

# Uni-Bio Science Group Ltd. 聯康生物科技集團有限公司\*

(Incorporated in the Cayman Islands with limited liability) Stock Code : 0690

> ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT **2017**

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## **ABOUT US**

Headquartered in Hong Kong, Uni-Bio Science Group Ltd. ("Uni-Bio" or the "Group") has its main operations located in mainland China. The Group is a leading biopharmaceutical and healthcare company principally engaged in the research, development, production and sale of innovative biopharmaceuticals that can treat human diseases in China.

Uni-Bio has been committed to creating new treatment methods leveraging its own research and development capabilities, and has set up research centers and professional teams in Dongguan and Beijing to take charge of research and development work. The two production plants of the Group, located in Beijing and Shenzhen respectively, have passed Good Manufacturing Practices ("GMP") certification with strict control product quality, thus consolidating the Group's reputation as a high-quality manufacturer. Through cooperation with various parties, the Group strives to bring innovative and high-quality healthcare solutions to patients.

## **ABOUT THIS REPORT**

This report is the second "Environmental, Social and Governance Report" (the "Report") released by Uni-Bio. The Report discloses the Group's environmental, social and governance policies, measures and performance from 1 January 2017 to 31 December 2017 (the "Year"), so as to help stakeholders better understand the Group's progress and development direction on sustainable development issues. The Report is prepared in Chinese and English and has been uploaded to the website of Stock Exchange of Hong Kong Limited (the "Stock Exchange") and the Group's website (www.uni-bioscience.com).

#### **Scope of Reporting**

The Report focuses on Uni-Bio's operations at its main operating site, i.e. the production base in Beijing<sup>1</sup> (the "Plant"). In order to make it easier for readers to compare the Group's annual performance with the previous year, the Report is structured like the first report as much as possible. The Report does not cover all of the Group's operations. However, the Group is improving its procedures for internal data collection and will gradually expand the scope of disclosure.

#### **Reporting Standards**

The Report is in compliance with the "comply or explain" provisions of the Environmental, Social and Governance Reporting Guide (the "Guide") issued by the Stock Exchange, and is prepared based on the four reporting principles therein — materiality, quantitative, balance and consistency. In addition, based on the Group's actual situation, the Report incorporates certain key performance indicators ("KPI") under "Recommended Disclosures" of the Guide to make the reporting more complete. The last section of the Report is attached with a complete content index so that readers can read the Report by reference to the Guide.

The Group has commissioned Carbon Care Asia, a professional consultancy company, to conduct a carbon assessment to ensure the accuracy of environmental KPIs herein.

#### **Confirmation and Approval**

All the information cited herein is derived from the official documents and statistical data of Uni-Bio and the management and operational information collected in accordance with the Group's rules. The Report has been confirmed by the Board of Directors of the Group (the "Board") and approved by the Board on 24 May 2018.

#### Feedback

Uni-Bio values the opinions of stakeholders. If you have any questions or suggestions about the content or format of the Report, please contact us via email at info@uni-bioscience.com.

Beijing Genetech Pharmaceutical Co., Ltd. ("Beijing Genetech Pharm"), a wholly-owned subsidiary of the Group, operates the production base in Beijing.

## **MANAGEMENT'S MESSAGE**

Upholding its core value of "leading genuine innovation", Uni-Bio is committed to providing economical, vital treatment solutions in China by offering high-quality scientific treatment to patients. As the pharmaceutical market reform carried out by the Chinese government in recent years phased out weak competitors, the Group seized the opportunity to expand its sales and medical teams to increase its market share. While business is developing steadily, the Group also strives for sustainability based on industry characteristics and community needs.

Human health is closely linked to the environment. The Group premises its business operations on the promotion of social welfare and commits itself in protecting the environment and considering environmental factors when making operational decisions. The Group has established management measures to regulate employees' behavior and enhance their environmental awareness while encouraging business partners to take measures to reduce environmental impacts.

The Group expects employees to hold the same philosophy as the Group, move towards our common goals and realize the potential in their positions. To this end, the Group endeavors to enhance employees' sense of belonging to the Group and create a comfortable and healthy working environment by organizing exchange, fellowship and sports activities. The Group also makes every effort to help employees achieve work-life balance, so as to ensure their overall quality of life.

