



Environmental, Social and Governance Report

2018

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ABOUT THIS REPORT

The Environmental, Social and Governance (ESG) Report issued by The United Laboratories International Holdings Limited (the “Company”) (Stock Code: 03933.HK) elaborates the various works and performances of the Company and its subsidiaries (collectively the “Group” or “We”) during the period from 1 January, 2018 to 31 December, 2018 (the “Year”) in the aspect of supporting sustainable development.

SCOPE OF THE REPORT

The ESG Report mainly elaborates the environmental and social policies of the Group in pharmaceutical research and development, production and sales businesses, as well as its performance on environmental and social aspects during the Year. The key performance indicators disclosed for the Year are mainly based on the production plants of The United Laboratories (Inner Mongolia) Co., Ltd., and its fossil-fuel power station in Inner Mongolia was not included. The Group will gradually involve other subsidiaries when disclosing its environmental indicators. For further details of corporate governance, please refer to the Corporate Governance Report of the Company's Annual Report of the Year set out on pages from 29 to 35.

STANDARDS OF REPORTING

The ESG Report was prepared in accordance with the Appendix 27 the Environmental, Social and Governance Reporting Guide under the Rules Governing the Listing of Securities issued by the Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

ESG GOVERNANCE

The Group believes that a set of good ESG governance principles and regulations will raise the value of investment and generate long-term returns for stakeholders. The Board of Directors is responsible for monitoring the Group's ESG strategies and reporting, as well as for evaluating and determining the ESG-related risks of the Group, so as to ensure an implementation of appropriate and effective ESG risk management measures and internal monitoring system. Through the function of internal review, the Board of Directors will also regularly arrange independent assessments and analyze the adequacy and effectiveness of the above-mentioned system, and hence to enhance the ESG governance of the Group.



STAKEHOLDER ENGAGEMENT

The Group deeply recognizes the close relationship between stakeholders and the Group's business development. In the preparation of the ESG report, the engagement of different stakeholders enabled the Group to understand the current management levels in environmental and social aspects. The communication with each stakeholder is highly valued. Through communicating with different stakeholders via various channels, the Group understands their opinions and views so that ESG performance can be reviewed and improved.

Stakeholders	Requirements and Expectations	Means of communication and Response
Government and Regulatory Authorities	<ul style="list-style-type: none"> • Compliance with the national policies, laws and regulations • Cultivation of local economic development • Promotion of local employment • Regular fulfillment of tax obligations • Production safety • Fulfillment of emission standards • Energy saving, emission reduction and ecological protection 	<ul style="list-style-type: none"> • Regular conversation with regulatory authorities • Dedicated reports • Inspection and supervision • Communication with local environmental departments • Investigation and Inspection
Shareholders and Investors	<ul style="list-style-type: none"> • Investment returns • Operation in compliance • Rise in company value • Information transparency and effective communication 	<ul style="list-style-type: none"> • General meeting • Announcements • Email, telephone and company's website • Dedicated reports • On-site inspection
Suppliers and Partners	<ul style="list-style-type: none"> • Operation with integrity • Fairness and openness • Compliance with laws and fulfillment of agreements • Mutual benefits and achievements 	<ul style="list-style-type: none"> • Review and assessment meetings • Business communication • Discussion and exchange of opinions • Negotiation and cooperation
Customers	<ul style="list-style-type: none"> • Quality products and services • Health and safety • Compliance with laws and fulfillment of agreements • Operation with integrity 	<ul style="list-style-type: none"> • Customer service centre and hotline • Customer opinion survey • Customer meetings • Social media platforms • Return visits
Industry Associations	<ul style="list-style-type: none"> • Formulation of industrial standards • Promotion of industrial development 	<ul style="list-style-type: none"> • Participation in industrial forums • Mutual visit and inspection
Employees	<ul style="list-style-type: none"> • Protection of rights • Occupational health • Remunerations and benefits • Career development • Caring for employees 	<ul style="list-style-type: none"> • Online questionnaires • Employee meetings • Company's internal publications and intranet • Mailbox for employees • Training and workshops • Activities for employees
Community and Public	<ul style="list-style-type: none"> • Environmental improvement on community • Participation in charity affairs • Information transparency 	<ul style="list-style-type: none"> • Communication with local residents • Company's website • Announcements • Interviews by media • Social media platforms

The Group has urged the Management and employees from all job functions to participate in the review of the Group's operation and internal discussion, so as to identify relevant ESG issues and evaluate the importance of the issues to the Group's business. The material ESG issues identified are included in the ESG report. The following list includes the material ESG issues determined by the Group's assessments, as well as their corresponding sections in the report.

Perspectives	Material Issues	Corresponding Sections
Environment	Compliance with environmental protection laws and regulations Wastewater management Exhaustgas management Waste management	Emission treatment Wastewater treatment Exhaust gas treatment Waste treatment
Labor Practices	Compliance with labor laws and regulations Employees' remuneration and benefits Management of hazardous chemicals	Adherence to the people-oriented principle Caring for employees Health and safety
Operation Practices	Compliance with laws and regulations related to the provision of products and services Product and service quality Protection of intellectual property rights	Establishment of a healthy operation mode Quality management Safeguarding intellectual property rights

INFORMATION AND FEEDBACK

For further details regarding the Company's environment and corporate governance, please refer to the official website of The United Laboratories International Holdings Limited (<http://www.tul.com.cn/>) and the Annual Report. If you have any opinions or suggestions regarding the ESG report, please feel free to contact us through email: tulir@tul.com.hk.





CHAIRMAN'S STATEMENT

Under the country's cultivation of an ecologically civilized system, together with the strong implementation of the institutional reform in medical and health care in recent years and the continuous integration and optimization of the medication circulation, the United Laboratories continues to move with the times. This is achieved by responding to the call of green development strategies of the country and actively engaging in the charity affairs, so as to fulfill the missions and responsibilities as an enterprise.

Adhering to the sustainable development philosophy of "priority for environmental protection", the United Laboratories continuously creates value for society while sustaining the long-term development and operation of the Group. We incorporate our sustainable development philosophy in different sections of the business, and the philosophy is even ingrained in the heart of every employee. Upholding a high sense of responsibility, we include our environmental impacts from our production and operation into the scope of overall consideration. We also make investments in national and international advanced technologies and equipment and put efforts in the formation of an environmentally-friendly circular economic system, so as to create a green industrial chain.

