準》) • Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》) • Clean Production Promotion Law of the People's Republic of China (《中華人民共和國清潔生產促進法》) • Environmental Noise Emission Standards for Industrial Enterprises at Plant Boundaries (《工業企業廠界環境噪聲排放標準》) • Beijing Environmental Protection Ordinance (《北京市環境保護條例》) • Environmental Engineering Terminology (《環境工程名稱術語》)



ESG aspect	Policy	Laws and regulations
A2. Use of Resources	<ul style="list-style-type: none"> Public Energy Consumption Management Procedures (《公共能耗管理規程》) Resources Management Procedures (《資源管理規程》) Measures on Energy conservation and Consumption Reduction Management (《節能降耗工作管理辦法》) Dangerous Goods Store Management System(《危險品庫管理制度》) 	<ul style="list-style-type: none"> Energy Conservation Law of the People's Republic of China (《中華人民共和國節約能源法》) Clean Production Promotion Law of the People's Republic of China (《中華人民共和國清潔生產促進法》)
A3. Environment and Natural Resources	<ul style="list-style-type: none"> Hazardous Waste Management Policy (《危險廢棄物管理制度》) General Solid Waste Management Policy (《一般固體廢棄物管理制度》) Solid Waste Management System (《固體廢棄物管理制度》) Implementation Plan on Separation and Reduction of Domestic Waste (《生活垃圾分類減量實施方案》) Measures on Waste Water discharge and Noise Management (《廢水排放和噪音管理辦法》) Environmental Factors Identification, Evaluation, Prevention and Control Procedures (《環境因素識別評估及預防控制程序》) 	<ul style="list-style-type: none"> Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》)
A4: Climate change	<ul style="list-style-type: none"> Environmental Risk Assessment Report (《環境風險評估報告》) 	<ul style="list-style-type: none"> Carbon Emissions Trading Management Regulations (Trial) (《碳排放權交易管理辦法(試行)》)
B1. Employment	<ul style="list-style-type: none"> Human Resource Management Policy (《人力資源管理制度》) Staff Handbook (《員工手冊》) Staff Notes (《員工須知》) Remuneration and Benefits Management Policy (《薪酬福利管理制度》) Remuneration and Incentive Management System(《薪酬與激勵管理制度》) Performance Management Policy (《績效管理制度》) Staff Attendance Management System(《員工考勤管理制度》) Labour Contract Management System (《勞動合同管理制度》) Staff Departure Management System (《員工離職管理制度》) Administrative Personnel System (《行政人事制度》) 	<ul style="list-style-type: none"> Labor Law of the People's Republic of China (《中華人民共和國勞動法》) Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) Employment Promotion Law of the People's Republic of China (《中華人民共和國促進就業法》) Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》) Tax Law of the People's Republic of China (《中華人民共和國稅法》) Beijing Wage Payment Regulations(《北京市工資支付規定》)



ESG aspect	Policy	Laws and regulations
B2. Health and Safety	<ul style="list-style-type: none"> • Fire Safety Management Policy (《消防安全管理制度》) • Training materials on basic knowledge of production safety, safety protection of APIs (Active Pharmaceutical Ingredients) and specific operation (《原料藥安全防護及特定操作培訓教材》) • Safety Production and Labour Protection Management System (《安全生產和勞動保護管理制度》) • Emergency Plan for Production Safety Accidents (《生產安全事故應急預案》) • Safe Production Management System (《安全生產管理制度》) • Safety Standardization Management System (《安全標準化管理制度》) • Occupational Health Management System and Operating Procedures (《職業衛生管理制度及操作規程》) 	<ul style="list-style-type: none"> • Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》) • Law of Occupational Disease Prevention and Treatment of the People's Republic of China (《中華人民共和國職業病防治法》) • Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》) • Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》) • Provisions on Production Safety Accident Reporting and Investigation (《生產安全事故報告和調查處理條例》) • Provisions on Work-Related Injury Insurance of the PRC (《中華人民共和國工傷保險條例》)
B3. Development and Training	<ul style="list-style-type: none"> • Training Management Policy (《培訓管理制度》) • Internal Training Lecturer Management Policy (《內部培訓講師管理制度》) • Staff Training Management System (《員工培訓管理制度》) • Staff Training and Assessment Implementation Rules (《員工培訓考核實施細則》) 	<ul style="list-style-type: none"> • Labor Law of the People's Republic of China (《中華人民共和國勞動法》)
B4. Labour Standards	<ul style="list-style-type: none"> • Human Resource Management Policy (《人力資源管理制度》) • Work Attendance and Vacation Policy (《考勤休假制度》) • Staff Handbook (《員工手冊》) • Administrative Personnel System (《行政人事制度》) 	<ul style="list-style-type: none"> • Labor Law of the People's Republic of China (《中華人民共和國勞動法》) • Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) • Law of the People's Republic of China on the Protection of the Minors (《中華人民共和國未成年人保護法》) • Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》) • Provisions on Employee Annual Paid Vacations (《職工帶薪年休假條例》)