The Group adheres to the principle of "safety first", and has formulated occupational hazard management procedures and guidelines according to the needs of production operations to strengthen staff awareness of safety and nip in the bud. The Group has set up a Safety Committee to manage production safety, occupational health and labor protection and maintain communication with employees at all times, with a view to continuously improving the safety of the working environment.

Going forward, Uni-Bio will continue to focus on developing high-quality medical solutions to improve public health and living standards, and deepen exchanges with stakeholders from all walks of life to ensure that the Group's work performance meets their expectations. With ongoing efforts, the Group will keep moving ahead with sustainable development, with an aim to become an industry leader.

Kingsley Leung Chairman Uni-Bio Science Group Limited

## **COMMUNICATION WITH STAKEHOLDERS**

#### Major Ways of Communication with Stakeholders in the Year

The engagement of stakeholders<sup>2</sup> is an important part of the business management of Uni-Bio, and can help the Group examine potential risks and business opportunities. Communicating with stakeholders and understanding their views can make the Group's business practices better aligned with their needs and expectations and help properly manage the opinions of different stakeholders. The Group regularly communicates with key stakeholders inside and outside the Group through various channels. This ensures that they have the opportunity to understand the development and operational principles of the Group, and also provides an opportunity for the Group to listen to their opinions in order to identify the priorities of different issues and develop corresponding policies.



"Stakeholders", also known as "interested parties" or "interest holders", refer to groups and individuals who have significant influence on the business of the Group or who are affected by the business of the Group, including directors, senior managers and general employees of the Group, as well as investors, shareholders, suppliers, government and regulatory authorities, partners, public relations firms and research and analysis institutions.

#### Major Sustainable Development Issues of the Year

As in previous year, Uni-Bio commissioned an independent consultancy company to conduct management interviews to identify environmental and social issues that are of great importance to the Group and its stakeholders, and to discuss the Group's sustainable development strategy and direction. Based on the interview results and the opinions of the consultancy company, the Group selected 3 out of the 11 environmental and social aspects in the Guide as the key issues to be discussed in the Report.

To ensure an effective communication with stakeholders, Uni-Bio is committed to building a transparent, honest and accurate communication and providing timely responses. In the future, the Group will strengthen its interaction with stakeholders and explore more diversified communication channels to increase the chances of engaging with them, so as to establish a mutually beneficial and win-win relationship with stakeholders.

## **ENVIRONMENTAL PROTECTION**

#### **Emissions**



In the Year, Uni-Bio commissioned a consultancy company to conduct a carbon assessment to quantify the greenhouse gas emissions (or "carbon emissions") generated throughout its operations. The quantitative process is based on the guidelines<sup>4</sup> issued by the National Development and Reform Commission of the People's Republic of China and international standards such as ISO14064-1 and the GHG Protocol.

<sup>3</sup> Good Manufacturing Practice for Pharmaceutical Products (GMP) is a set of quality assurance standards applicable to the pharmaceutical industry. GMP has clear requirements on, among other things, raw materials, plants, equipment, sanitation, personnel training and quality management of pharmaceutical companies.

<sup>4</sup> Calculation Methods and Reporting Guidelines for Greenhouse Gas Emission of Other Industry Enterprise (Trial).





The Plant's carbon emissions are mainly generated from power purchases (Scope 2), followed by a fixed source combustion of fossil fuels (Scope 1). In the view of the main sources of carbon emissions, the Plant will continue to assess, record and disclose its greenhouse gas emissions and other environmental data every year, and use the data for the Year as the benchmark for comparison with future data, in order to review the effectiveness of existing measures and help further formulate emission reduction targets in the future.

The air emissions of the Plant are mainly the particulate matter produced during the production process, the pollutants from burning of natural gas in gas-fired boilers, and the exhaust gas from the Company's automobiles.

| Type of emission        | Emissions in 2016⁵ | Emissions in 2017 |
|-------------------------|--------------------|-------------------|
| Particulate matter (kg) | 27                 | 27                |
| Sulfur dioxide (kg)     | 32                 | 32                |
| Nitrogen oxides (kg)    | 630                | 632               |

## **Project Example: Boiler Retrofit Project**

The Plant retrofitted the boiler system in 2017 to reduce exhaust gas and greenhouse gas emissions when boilers are in operation. The new boiler system adopts the exhaust gas-recycling design where the discharged exhaust gas will be recycled to the burner for secondary combustion, thus reducing the emissions of sulfur dioxide and nitrogen oxides. The National Environmental Protection Agency carried out on-site inspection of the retrofitted boiler system to confirm that the emissions of nitrogen oxides meet the national emission standards.