In the meantime, our technology-based management system continuously enhances the quality of our products and services, so as to optimize every section in the production and sales with a pursuit of perfection. In the cultivation of our development, the United Laboratories also pays close attention to the livelihood of people, bringing welfare to society through the contribution in education, poverty alleviation, disaster relief and environmental protection.

Through the publication of the ESG report, the United Laboratories hopes to deliver the Group's vision of "Love China, For China", to show the determination of fulfilling corporate social responsibility and the efforts in cooperating with the country's construction of an ecological civilization. We hope you read the ESG report and share your thoughts with us, and together we can create a prosperous future.

Tsoi Hoi Shan
Chairman



ABOUT THE GROUP

The Group is a comprehensive and modernized pharmaceutical enterprise involving in the research and development, production and operation of intermediate, active pharmaceutical ingredients and preparations. The Group currently has six major production sites including The United Laboratories Co., Ltd., Zhuhai United Laboratories Co., Ltd. (“Zhuhai Company”), Zhuhai United Laboratories (Zhongshan) Co. (“Zhongshan Company”), Guangdong Kaiping Kingly Capsule Co., Ltd., The United Laboratories (Inner Mongolia) Co., Ltd. (“Inner Mongolia Company”), and The United Animal Healthcare (Inner Mongolia) Co., Ltd. (“The United Animal Healthcare”), with a total of approximately 12,200 employees.

Since the establishment, the Group has been dedicating to the production of high-quality pharmaceuticals. All our factories have passed the certification of Chinese Good Manufacturing Practice (“GMP”), and multiple products have obtained official certifications such as the Certification of Suitability to the Monographs of the European Pharmacopoeia (“CEP”) Organization and the US Food and Drug Administration (FDA). We adhere to independent innovations and have strong research and development capabilities. Our products cover multiple fields including antibacterial drugs, diabetes drugs, nervous system drugs, ophthalmology drugs, medicine for external use and other drugs, A number of scientific and technological results of the Group have obtained national patents.

Talents are the primary productive force for an enterprise. The Group emphasizes high-quality workforce construction, continuously improves human resource management, establishes and improves our talent training, selection and cultivation mechanism, and has gradually formed a workforce that is “Friendly, Responsible, Hardworking and Highly Efficient”. We always adhere to the philosophy of “Making Life More Valuable” to promote the development of environmental protection and charity industry with a high sense of social responsibility. In the aspect of environmental protection, we have made huge investment in creating a green enterprise. We actively support charities in multiple fields such as education, disaster relief and social welfare. Our efforts have been recognized by all walks of society, which reflected our responsibilities and missions as a modern enterprise.

In the future, the Group will continue to be dedicated to the creation of an outstanding national pharmaceutical brand, promoting the industrial development of national medical and health care, and creating more high-quality and highly-efficient pharmaceuticals.

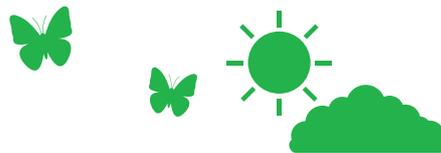


BUILDING A GREEN ENTERPRISE



The construction of ecological civilization is one of the major policies that the country commits to promoting in recent years, with an enrichment and enhancement in the idea. The Central Government recognizes that the ecology in Inner Mongolia has not only influenced the survival and development of the people, but also the ecology of northern China, eastern China, northwest China and the whole country. Hence, the Central Government plans to construct Inner Mongolia as an important ecological safety shelter in northern China.

Inner Mongolia needs to strengthen the protection in ecological system, strive to prevent and alleviate pollution and explore the new direction of high quality development, which is oriented in green development.



Highlights of the Year

- Inner Mongolia Company was regarded as the national “green factory”
- Approximately 3,965 ton of standard coal of energy was saved, which is over 40% more than last year
- The recycling of the mother liquid of amoxicillin has been officially put into operation
- The recycling project of D-acid was implemented to reduce the year-on-year ratio of chemical oxygen demand (COD) and ammonia nitrogen in factory wastewater
- Waste recycling was pushed forward that complete recycling of concentrated solution of phenylacetic acid was achieved in the second half of the Year

The Group’s largest production site with the highest annual output is located in Inner Mongolia. As such, the Group continues to follow the progress of the “Thirteenth Five-Year Plan”, where many policies and measures are closely related to the operation, environmental protection and technological innovation of the Group. These include:

- Implement the three main action plans for prevention and treatment of air, water and soil pollutions.
- Heighten the requirements on environment-protective energy consumption, encourage enterprises to accelerate their upgrading and transformation progress, fully promote energy conservation in key fields such as industry, construction and public institutions, etc.
- Promote the development of energy conservation and environmental protection industries, promote the research and development and industrialization of core environmental protection technical processes and material medicament of low-carbon circulation, sewage treatment, emission reduction and monitoring.
- Establish the enterprise emission permit system that covers all the stationary pollution sources, and evaluation and compensation system for ecological environment damages.
- Implement key projects of environmental governance and protection, make efforts to realize up-to-standard discharge of industrial pollution sources.

In order to respond to national development which emphasizes ecological civilization, the Group has been actively complying with the laws, regulations and emission standards on national and local levels regarding pollution control and environmental governance. The Group continues to implement the ideas of “integrity and compliance with laws, prevention and control, environmental protection, continuous improvement and harmonious development” in business environment. We strictly control and manage air pollutants, water pollutants and wastes, and integrate the ideas of technological innovation, energy saving and emission reduction, as well as the reuse of wastes and wastewater into the production, operation and management of the Group.

EMISSION TREATMENT

Proper treatment of the emission generated from production and operation has always been one of the most important parts of the enterprise management of the Group. For this reason, we have strictly complied with the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, Law of the People's Republic of China on the Prevention and Control of Water Pollution, Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and other related laws and regulations. The Group is committed to forming a clear and complete emission management system, systematically treating discharges with the help of advanced treatment equipment, and is dedicated to the control and reduction of impacts of pollutants on the surrounding environment.

WASTEWATER TREATMENT

The complicated production process of intermediate and active pharmaceutical ingredients involves emissions of different kinds. As such, Inner Mongolia Company has implemented sewage treatment system that integrates biochemical, physicochemical, aerobiotic, and anaerobic feature to handle different production wastewater such as waste acid water, cloth washing water, phenylacetic acid waste water, crystallized mother liquor, circulating cooling water, and equipment cleaning water. Through the treatment process of "pretreatment + hydrolytic acidification + Upflow Anaerobic Sludge Blanket (UASB) + Cyclic Activated Sludge System (CASS) + catalytic oxidation + secondary sedimentation tank" operated by professional technicians, the daily treatment volume of waste water has reached near 50,000m³. According to the relevant national regulations, Inner Mongolia Company has signed an agreement with a legally-established sewage treatment company so that Inner Mongolia Company can send the treated water that was met the contractual requirements to the sewage treatment company for further treatment.