ESG aspect	Policy	Laws and regulations
<p>B5. Supply Chain Management</p>	<ul style="list-style-type: none"> • Quality System Assessment of Suppliers and Management System for Designated Supplies (《供貨商質量體系評估及定點供貨管理制度》) • Management System for the Procurement, Transportation and Storage of Narcotic and Psychotropic Substances (《麻醉、精神藥品採購運輸、倉儲管理制度》) • Standard Operating Procedures for Supplier Assessment and Approval (《供應商評估及批准標準操作規程》) • Material Procurement Management System(《物料採購管理制度》) • Management System for Material Procurement Contracts(《物料採購合同管理制度》) • Management System for Suppliers' Records(《供貨商檔案管理制度》) • Material Supply Management System (《物料供應管理制度》) • Procurement Management System (《採購管理制度》) • Supplier Management System (《供應商管理制度》) • Supplier Audit Management Procedures (《供應商審計管理規程》) • Sales Department Management Regulations and Sales Personnel Regulations and Actions (《銷售部管理規定及營銷人員規定動作》) • Credit Management Regulations (《資信管理規定》) • Price Management System (《價格管理制度》) • Regulations on the Management of Goods Tampering (《竄貨管理規定》) • Sales Revenue Management System (《銷售收入管理制度》) 	<ul style="list-style-type: none"> • Contract Law of the People's Republic of China (《中華人民共和國合同法》)



ESG aspect	Policy	Laws and regulations
<p>B6. Product Responsibility</p>	<p>Product Health and Safety</p> <ul style="list-style-type: none"> • Quality Risk Management Policy (《質量風險管理制度》) • Material Quality Management System (《物料質量管理制度》) • Quality Management System for Intermediate Products and Products to be Packed (《中間產品、待包裝品質量管理制度》) • Quality Management System for Finished Products (《成品質量管理制度》) • Regulations for the Management of Flammable, Explosive, Corrosive and Other Dangerous Chemicals for Inspection (《檢驗用易燃、易爆、易腐蝕等危險化學品管理規程》) • Quality Incident Management Regulations (《質量事故管理規程》) • Quality Review Analysis Management System (《質量回顧分析管理制度》) • Management System for Rework of Products (《產品返工管理制度》) • Standard Operating Procedures for the Management of the Storage of Drug-like Chemicals (《藥品類易制毒化學品倉儲管理標準操作規程》) • Quality Incident Reporting and Handling Management System (《質量事故報告及處理管理制度》) • Management System for the Recall of Pharmaceutical Products (《藥品召回管理制度》) • Management System for the Recall of Finished Products (《成品召回管理制度》) • Management System for Monitoring and Reporting of Adverse Drug Reactions (《藥品不良反應監測和報告管理制度》) • Management System for Monitoring and Reporting of Adverse Drug Reactions (《藥品生產質量管理規範認證管理辦法》) • Management System for Pharmacovigilance Training (《藥物警戒培訓管理制度》) • Management System for Monitoring and Reporting of Drug Safety Information (《藥品安全性信息監測和報告管理制度》) • Management System for Periodic Safety Update Reports of Pharmaceutical Products (《藥品定期安全性更新報告管理制度》) • Management System for Pharmacovigilance Records (《藥物警戒檔案管理制度》) 	<ul style="list-style-type: none"> • Medicine Management Law of the People's Republic of China (《中華人民共和國藥品管理法》) • Pharmacopoeia of the People's Republic of China (《中華人民共和國藥典》) • Administrative Measures for Drug Registration (《藥品註冊管理辦法》) • Regulations on the Control of Narcotic and Psychoactive Drugs (《麻醉藥品和精神藥品管理條例》) • Code of Practice for the Quality Management of Narcotic and Psychoactive Drugs (《麻醉藥品和精神藥品生產質量管理規範》) • Good Manufacturing Practice for Drugs (《藥品生產質量管理規範》) (GMP) • Good Supply Practice for Drugs (《藥品經營質量管理規範》) (GSP) • Administrative Measures for Purchase, Sales and Transportation of Precursor Chemicals (《易制毒化學品購銷和運輸管理辦法》) • Code of Practice for the Quality Management of Pharmacovigilance (《藥物警戒質量管理規範》) • Regulations for the Supervision and Administration of Pharmaceutical Production (《藥品生產監督管理辦法》) • Administrative Measures for Changes in Drugs after Launch onto the Market (《藥品上市後變更管理辦法》) • Administrative Rules Governing the Certification of Good Manufacturing Practice for Drugs (《藥品生產質量管理規範認證管理辦法》)