As the Plant produces different types of non-hazardous and hazardous wastes during operations, its employees are required to implement relevant waste management procedures to reduce the impact on the environment. The hazardous waste generated by the Plant mainly comes from chemical waste produced by laboratory tests; non-hazardous waste mainly comprises domestic waste and other packaging raw materials.

| ł | Non-hazardous waste  | Disposal method   |
|---|--|---|
|   | Domestic waste   | • The Human Resources and Administration Department arranges centralized cleanup                          |
|   | 1. General waste generated in the production process (e.g. solid waste, printed packaging materials, |   |
|   | etc.)  | • Printed packaging materials will be disposed as domestic waste once confirmed unrecyclable by the Plant |

Only including air pollutant emissions from gas-fired boilers at the production base.

| Hazardous waste  | Disposal method   |  |
|--|---|--|
| Hazardous waste generated during the production process (e.g. waste reagents, waste drugs, waste microbial products, etc.) |   |  |
|  | • Toxic chemicals, precursor chemicals and other related wastes must be handed over to a qualified waste recycling company for disposal |  |

In addition to exhaust gas and waste, the Plant also provides for liquid waste management. The Plant follows the Hazardous Waste Management Plan formulated in 2016 to identify the types and quantities of hazardous waste liquid generated in the product inspection process, and has set up special hazardous waste warehouses to store hazardous chemical liquid waste. Employees must neutralize strong acids, strong alkalis and toxic liquid waste before discharging them. The Plant ensures that its effluent is discharged into municipal sewage pipes to reduce the risk of sewage leakage. In addition, the Plant has developed procedures for cleaning of fermentation tanks to standardize the cleaning method.

#### **Use of Resources**

The resources used in the Plant mainly include fossil fuels used for burning and electricity, water, raw materials and packing materials consumed during daily operations. Natural gas and electricity, being energy sources consumed the most by the Group, are mainly used for equipment operation in the Plant. In order to encourage employees to develop as a habit of saving energy and water, the Plant has formulated the Management Measures on Energy Conservation and the Internal Guidelines of the Group on Environmental Protection and Natural Resources Utilization.



## **Project Example: Energy Saving Project**

In 2017, the Plant installed a small compression system to replace the original large air compressor in providing night power for the water supply system. Before implementing the energy saving plan, the large air compressor has to run 24 hours a day. The new solution can reduce the operation time of the large air compressor system and cut the total power consumption by 512 kWh.

In 2017, the Plant reconstructed the air-conditioning system by replacing the original electric heating system with water circulation heating system used in winter time, thereby reducing power consumption by 30,000 kWh in total.

The Plant examines the water supply pipes, faucets or water dispensers from time to time. When any water supply device is found to be damaged, the Plant would repair or replace it in time. The Plant requires employees to reduce and avoid extensive use of water. For example, when cleaning vehicles, they should use buckets for water instead of using water pipes directly wash the vehicles. In 2017, the Plant installed automatic flushing sensors in toilets and water-saving valves in bathrooms to improve efficiency over water usage.

The Group is well aware that product packaging requires a large amount of materials. In 2017, the Plant used 4.7 tons of packaging materials, including instructions, packaging boxes and cartons for various types of drugs. The Group will further study how to reduce the consumption of packaging materials in drug transportation.

#### **Environment and Natural Resources**

The environmental impacts of the Plant include exhaust gas, waste water and waste materials discharged in the process of operation, as well as toxic or environmentally harmful chemicals discharged during production testing and research and development. The Plant endeavors to manage the direct impact of its business over the environment. In addition to the Waste Management Rules and the Hazardous Waste Management Plan, the Plant also has an environmental management committee to specifically guide the environmental management of the Plant. The director of the committee is the general manager of Beijing Genetech Pharm who is responsible for the operation of the Plant. The members of the committee possess professional know-how in different areas. The committee is responsible for formulating environmental protection procedures, supervising the implementation of relevant measures in the Plant, holding regular meetings on environmental protection, and carrying out environmental publicity and training for employees.