In order to prevent environmental hazards caused by excessive discharge or improper treatment of pollutants, Inner Mongolia Company has established a comprehensive monitoring system. Through the online monitoring system of chemical oxygen demand ("COD") and ammonia nitrogen (" $\text{NH}_3\text{-N}$ ") set at the general outlet of wastewater, the related water quality data at the general outlet of wastewater could be uploaded to the Urban Environment Information Monitoring Center in real time, and the related data would be released on designated information platform at fixed time, which could greatly enhance the transparency of the wastewater discharge management of Inner Mongolia Company. In regard to the highly concentrated wastewater such as waste acid water, Inner Mongolia Company strives to reduce the pollution level of wastewater through conducting internal research and development and adopting advanced technologies and equipment.

INNOVATIVE PROJECT ON THE OPTIMIZATION OF WASTEWATER – THE RECYCLING OF D-ACID

D(-)-4-Hydroxyphenylglycine (D-acid in short) is an important component of many antibiotics, such as amoxicillin, and hence is the crucial intermediate of the production of amoxicillin. During the production process, the condensed mother liquid of amoxicillin contains D-acid residue. D-acid wastewater contains a high concentration of COD and ammonia nitrogen, and hence belongs to organic wastewater that is highly concentrated and difficult to handle.

In order to effectively reduce the concentration level of COD and ammonia nitrogen in the wastewater of amoxicillin mother liquid, Inner Mongolia Company has launched a project to recycle the D-acid in condensed mother liquid of amoxicillin during the Year. In the early stage of the project, the research and development team has successfully developed a reliable technology to recycle D-acid. Later on, with the transformation in many idling equipment in the factories and the joint efforts of different factories and departments, Inner Mongolia Company has completed the project rectification and has entered the stage of trial operation. After the project was officially put into operation, the concentration of COD and ammonia nitrogen in sewage treatment has shown a year-on-year reduction. The project has successfully reduced the overall pollutant concentration of sewage of Inner Mongolia Company, and has also effectively reduced the burden of the sewage treatment system, and reduced the operation cost of the production of amoxicillin.

During the Year, Inner Mongolia Company continues to commission a third-party institution to conduct the monitoring of wastewater on a quarterly basis, and no excessive wastewater discharge was reported. In order to prevent underground water pollution caused by the “running, emitting, dropping, leakage” of wastewater in production process, Inner Mongolia Company has reduced the possibility of pollution through undergoing strict monitoring.

Parameter/Pollutant	Standard ¹	2018	2017 ²	Unit
pH	6-9	8.3	8.3	/
Chemical oxygen demand (COD)	<300	124.73	177.88	mg/L
Ammonia nitrogen (NH ₃ -N)	<20	1.69	3.01	mg/L

1. The standard follows the “Wastewater Treatment and Acceptance Agreement” signed with the Linhe Dongcheng District Sewage Treatment Co., Ltd. of Bayannur.

2. Since that Inner Mongolia Company has improved its data collection methods and calculated the average pollutant concentration of wastewater from the two sewage outlets during the Year, data of 2017 have been restated accordingly.

EXHAUST GAS TREATMENT

The air pollutants generated by Inner Mongolia Company are mainly the exhaust gas with peculiar smell generated from sewage treatment process, the exhaust gas generated from production process, the phenylacetic acid exhaust gas generated from fermentation process of phenylacetic acid recycling, smoke of coal-fired boiler and the exhaust gas emitted by the used motor vehicles. In regard to the various types of exhaust gas, Inner Mongolia Company has set corresponding treatment facilities and system to undergo recycling or purification treatment, so as to ensure that all exhausted gas have reached the emission standard required by laws before emission.

In order to ensure that the amount of emission does not exceed the legal standard, Inner Mongolia Company has formulated systems related to pollutant monitoring, and has also commissioned a third party to regularly monitor the gas from pollution sources in every quarter. During the Year, all gas emission of Inner Mongolia Company was found to be within the standard limit.

Types of Air Pollutants	Standard ¹	2018	2017 ²	Unit
Nitrogen oxides (NO _x)	820	524	477	Tons
Sulfur oxides (SO _x)	805	356	337	Tons
Particulate matter (PM)	246	80	80	Tons

1. The standard follows the amount of air emission stated on the pollutant discharge license.
2. Inner Mongolia Company started to use data extracted from the automatic monitoring system of exhaust gas as disclosure during the Year to more accurately present the situation of air pollutant emissions. Data of 2017 have been restated accordingly.

EXHAUST GAS TREATMENT FACILITIES AND SYSTEMS

For the exhaust gas with peculiar smell generated in sewage treatment process, the factories adopt a measure to collect the odor source in a sealed way. The collected exhaust gas is deodorized through the process of “multi-level alkali spraying + ozonation” to reduce the impacts on the surrounding environment.

In regard to the technical processes of different factories and the exhaust gas released, Inner Mongolia Company handle them by adopting treatment measures such as carbon fiber absorbing, low-temperature plasma, alkali spraying and catalytic oxidation, so as to greatly reduce the emission of pollutants.

In order to control the phenylacetic acid generated from fermentation workshops and the peculiar odor emitted from phenylacetic acid recycling process, Inner Mongolia Company adopts treatment processes such as the “cooling + alkali spraying + carbon fiber absorbing” to effectively prevent peculiar odor from spreading.