ESG aspect	Policy	Laws and regulations
	<p>Product Packaging</p> <ul style="list-style-type: none"> Filing Management Policy for Label and Instruction on Packages (《標籤說明書包裝物備案管理制度》) Management System for the Design, Printing and Use of Drug Descriptions and Labels (《藥品說明書和標籤設計、印刷、使用管理制度》) Management System for Three-level Quality Management Network (《三級質量管理網管理制度》) Quality Authorized Person Management System (《質量授權人管理制度》) Quality Policy and Objectives Management System (《質量方針、目標管理制度》) Quality Records Management System (《質量檔案管理制度》) Regulations on the Management of Procurement of Special Pharmaceutical Materials (《特殊藥品物資採購管理規程》) Safety Management Regulations for the Warehouse of Finished Products of Special Drugs (《特殊藥品成品倉庫安全管理規程》) Regulations on Safety Responsibility Management of Class II Psychotropic Substances (《二類精神藥品安全責任管理規程》) Regulations on the Management of Sales of Class II Psychotropic Substances (《二類精神藥品銷售管理規程》) 	<ul style="list-style-type: none"> Medicine Management Law of the People's Republic of China (《中華人民共和國藥品管理法》) Advertisement Law of the People's Republic of China (《中華人民共和國廣告法》)
	<p>Customer interests</p> <ul style="list-style-type: none"> Customer Satisfaction Questionnaire Management Policy (《顧客滿意度調查管理制度》) Quality Complaint Handling and Management Policy (《質量投訴處理管理制度》) Complaints Management Policy (《投訴管理規程》) Return Management Policy (《退貨管理制度》) Product Return Management Policy (《產品退貨管理規程》) Standard Operating Procedures for Handling Returns of Finished Products (《成品退貨處理標準操作規程》) Regulations on the Management of Returned Class II Psychotropic Substances (《二類精神藥品退貨管理規程》) Customer File Management Policy (《客戶檔案管理制度》) Customer Qualification Confirmation and Customer File Management Policy (《客戶資質確認及客戶檔案管理制度》) 	<ul style="list-style-type: none"> Law on Protection of Consumer Interests of the People's Republic of China (《中華人民共和國消費者權益保護法》) Administrative Measures for Drug Recalls (《藥品召回管理辦法》)



ESG aspect	Policy	Laws and regulations
	<p>Protection of Intellectual Property</p> <ul style="list-style-type: none"> Intellectual Property Management Policy (《知識產權管理制度》) Technological Achievement Exchanges and Software Confidentiality Management Policy (《科技成果交流和軟件保密管理制度》) Company's Confidentiality Management Policy (《公司保密管理制度》) 	<ul style="list-style-type: none"> Patent Law of the People's Republic of China (《中華人民共和國專利法》) Law on Intellectual Property Rights of the People's Republic of China (《中華人民共和國知識產權法》) Trademark Law of the People's Republic of China (《中華人民共和國商標法》) Copyright Law of the People's Republic of China (《中華人民共和國著作權法》) Measures for the Administration of Drug Registration (《藥品註冊管理辦法》)
B7. Anti-corruption	<ul style="list-style-type: none"> Integrity and Self-regulation Rules (《廉潔自律準則》) Integrity Management Rules (《廉潔管理準則》) 	<ul style="list-style-type: none"> Company Law of the People's Republic of China (《中華人民共和國公司法》) Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》) Anti-Money-laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》) Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》)
B8. Community Investment	<ul style="list-style-type: none"> Community Investment Policy (《社區投資政策》) 	<ul style="list-style-type: none"> Charity Law of the People's Republic of China (《中華人民共和國慈善法》) Law on Donations for Public Welfare of the People's Republic of China (《中華人民共和國公益事業捐贈法》)