The Plant also performs environmental assessment for biological projects which shows the environmental indicators that meet the regulatory requirements. The total expenditure incurred by the Plant to reduce the material impact of its business activities on the environment and natural resources was RMB96,000, which was mainly used for waste treatment, discharge treatment, prevention and environmental management.

During the Year, the Plant did not aware of any internal whistleblowing reports or any cases of violations relating to emissions, use of resources or environment and natural resources.

## CARE FOR EMPLOYEES

#### Employment

Uni-Bio is committed to creating a diversified, inclusive and mutually respectful working environment. Such effort is in line with the Group's corporate values which can helps to enhance its competitiveness and productivity of employee. The Employee Handbook of the Group sets out the details on compensation, dismissal, recruitment, promotion and working hours for the employees to understand about their rights and responsibilities. The Group adheres to the principles of fairness, equity and equal competition in the selection and hiring process.

The Group respects the cultural differences of employees without discriminating against any employee or job seeker, and does not allow any harmful acts against employees because of their gender, age, nationality, marriage status, disability and positions. To celebrate the International Women's Day on March 8, the Plant organized "Beautiful Women's Day" in the Year with activities including gift giving, talent shows, group gymnastics and other fitness programs, with a view to celebrating the contribution of female employees to the society.

Uni-Bio attaches great importance to employee welfare. In addition to statutory holidays, employees are entitled to have birthday leave, exam leave and parents' meeting leave based on their ranks and job positions. Such benefits allow employees to have time to take care their families and study, in order to let them to achieve work-life balance. Moreover, the Plant organizes family-friendly activities for employees, such as arranging flexible working hours, providing child custody services for employees, providing scholarships for their children and organizing family fun activities. After joining the Company, employees can apply for admission to the dormitory of the Company. They will also receive holiday subsidies or festival souvenirs on major festivals such as the Mid-autumn Festival and the Chinese New Year.

| Total number of employees | Ratio of men to women | Percentage of new<br>employees | Turnover rate |
|---------------------------|-----------------------|--------------------------------|---------------|
| 110 persons               | 0.96:1                | 31%                            | 22%           |

Candid communication is crucial to the effective implementation of environmental management system. The Plant encourages employees at all levels to propose improvement measures for the operation in the Plant. The Plant will examine each proposal, assess its feasibility and reward the proponent. Other than through direct mail, employees can voice their opinions to the Plant in any form on the "Exchange Day" held by the Plant in every month. In 2017, the Plant adopted employees' suggestions on, among other things, upgrading the air-conditioning system, improving the dormitory environment, improving the lunch quality with the contractor, and letting employees to choose the destination of company retreat by voting themselves.

During the Year, the Plant did not aware any cases of non-compliance regarding employment and labor practices or any complaints about discrimination or sexual harassment.

#### **Health and Safety**

Uni-Bio is dedicated to protecting employees' health and safety, and regards occupational health and safety as one of the most important aspects in enterprise risk management. The Plant has developed the Management Rules on Occupational Health which specifies safety requirements and guidelines on, among other things, hazard warning, reporting of hazardous items, hazard monitoring, maintenance and inspection of protective facilities, personal protection devices, handling of hazardous accidents, and emergency rescue. It clearly defines the duties of various functional departments and staff in this regard.

The Plant set up a leading group on occupational health in 2016 which is led by the general manager of Beijing Genetech Pharm and is responsible for the prevention, control and elimination of occupational hazards. The Plant also has in place occupational health administrators in charge of occupational health management of the Plant.

In order to strengthen its ability to prevent and cope with hazardous chemical accidents, the Plant has formulated the Emergency Plan for Hazardous Chemical Accidents to determine the procedures for handling hazardous chemical accidents, including the responsibilities of the emergency organization and the procedures for accident prevention and emergency response.



In 2017, the Plant implemented a new high-temperature subsidy program. The program raises the high temperature allowance for outdoor workers and provides them with enough cooling drinks and heat-resistant medicines that meet the health standards to prevent heatstroke. In an effort to offer employees better medical treatment and personal security, the Group has purchased supplementary commercial medical insurance for employees since April 2017.

Uni-Bio provides employees with health check-ups during their employment and when they leave the Company (or have job transfers). Regular check-ups enable employees to find out whether they have occupational diseases as early as possible and to get timely treatment. The Group also provides occupational health knowledge training to help employees identify and control workplace hazards.