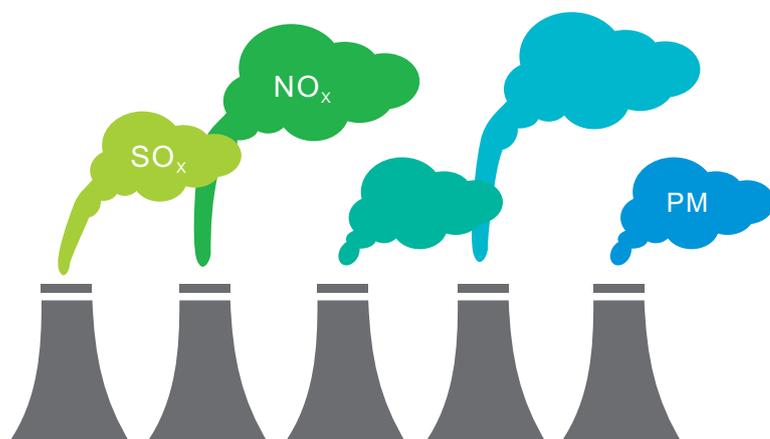


WASTE TREATMENT

The Group has strict monitoring and control on the wastes generated during the production process. Apart from complying with the national laws and regulations, Inner Mongolia Company also formulates emergency plans and management measures for different types of wastes. The wastes generated by Inner Mongolia Company could be classified into two types, non-hazardous wastes and hazardous wastes. The non-hazardous wastes include waste diatomite, sludge and glass generated by Inner Mongolia Company during production, as well as the general garbage generated in daily operation. Inner Mongolia Company considers recyclable wastes as resources, and collects and delivers them to the qualified units for reuse, so as to minimize the amount of wastes disposed. For example, waste diatomite and sludge could be used for producing organic fertilizer and waste glass is used for recycling.

Indicators	2018	2017
Total non-hazardous waste (tons)	43,625	67,042
Total non-hazardous waste per ton of products (tons)	1.10	1.91
Total hazardous waste (tons)	251,991	250,023
Total hazardous waste per ton of products (tons)	6.35	7.12

Inner Mongolia Company has formulated stricter treatment procedures to handle hazardous wastes, including hyphae slag, waste activated carbon, waste enzyme, concentrated solution of phenylacetic acid, used mineral oil and concentrated liquid in Mechanical Vapor Recompression (MVR). In order to reduce the amount of wastes discarded, Inner Mongolia Company reuses the recyclable hazardous wastes, such as concentrated phenylacetic acid, for production. During the Year, Inner Mongolia Company has recycled all concentrated phenylacetic acid after undergoing several tests. For the hazardous wastes that could not be recycled, such as waste activated carbon, waste enzyme, and concentrated liquid in MVR, treatment for turning them into harmless wastes was made through the boiler comprehensive treatment system of Inner Mongolia Company. The used mineral oil, which was sealed in barrels to ensure no leakage occurred, was transferred to the unit qualified for hazardous waste treatment for subsequent treatment. The fermented fungi residue was delivered to the qualified unit to produce organic fertilizers.



BOILER COMPREHENSIVE TREATMENT SYSTEM

In order to completely avoid environmental pollution caused by improper waste disposal, so as to protect the environment, the physical and mental health of the people, Inner Mongolia Company's new boiler comprehensive treatment system was officially put into operation during the Year. Through coal-blending burning, comprehensive treatment, which is legally permitted, is performed for waste activated carbon, waste enzyme, and concentrated liquid in MVR in the system that turns hazardous waste into harmless.

Incineration of solid waste can greatly reduce the volume of the waste. Waste does not need to be transported over long distance, so the processing speed is fast, the storage period is short, and the energy generated during the burning can be reused for heating supply. Clean combustion can be achieved by avoiding secondary pollution through proper combustion and exhaust gas purification.



REDUCTION OF GREENHOUSE GAS EMISSION

Greenhouse gas emission is the most concerned environmental issue by China and the international community in recent years. In the production and daily operation of the Group, the main sources of greenhouse gas include fixed sources such as the combustion of fuel in the boiler for production and heating, mobile sources such as the combustion of vehicle fuels, use of refrigerant, electric power purchased, methane generated from disposal of waste paper, indirect emission from treatment of water and sewage as well as the carbon emission by the airplanes for business trips. The Group has adopted many means and tried its best to reduce greenhouse gas emission of the Group. Inner Mongolia Company has implemented multiple energy and water saving measures, as well as innovative projects in energy saving and emission reduction. These measures and projects can reduce the amount of energy consumption and hence the emission of greenhouse gas.

Indicators	2018	2017
Total emission of greenhouse gas (tons CO ₂ e) ¹	1,296,896	1,384,428
Scope 1 – direct greenhouse gas emission and reduction	1,014,530	1,080,052
Scope 2 – indirect greenhouse gas emission of energy	279,320	301,167
Scope 3 – other indirect greenhouse gas emission ¹	3,047	3,209
Total emission of greenhouse gas per ton of products (tons CO ₂ e) ¹	32.67	39.42

1. Adjustment of water consumption amount and the relevant greenhouse gas emission has been made as Inner Mongolia Company has updated its categorization of water consumption during the Year. Data of 2017 has been restated accordingly.



CLEANER PRODUCTION

In order to better manage the Group's sewage discharge process, reduce pollutant emissions and avoid adverse effects on the environment, Inner Mongolia Company has developed cleaner production management measures to further improve cleaner production and energy conservation and consumption reduction strategies, which include four major points:

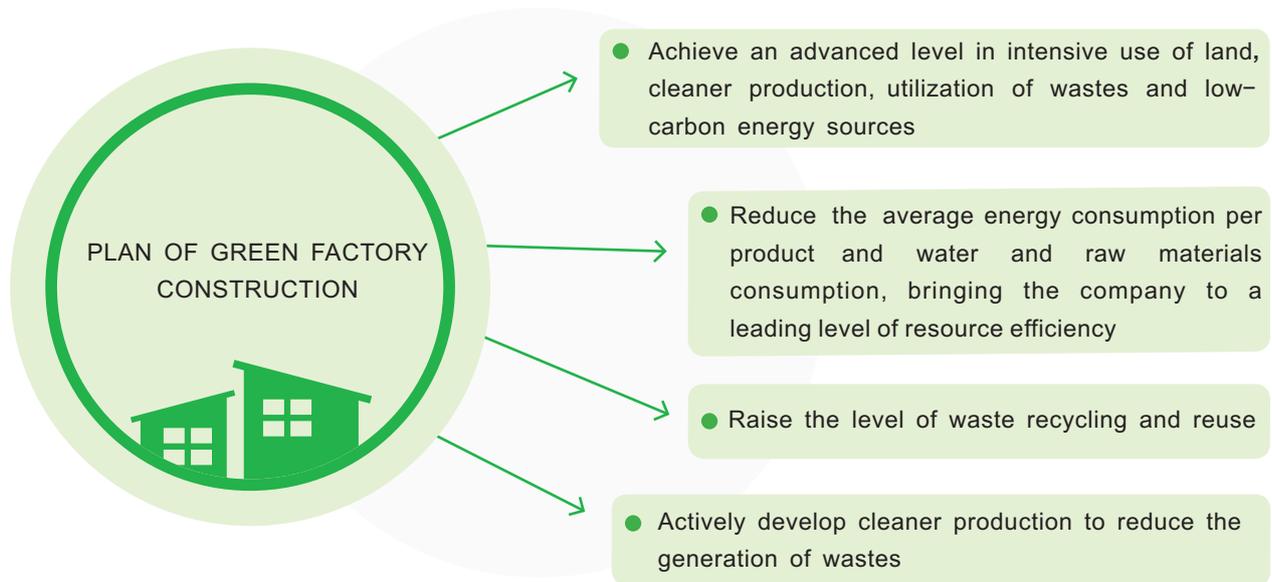
- Incorporate the results of cleaner production audit into the daily management of the company, and integrate the cleaner production awareness and methods into the company's production and quality management.
- Through the implementation of performance appraisal and post duty system, we will establish a cleaner production incentive mechanism, and link the reward and punishment measures such as employee bonuses, wage distribution, criticism and recognition to cleaner production performance, so as to enhance employees' eagerness to participate in cleaner production.
- Establish a special fund for cleaner production, and use the economic benefits generated by the implementation of cleaner production for the future cleaner production, so as to secure the source of funds for cleaner production. This can continuously facilitate the work of cleaner production.
- Establish long-term cleaner production planning, and further reduce material consumption and energy consumption according to the specific conditions of the enterprise, and hence gradually recycle various energy and waste generated in the production process. Production, energy conservation and environmental protection can be equally valued.