XI. Reference to Stock Exchange ESG Reporting Guide

Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
A. Environment			
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 greenhouse gas emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.		Disclosed	VII. Environmental Aspect, X. List of Major ESG Policies and Regulations
KPI A1.1	Types of emissions and respective emissions data.	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
KPI A1.4	Total non-hazardous waste produced (in tonnes) and where appropriate, intensity (e.g. per unit of production volume, per facility).	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	Disclosed	VII. Environmental Aspect
KPI A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	Disclosed	VII. Environmental Aspect
Aspect A2 : Use of Resources			
General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.		Disclosed	VII. Environmental Aspect, X. List of Major ESG Policies and Regulations



Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Disclosed	VII. Environmental Aspect
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.	Disclosed	VII. Environmental Aspect
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Disclosed	VII. Environmental Aspect, IX. ESG KPIs Overview
Aspect A3 : Environment and Natural Resources			
General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.		Disclosed	VII. Environmental Aspect, X. List of Major ESG Policies and Regulations
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Disclosed	VII. Environmental Aspect



Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
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		Disclosed	VII. Environmental Aspect
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.	Disclosed	
B. Social			
Employment and Labour Practices			
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.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview



Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
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.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
KPI B2.2	Lost days due to work injury	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Disclosed	VIII. Social Aspect
Aspect B3 : Development and Training			
General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
KPI B3.2	The average training hours completed per employee by gender and employee category	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview



Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
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.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Disclosed	VIII. Social Aspect
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Disclosed	VIII. Social Aspect
Operating Practices			
Aspect B5 : Supply Chain Management			
General Disclosure Policies on managing environmental and social risks of the supply chain.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B5.1	Number of suppliers by geographical region.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
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.	Disclosed	VIII. Social Aspect
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	VIII. Social Aspect
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	



Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
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.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Disclosed	IX. ESG KPIs Overview
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Disclosed	VIII. Social Aspect
KPI B6.4	Description of quality assurance process and recall procedures.	Disclosed	VIII. Social Aspect
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Disclosed	VIII. Social Aspect
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.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
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.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Disclosed	VIII. Social Aspect
KPI B7.3	Description of anti-corruption training provided to directors and staff.	Disclosed	VIII. Social Aspect



Subject Areas, Aspects, General Disclosures and KPIs		Disclosure	Section/Explanation
Community			
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.		Disclosed	VIII. Social Aspect, X. List of Major ESG Policies and Regulations
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Disclosed	VIII. Social Aspect
KPIB8.2	Resources contributed (e.g. money or time) to the focus area.	Disclosed	VIII. Social Aspect, IX. ESG KPIs Overview



XII. Feedback Form

Dear readers:

Thank you for reading this report! This is the sixth ESG Report issued by the Company. Therefore, we sincerely wish that you could comment and provide your valuable suggestion on the report to help us improve it.

For suggestion on the ESG Report, please contact:

Address: Suite 2103, 21st floor, Neptunus Yinhe Technology Mansion, 1 Keji Middle 3rd Road, Nanshan District, Shenzhen, Guangdong Province, the PRC.

Contact: Mr. Huang Jian Bo

Tel: (86) 755 265411869, (86) 755 86573914

Fax: (86) 755 86391610

Postal Code: 518000

Feedback Form on the 2021 ESG Report of Shenzhen Neptunus Interlong Bio-technique Company Limited

Name: _____

Organisation: _____

Position: _____

Contact No.: _____

E-mail: _____

Your comments on this report: (Please tick the appropriate columns)

Very good Good Average Bad Very bad



Do you think whether this report has reflected fully important information of the Group on environmental, social and governance aspects?

Do you think whether the information disclosed in this report is clear, accurate and complete?

Do you think whether the content and style design of this report is easy to read?

Which part of the report are you most interested in?

What information you think is needed to know but not reflected in this report? What advice do you have for the environmental, social and governance report to be issued in future?