During the Year, the Plant found neither any cases of non-compliance relating to health and safety nor any work-related injuries.

#### **Development and Training**

Uni-Bio attaches great importance to employees' personal development and encourages them to bring their strengths and talent into full play, in a drive to help them grow together with the Group. According to the Manual on Human Resource Management, the Plant organizes an annual training plan each year, and provides orientation training, staff quality training, management skills training, professional skills training, etc. In 2017, the Plant organized a series of training courses on safety skills for employees.

| 2017 Training Plan of the Plant  |   |   |  |  |
|--|---|---|--|--|
| Training on safety measures  | Safe operation/emergency training   | Comprehensive training  |  |  |
| <ul> <li>Laws and regulations on<br/>safety production, safety and<br/>responsibility</li> </ul> | <ul><li>Emergency rescue</li><li>Fire drill</li></ul>   | <ul><li>Occupational health training</li><li>Three-level safety education</li></ul> |  |  |
| <ul> <li>Policies and rules on<br/>hazardous chemicals and<br/>waste liquid</li> </ul>           | <ul> <li>Equipment operation</li> <li>Safety facilities, labor<br/>protection supplies, awareness<br/>of accident prevention</li> </ul> |   |  |  |



Employees who have worked for more than half a year in the Plant and have excellent performance can apply for taking external training at the cost of the Plant. The Plant encourages employees to receive further education. If an employee obtains a national vocational or academic credential during his/her employment, the Plant will reward him/ her according to the actual situation and use it as a reference for promotion and increased pay.

The Plant has performance management measures and performs performance appraisals on a quarterly and annual basis. Based on the appraisal results, the Plant will give preference to well-performed employees when offering promotion opportunities and salary adjustment.

The Plant plans to establish a mechanism to assess the training effectiveness of employees in the future. The assessment results will help the Plant develop appropriate training activities and continuously improve the development and training of employees.

#### **Labor Standards**

Uni-Bio is well aware that child labor and forced labor violate basic human rights and international labor conventions and pose a threat to the sustainable development of society and economy. As provided under the Manual on Human Resource Management Manual, the Plant shall examine the information of job applicants to ensure that no employee hired is under the age of 16.

Uni-Bio forbids the employment of forced labor and prohibits any unfair restrictions on the employment relationship between employees and the Plant, such as withholding deposits or identity documents, and forcing employees to work using violence, threats and restrictions on personal freedom. The Plant will offer overtime compensation for employees who work overtime at night or on weekends, including arranging compensatory time and paying overtime allowance. Employees have the right to terminate their labor contracts freely in compliance with the law.

During the Year, there were no cases of child labor or forced labor violations in the Plant.

## **OPERATING PRACTICES**

## **Supply Chain Management**

Uni-Bio values its relations with suppliers and hopes to establish high-standard business ethics through cooperation and improve the environmental and social performance of the whole supply chain.

The Plant has formulated the Measures on Management of Material Suppliers which includes requirements on suppliers' environment and social performance in the major procurement stages as below. In addition, the Plant has signed a quality agreement with each major material supplier to state out the quality responsibilities and standards required for both parties, to ensure the products and services provided by the supplier meet the requirements of the Plant.

| Selection of suppliers  | • Suppliers are required to provide certificates related to environment and product quality (e.g. GMP certificate, ISO9001, ISO14001 and ISO18001 and other ISO certificates) for comprehensive consideration by the Plant                                   |
|---|--|
| <ul> <li>Inspection and audit</li> <li>Request samples from qualified suppliers for testing and experimental conduct on-site audits of suppliers to examine their environmental monitoring</li> </ul> |  |
|   | • The Plant may produce a small batch of samples for further inspection or monitor the quality stability of suppliers according to the actual situation  |
| Review  | <ul> <li>Conduct quality review of suppliers by reviewing quality inspection results, quality complaints and records of handling of unqualified materials</li> <li>Suppliers who are determined unqualified after the review will be disgualified</li> </ul> |

## **Product Responsibility**

Uni-Bio attaches great importance to its product responsibility, including the management of product health and safety, advertising, labeling and privacy issues. As the products manufactured in the Plant are prescription medicines, efforts are made to control product quality, so as to ensure compliance with laws and regulations and safeguard the health and safety of consumers.