CREATING A GREEN FACTORY

As a responsible enterprise, the Group always keeps in mind the possible environmental impacts caused by the industrial operation. Inner Mongolia Company of the Group is our largest and mostly invested production site that mainly manufactures intermediate products and active pharmaceutical ingredients. As such, the Group highly concerns about the performance in environmental treatment and the efforts in promoting environmental protection and energy conservation of Inner Mongolia Company. In regard to environmental management and system implementation, Inner Mongolia Company has adopted an environmental management system verified by ISO14001:2015, so as to effectively execute the environmental protection policies and achieve higher environmental goals.

In order to comprehensively implement Made in China 2025, Green Manufacturing Engineering Implementation Guide (2016–2020) and governmental green development strategies of Inner Mongolia Autonomous Region, and deeply implement green manufacturing engineering, Inner Mongolia Company has formulated the Implementation Plan of Green Factory Construction, and was regarded as the national “Green Factory” in the Year.

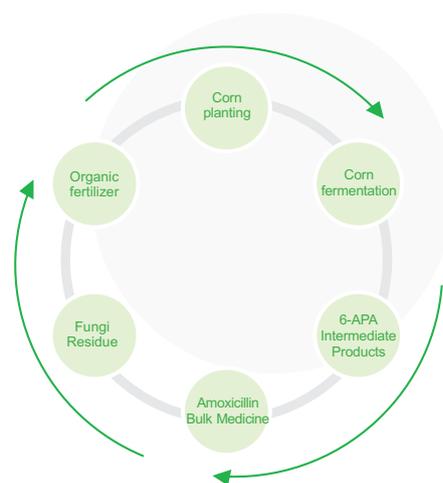


In accordance with the overall objectives and specific content of the implementation plan, Inner Mongolia Company actively and orderly promotes various works in creating a green factory. Inner Mongolia Company's innovative projects not only focus on the research and development of pharmaceutical products, but also include various technological innovations and transformations in energy conservation, emission reduction and pollution prevention, so as to enhance the performance in environmental treatment. Through vigorously promoting cleaner production, improving production process, formulating emergency plans for environmental emergencies and providing environmental training, Inner Mongolia Company promotes environmental protection and gradually incorporates the concept of green production into its corporate culture through a combination of methods.

IMPROVEMENT IN PRODUCTION TECHNOLOGY

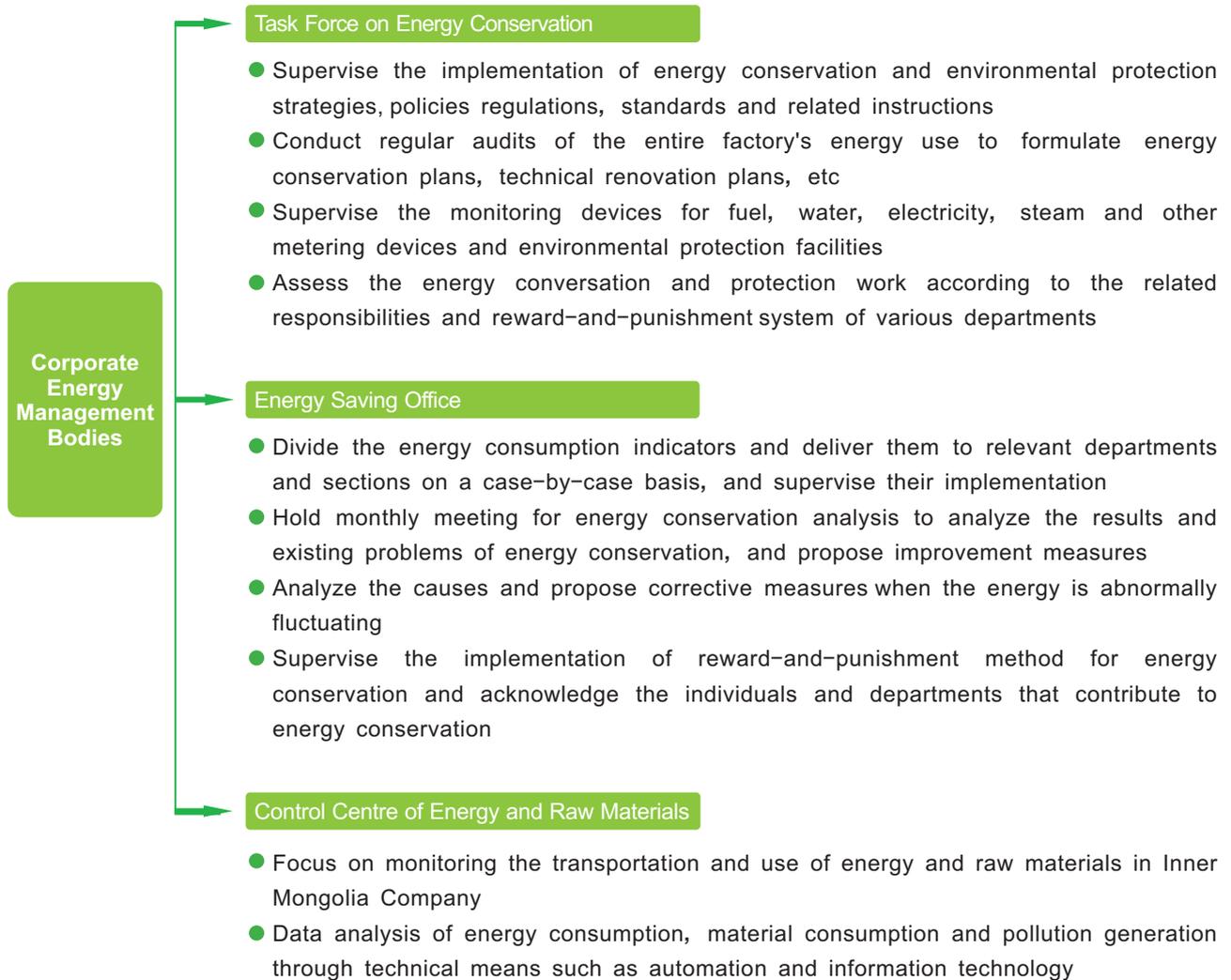
During the Year, Inner Mongolia Company continued to support the development of circular economy. While adopting the homemade supply chain of circular economy of “corn fermentation - 6-APA intermediate products - amoxicillin bulk medicine”, it also strives to seek for and investigate the possible ways of improvement or efficiency enhancement.

The current supply chain of circular economy turns the waste residue produced during production into organic fertilizer and reuses it in corn planting, which can recycle and reuse resources while reducing the environmental impacts of energy consumption and waste disposal. During the Year, various works in innovative technological transformations and innovative management have been carried out in the production plants of Inner Mongolia Company. In terms of optimization of production technology, the 6-APA fermentation plants have completed the technological verification and experiment optimization of new type of 6-APA fungus growing. The new technology can shorten the fermentation cycle of existing fungi, raises the production output and also reduce the amount of energy and other resources invested in the fermentation cycle, which greatly reduces the use of resources. Inner Mongolia Company plans to gradually apply the new technology to various plants in the coming year, and hence more benefits can be predicted.



ENERGY CONSERVATION

The importance of energy consumption to the pharmaceutical industry cannot be underestimated, and the derived environmental impacts cannot be ignored either. In response to the country's full implementation of energy conservation in major industrial segments, Inner Mongolia Company has formulated a detailed management system in energy conservation according to the National Requirements on Energy Management System. A corresponding task force has been established to effectively coordinate the production plants' or departments' energy consumption and energy conservation measures with a healthy management system. In the meantime, Inner Mongolia Company has formulated control indicators of energy consumption, material consumption and the production and emission of pollutants, so that targets and plans of energy conservation and emission reduction can be delivered to production plants, teams and even individual positions, and work can be done with a pragmatic approach.



ENERGY CONSERVATION WORK OF THE YEAR

Under a well-established energy management system, every year Inner Mongolia Company implements energy conservation work from different aspects. Through regular inspection of the factories' operation of machinery, investigation in the feasibility of various technological updates and transformations and practical implementation of energy conservation measures, the efficiency of energy consumption is enhanced. During the Year, apart from continuing the strict implementation of regular energy conservation measures in factories and offices, Inner Mongolia Company has also successfully developed and implemented different types of energy conservation projects to strengthen the monitoring work of energy consumption and to provide new ways of reducing consumption and conserving energy.

ENERGY CONSERVATION MEASURES IN PRODUCTION PLANTS

- Carried out transformation in factories' power conservation projects, where 25 fermentation tanks are transformed and 22% of power was conserved on average
- Original impellers in factories were replaced with three-dimensional energy conservation impellers, where approximately 25.6 million kWh was saved per year
- Maintained boiler furnace wall and fire separation wall intact to avoid air leakage and smoke shortcut
- Noticed the changes of steam, air and electricity usage from time to time, actively coordinated with various plants to guarantee a balanced supply of steam, air and electric power
- Improved the operation technique of stokers, enhanced combustion efficiency to save fuels
- Prioritized the selection of high-efficiency and low-consumption equipment when renewing and transforming boiler room equipment
- Acknowledged the production plants or individuals with outstanding performance in carrying out energy conservation work

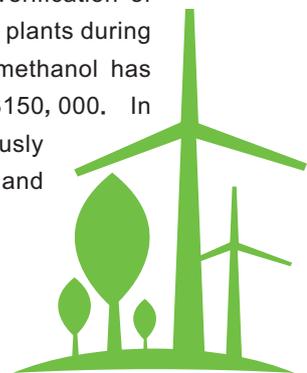
ENERGY CONSERVATION MEASURES IN OFFICE

- Prioritized the purchase of the energy conservation equipment or products with national certifications, and adopted environmentally-friendly and energy-saving electric appliances and equipment, gradually eliminated the equipment with high energy consumption and low efficiency
- Reduced the power consumption of lighting equipment, turned on necessary lighting only when in need, and no lighting was turned on persistently, under the absence of workers, or during daylight
- Set computers, printers, copy machines and other office equipment to low-consumption sleeping mode automatically when not in use, so as to reduce standby power consumption
- Advocated the use of air conditioning for 1 hour less every day, and not turning on air conditioning when there were only few people working overtime or during holidays

MAJOR ENERGY CONSERVATION PROJECT 1: MOTHER LIQUOR OF AMOXICILLIN RECYCLING

The amoxicillin mother liquor is produced during the production of amoxicillin. After distillation, the mother liquor has a high content of methanol in the remaining condensate, hence it has been regarded by the Inner Mongolia Company as one of the potential materials for recycling in the production process. During the Year, Inner Mongolia Company has added a 100-ton waste liquid incinerator. As the incinerator needs to use high-calorific liquid fuel, researchers then drafted an innovative project to separate the methanol from the condensate as a boiler fuel for the waste liquid incinerator, so as to reduce the use of natural gas.

After a series of investigations, experiments, program amendments, system modifications and verification of equipment performances, the recycling project was officially put into operation of the production plants during the Year. All of the production processes have met the control requirements, and the recycled methanol has also met the energy demand of the incinerator. The monthly fuel saving amounts to RMB150,000. In addition to reducing energy use, the technology used in this recycling project can simultaneously reduce COD and ammonia nitrogen concentrations in wastewater, greatly reducing the cost and pressure of environmental protection.