The Plant has compiled the Quality Manual on GMP System based on national industry guidelines to standardize and manage the medicine production process, and sets annual quality targets. Except the new business to be industrialized, the pharmaceutical production line of the Plant has obtained GMP certification.

| Procedures stipulated in the Quality Manual on GMP System |   |  |
|---|---|--|
| Personnel management                                      | Production process standards                                |  |
| • Standards for plant facilities and equipment            | Quality control   |  |
| Material and product standards                            | Quality assurance   |  |
| Archive management  | Testing standards   |  |
| Self-inspection standards                                 | Medicine delivery, recycling, complaints and R&D technology |  |

The Plant complies with domestic laws and regulations on drug advertisements and labels, and will never publish advertisements in mass media or publish prescription drug advertisements to the public by giving away medical and pharmaceutical publications. The Plant has formulated the Management Rules on Printed Packaging Materials to standardize the procedures for designing, reviewing, approving, printing, inspecting, releasing and using printed packaging materials.

In order to ensure that all opinions and complaints are handled in a timely manner and give customers satisfactory responses, the Plant has formulated the Management Rules on Quality Complaints which stipulates customer complaint channels, quality investigation, corrective and preventive measures, procedures for replying to customers, etc. The Plant also developed the Measures on Drug Recall Management and the Measures on Drug Return Management to ensure that the Plant recalls and handles drugs with potential safety hazards according to established procedures, so as to guarantee the quality of its drugs and public medication safety. During the Year, the Plant had no product recalls and received no customer complaints.

Uni-Bio is committed to protecting the confidential information of the Group and respecting customer privacy and intellectual property rights, and specifies the relevant requirements in the Employee Handbook. Employees are required to sign a confidentiality agreement to undertake that they will not disclose any confidential information about the operations, technology and finance of the Group to any third party without the consent of the Plant. When leaving the Plant, employees must return all assets belonging to the Group, including documents and media containing information on the Group, and must not disclose or use the confidential information of the Group.

During the Year, no violations related to product liabilities in the Plant were found.

#### Anti-corruption

As a responsible company, Uni-Bio commits to corruption prevention, bribery, extortion, fraud and money laundering, and running business in an honest and ethical manner.

The Employee Handbook of Uni-Bio requires employees to be honest and self-disciplined and prohibits employees from extorting or accepting bribes or taking relates. Employees may not use inside information to pursue their own interests. Employees can report to the person in charge of human resources or the general manager on any illegal or dishonest acts, and the Group will keep confidential on the identity of the whistleblower(s) and carry out investigation immediately.

During the Year, the Plant recorded no corruption cases concerning the Group and its employees.

## **COMMUNITY INVESTMENT**

As the market pays more attention to enterprise behaviors and "social operation license", pursuing to maximize financial performance with a short-term rewards for shareholders is no longer the only objective for enterprise management. Uni-Bio has formulated the Community Benefit Policy to define the Group's philosophy and objectives as a corporate citizen.



Uni-Bio has an annual incentive plan to encourage employees to participate in community welfare activities and volunteer work, including providing transportation subsidies and encouraging and praising well-performed employees in this regard at the annual corporate meeting. The Group received the award of the Most Socially Responsible Listed Company in Golden Hong Kong Stocks Award 2017, which recognized the Group's achievements in corporate social responsibility and corporate governance.

As a leading Chinese biopharmaceutical and healthcare company, Uni-Bio leverages its strengths and resources to understand the needs of surrounding communities and help improving people's livelihood. Going forward, the Group will collaborate with other enterprises and domestic family health centers to provide daily diagnosis and dispensing services for communities and take care of the needs of chronically ill patients.

## OVERVIEW OF KEY PERFORMANCE INDICATORS

## **Environmental Performance**

|                   | Type of emission        | Emissions |
|-------------------|-------------------------|-----------|
| Exhaust emissions | Nitrogen oxides (kg)    | 632       |
|                   | Sulfur oxides (kg)      | 32        |
|                   | Particulate matter (kg) | 27        |
|                   |                         |           |
|                   | Type of emission        | Fmissions |

|                | Type of emission   | Emissions |
|----------------|--|-----------|
|                | Total greenhouse gas emissions (tons of carbon dioxide equivalent)                               | 248       |
| Greenhouse gas | Scope 1: direct greenhouse gas emissions   | 109       |
| emissions      | Scope 2: indirect greenhouse gas emissions from energy usage                                     | 139       |
|                | Greenhouse gas emission density (measured in tons of carbon dioxide equivalent per square meter) | 0.02      |