MAJOR ENERGY CONSERVATION PROJECT 2: DEMAND SIDE MANAGEMENT PLATFORM FOR POWER

In order to participate in power multilateral trading, enjoy differentiated electricity tariff policy and monitoring of key energy use, Inner Mongolia Company has commissioned 内蒙古中电联合电力技术有限公司 to tailor-make the demand side management platform for power for the entire factory according to the request of the Economic and Information Technology Commission for Inner Mongolia Autonomous Region. The first batch of platform monitoring point was installed and delivered in 2016, and the second batch was completed during the Year.

Each electricity user is regarded as a single unit, of which the users' distribution network gateway, power distribution cabinet and main power equipment are all installed with an electricity monitoring device. The users' data in power strength, power usage, and power quality indicator are collected by the monitoring device and transmitted to the data center of the platform for classification, storage and analysis through the Internet. With the platform, companies can obtain sufficient power consumption data and find the source where power is wasted, so as to scientifically optimize the distribution network and power consumption facilities, hence reduce the cost of electricity and achieve energy conservation and emission reduction.

With the joint efforts of various workshops and departments, the total energy consumption of Inner Mongolia Company for the Year is 3,460,692MWh, and the average energy consumption per ton of product is 87.19MWh. Inner Mongolia Company has conserved approximately 3,965 tons of standard coal of energy. This has not only completed the target value of 3,900 ton of standard coal, but also achieved a rise in energy conservation by over 40% as compared with 2017.

Indicators	2018	2017
Total energy consumption (MWh)	3,460,692	3,694,101
Direct energy consumption (MWh)	3,144,827	3,353,530
Fuel combustion for stationary sources	3,144,382	3,353,097
Fuel combustion for vehicles	445	433
Indirect energy consumption (MWh)	315,865	340,571
Purchased electricity	315,865	340,571
Total energy consumption per ton of products (MWh)	87.19	105.19
Energy conservation amount (tons of standard coal)	3,965	2,776





REDUCTION IN WATER CONSUMPTION

Inner Mongolia has various natural environment including forests, grasslands, wetlands, rivers and lakes. Ecological protection and restoration is one of the main directions to national comprehensive environmental protection. Water resources are the most basic and indispensable resources in the long-established integrated ecosystem of Inner Mongolia. Therefore, the Group, especially Inner Mongolia Company, spares no efforts to reduce the consumption of water resources. The production conditions of pharmaceutical product are extremely strict. Therefore, even though it is hard to greatly adjust the consumption of water, Inner Mongolia Company still have in hand all the details including the entering, transport, usage, discharge and recycling, etc. of water resources so as to take every chance to reduce water consumption and avoid wasting water.

Through the implementation of the wastewater reuse plan, Inner Mongolia Company maximize the scale of recycling wastewater from the production plants and increase the reuse rate of wastewater as much as possible. During the Year, Inner Mongolia Company completed the small-scale and middle-scale experiments on the reuse of reclaimed water. The reclaimed water reuse system is expected to be completed and launched in 2019, which is predicted to reduce the amount of purchased water.

Water Conservation Measures of Inner Mongolia Company during the Year

- Replaced boiler make-up water with industrial potable water to reduce the amount of boiler make-up water and reduce heat loss
- Recycled cooling water in steam pipeline network of factory area as boiler make-up water
- Adopted recycling water pumps to recycle the water draining from water tank to circulating pool for reuse
- Strengthened the management of regular maintenance of water equipment to prevent leakage or dripping

Under the combination of various measures in water conservation, remarkable results are shown. Inner Mongolia Company will continue with the existing measures and actively make use of innovative technologies, so as to contribute to the protection of water resources.

Indicators	2018	2017
Total water consumption (m ³) ¹	6,364,595	6,706,054
Water consumption per ton of products (m ³) ¹	160.35	190.96

1. Adjustment of water consumption amount has been made as Inner Mongolia Company has updated its categorization of water consumption during the Year. Data of 2017 has been restated accordingly.



REDUCTION IN THE USE OF PACKAGING MATERIALS

In regard to the production lines, apart from adopting the various measures in emission reduction, pollution elimination and reduction in energy consumption, Inner Mongolia Company has actively reduced the use of packaging materials under the prerequisite of meeting the related packaging requirements.

Indicators	2018	2017
Total consumption of packaging materials (tons)		
Plastic products	350	338
Paper products	1,928	2,229
Consumption of packaging materials per ton of products (kg)		
Plastic products	8.83	9.62
Paper products	48.58	63.47

EMERGENCY HANDLING



In order to prevent the impacts of the hazardous substances generated from the process of production and emission on the surrounding environment, Inner Mongolia Company has formulated emergency plans for environmental accidents, and established emergency rescuing systems and procedures to handle potential accidents. Inner Mongolia Company has established an emergency rescue command center. In case of emergency, the Command Center is responsible for coordinating the emergency rescue work. The establishment of the Command Center has greatly strengthened the capability of Inner Mongolia Company in crisis solving and accident handling. For the hazardous chemicals that may cause high risk of accidents, Inner Mongolia Company has established specific treatment methods for hazardous chemical leakage of various types of products, so as to reduce the risks of environmental damages to the minimum. During the Year, Inner Mongolia Company has organized comprehensive environment emergency drills, which enabled employees at all positions to understand and familiarize themselves with the procedures and responsibilities of emergency handling.



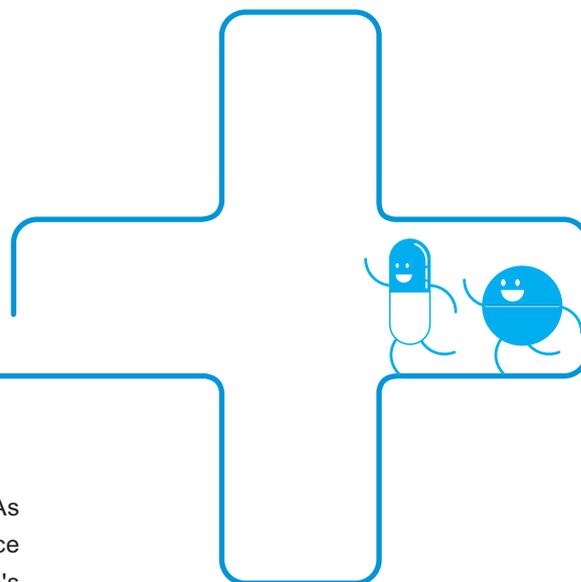
TRAINING IN ENVIRONMENTAL PROTECTION



During the Year, Inner Mongolia Company continued to undergo promotion and education in environmental protection according to the annual environmental protection training plan. It aims to strengthen the employees' environmental protection awareness and deepen their knowledge of the possible environmental impacts caused by the business of Inner Mongolia Company.