|       | Type of waste   | Waste<br>volume |
|-------|---|-----------------|
|       | Total hazardous waste produced (in tons)                        | 1.4             |
| Waste | Hazardous waste density (measured in tons per square meter)     | 0.00013         |
|       | Total non-hazardous waste produced (in tons)                    | 120             |
|       | Non-hazardous waste density (measured in tons per square meter) | 0.01            |

|            | Туре   | Consumption |
|------------|--|-------------|
|            | Total energy consumption (GJ)                    | 2,512       |
| <b>F</b>   | Natural gas (GJ)                                 | 1,901       |
| Energy use | Gasoline (GJ)                                    | 45          |
|            | Electricity (MWh)                                | 157         |
|            | Energy density (measured in GJ per square meter) | 0.2         |

|       | Туре  | Consumption |
|-------|---|-------------|
| Water | Total water consumption (m <sup>3</sup> )                               | 13,248      |
|       | Water consumption density (measured in m <sup>3</sup> per square meter) | 1.3         |

|                     | Туре   | Consumption |
|---------------------|--|-------------|
| Packaging materials | Total packaging materials (in tons)                            | 4.7         |
|                     | Packaging material density (measured in tons per square meter) | 0.00045     |

## **Social Performance**

|           |         | Aged<br>under 30      | Aged<br>30–40        | Aged<br>41–50                  | Aged<br>over 50  | Total<br>number of<br>employees | Ratio of<br>male to female<br>employees |
|-----------|---------|-----------------------|----------------------|--------------------------------|------------------|---------------------------------|---|
|           | Male    | 18                    | 26                   | 7                              | 3                | 110                             |   |
|           | Female  | 23                    | 26                   | 3                              | 4                |                                 | 0.96:1                                  |
| Number of | By age  | 41                    | 52                   | 10                             | 7                |                                 |   |
| employees |         | C-level<br>executives | Senior<br>executives | Middle-<br>level<br>executives | General<br>staff |                                 |   |
|           | Male    | 2                     | 7                    | 6                              | 40               |                                 |   |
|           | Female  | 2                     | 5                    | 4                              | 44               |                                 |   |
|           | By rank | 4                     | 12                   | 10                             | 84               | 1                               |   |

| Number and<br>percentage of<br>new employees |                      | Aged<br>under 30 | Aged<br>30–40 | Aged<br>41–50 | Aged<br>over 50 | Percentage<br>of total<br>new<br>employees |     | Percentage<br>by gender<br>(female) |
|--|----------------------|------------------|---------------|---------------|-----------------|--|-----|-------------------------------------|
|  | Male                 | 9                | 10            | 0             | 1               |  | 37% | 25%                                 |
|  | Female               | 9                | 4             | 0             | 1               | 31%  |     |                                     |
|  | Percentage<br>by age | 44%              | 27%           | 0%            | 29%             | 01/0                                       |     |                                     |

| Employee<br>turnover number<br>and rate |                         | Aged<br>under 30 | Aged<br>30–40 | Aged<br>41–50 | Aged<br>over 50 | Total<br>turnover<br>rate | Turnover<br>rate by<br>gender<br>(male) | Turnover<br>rate by<br>gender<br>(female) |
|---|-------------------------|------------------|---------------|---------------|-----------------|---------------------------|---|---|
|   | Male                    | 4                | 9             | 0             | 0               |                           | 24%                                     | 20%                                       |
|   | Female                  | 5                | 4             | 2             | 0               | 22%                       |   |   |
|   | Turnover<br>rate by age | 22%              | 25%           | 20%           | 0%              | 22,0                      |   |   |

| Number and percentage |         | C-level<br>executives | Senior<br>executives | Middle-<br>level<br>executives | General<br>staff | By gender | Total<br>number of<br>employees<br>trained | Percentage<br>of<br>employees<br>trained |
|-----------------------|---------|-----------------------|----------------------|--------------------------------|------------------|-----------|--|--|
| of employees          | Male    | 2                     | 7                    | 6                              | 40               | 55        |  |  |
| trained               | Female  | 2                     | 5                    | 4                              | 44               | 55        | 110  | 100%                                     |
|                       | By rank | 4                     | 12                   | 10                             | 84               |           |  |  |

| Average<br>training hours |        | C-level<br>executives | Senior<br>executives | Middle-level<br>executives | General<br>staff | Average<br>training<br>hours by<br>gender | Total<br>average<br>training<br>hours |
|---------------------------|--------|-----------------------|----------------------|----------------------------|------------------|---|---------------------------------------|
|                           | Male   | 3                     | 14                   | 13                         | 4                | 6   | G                                     |
|                           | Female | 8                     | 20                   | 20                         | 4                | 7   | 6                                     |

| Number of<br>work-related  |        | Work-related fatalities | Work-related injuries<br>and resulting lost days | Work-related injury<br>rate (per thousand<br>employees) |
|----------------------------|--------|-------------------------|--|---|
| fatalities and<br>injuries | Male   | 0                       | 0  | 0.01  |
|                            | Female | 0                       | 0  | 0%  |

## **REPORTING CONTENT INDEX**

| Main categories       | Description   | Page/note   |
|-----------------------|---|---|
| A Environmental       |   |   |
| A1 Emissions          |   |   |
| General<br>Disclosure | <ul> <li>Information on:</li> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</li> </ul> | 6–8   |
| A1.1                  | The types of emissions and respective emissions data  | 14–15   |
| A1.2                  | Greenhouse gas emissions in total and density   | 15  |
| A1.3                  | Total hazardous waste produced  | 15  |
| A1.4                  | Total non-hazardous waste produced and density  | 15  |
| A1.5                  | Description of measures to mitigate emissions and results achieved  | 7   |
| A1.6                  | Description of how hazardous and non-hazardous wastes are handled, reduction initiatives and results achieved   | 7–8   |
| A2 Use of Resour      | rces  |   |
| General<br>Disclosure | Policies on the efficient use of resources, including energy, water and other raw materials.  | 8   |
| A2.1                  | Direct and indirect energy consumption by type in total and density   | _ 15" 🚙   |
| A2.2                  | Water consumption in total and density  | 15 🔹  |
| A2.3                  | Description of energy use efficiency initiatives and results achieved   | 15  |
| A2.4                  | Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved  | 8 : There is<br>no problem in<br>sourcing water<br>that is fit for<br>purpose |
| A2.5                  | Total packaging material used for finished products and, if applicable, with reference to per unit produced   | 15  |

| A3 Environment a      | nd Natural Resources  |       |
|-----------------------|---|-------|
| General<br>Disclosure | Policies on minimizing the issuer's significant impact on the environment and natural resources.  | 8–9   |
| A3.1                  | Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them  | 8–9   |
| B Social              |   |       |
| B1 Employment         |   |       |
| General<br>Disclosure | <ul> <li>Information on:</li> <li>(a) the policies; and</li> <li>(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.</li> </ul> | 9–10  |
| B1.1                  | Total workforce by gender and age group   | 15-16 |
| B1.2 (partial)        | Employee turnover rate by gender, employment type, age group and geographical region  | 16    |
| GRI 401-1             | Total number and rate of new employee hires by gender, age group and region   | 16    |
| B2 Health and Sa      | fety  |       |
| General<br>Disclosure | <ul> <li>Information on:</li> <li>(a) the policies; and</li> <li>(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.</li> </ul>   | 10-11 |
| B2.1                  | Number and rate of work-related fatalities  | 16    |
| B2.2                  | Lost days due to work injury  | 16    |
| B2.3                  | Description of occupational health and safety measures adopted, how they are implemented and monitored  | 10-11 |
| GRI 403-2             | Injury rate (i.e. number of work-related injuries per thousand employees)   | 16    |
| B3 Development a      | nd Training   |       |
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| B3.1                  | The percentage of employees trained by gender and employee category   | 16    |
| B3.2                  | The average training hours completed per employee by gender and employee category   | 16    |
| B4 Labor Standard     | ds  |       |
| General<br>Disclosure | <ul> <li>Information on:</li> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.</li> </ul>   | 12    |
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| <b>B6 Product Respo</b>   | nsibility  |       |
|---------------------------|--|-------|
| General<br>Disclosure     | <ul> <li>Information on:</li> <li>(a) the policies; and</li> <li>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.</li> </ul> | 13    |
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| B6.5                      | Description of consumer data protection and privacy policies, how they are implemented and monitored   | 13    |
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