According to the plan, every new employee of Inner Mongolia Company will be arranged to receive new employee training in environmental protection knowledge, so as to let them acquire the most basic knowledge of environmental issues for Inner Mongolia Company. For the employees at higher levels or with environmental protection related work duties, Inner Mongolia Company will provide them with intensive and collective teaching throughout the year, which includes training in environmental protection regulations, accident cases, related knowledge of hazardous wastes, and the management system regarding treatment of wastewater, waste gas and solid wastes. This helps strengthen their understanding of environmental management system and methods. The Environmental Protection Commissioner and Environmental Protection Internal Auditor of Inner Mongolia Company will receive more professional trainings, including learning the contents such as environmental factor identification and evaluation procedure, environmental target indicator and management scheme, environmental emergency management method and effect evaluation, etc. Through written examination and oral examination, Inner Mongolia Company understands the learning outcome of employees more clearly, and ensures employees accurately master and apply the knowledge related to environmental protection.

QUALITY MANAGEMENT



Pharmaceuticals are associated with people's life and health. As a professional pharmaceutical manufacturer, quality assurance is an essential part, and has also been the key to the Group's success. In order to reach the highest degree of quality assurance, the Group has been strictly complying with *the Pharmaceutical Administration Law of the People's Republic of China, the Good Manufacturing Practice, Measures for the Supervision over and Administration of Pharmaceutical Production, Measures for the Administration of Drug Registration* and other related laws and regulations. We have established a comprehensive quality management system, which helps realize effective quality control procedures through composition test, sample test, label and packaging inspection, transportation and storage management as well as strict control and testing over every process from raw and auxiliary materials, unfinished products to finished products. Through our vertically integrated production and operation model, every production process and quality control procedure, starting from the entry of raw materials to the export of finished products, is traceable so as to ensure all the products meet the relevant standards.

QUALITY CONTROL

The quality management system established by the Group contains a series of comprehensive procedures, such as the warehousing, storage and distribution procedures of raw materials, auxiliary materials and finished products, so as to implement strict quality control. When raw and auxiliary materials are accepted, the involved personnel must confirm that the supplier is a qualified supplier, and shall check the completeness of the package, batch number, specification, storage condition and production date of the batch of raw and auxiliary materials. In order to ensure the health and safety of raw materials, we would sign quality assurance agreements with suppliers, and require the suppliers to provide the related safety evaluation reports. The material storage is also an important step of production process, so the Group has formulated related regulations on warehouse storage, temperature and humidity control and set proper storage environments for different materials to ensure the materials are properly stored. In the aspect of transportation, we have signed quality assurance agreement with the commissioned logistic company to guarantee the quality of products during delivery.



Besides, we have also formed the related procedures for transferring products, which stipulated that only the raw materials, unfinished products and finished products that have passed quality test could be passed to the next procedure, so as to prevent any raw materials, unfinished products and finished products that are nonconforming to standards and specifications being used for production or sales. For raw materials and finished products that fail to meet the standards and specifications, we will implement identification, investigation, return or collective destruction based on the related management procedures. In order to further improve quality management, the Group would conduct annual review of product quality every year, and carry out evaluation and propose improvement methods for all the quality indicators, deviations in production process and changes of production equipments. This helps optimize the quality management system of the Group continually.

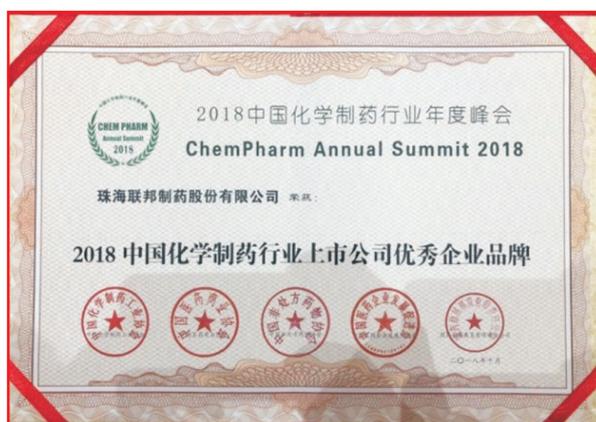
QUALITY CERTIFICATION

The Group's efforts in the aspect of product quality assurance throughout the years can be proved by the certifications that we have obtained. In the aspect of production and management, the Group has always been strictly complying with GMP requirements, and was also the first comprehensive pharmaceutical enterprise in China that has obtained the comprehensive GMP certification. In the aspect of quality management, our quality management system was implemented in accordance with the national "Quality Management System Requirements", which is equivalent to the adoption of ISO9001: 2008 Standard. Besides, the Group's multiple products of active pharmaceutical ingredient have obtained certifications from official authoritative institutions, such as China Quality Certification Center, Europe CEP, US FDA, German BGV, Mexico Cofepris, etc.

Adhering to the production philosophy of "Be a Quality Enterprise, Prosperous and Strong", the Group is highly recognized by the industry and society. During the Year, The United Laboratories's amoxicillin capsules (0.25g) passed the consistency of quality and efficacy evaluation for generic drugs, meaning that the quality of the pharmaceuticals developed by the Group has been proved again. Since the establishment, the Group has developed quality products and gained a reputation by the efforts throughout the years, and was regarded as the "Outstanding Pharmaceutical Enterprise for 40-Anniversary Reform and Opening-up in Guangdong". In the meantime, the Group has won several awards and honors for many consecutive years under the high standards and requirements on product quality, such as "2018 China Pharmaceutical Industry Top 100 (Overall Power) Industrial Enterprise", "2018 China Pharmaceutical Industry Bulk Drugs Export Enterprise Outstanding Brand", "2018 China Pharmaceutical Industry Biochemical Products Outstanding Brand" and the "2018 China Pharmaceutical Industry Anti-Infective Products Outstanding Brand". During the Year, we were awarded the "2018 China Pharmaceutical Industry Listing Company Outstanding Brand" for the first time, which has greatly enhanced the Group's goodwill and popularity.



Outstanding Pharmaceutical Enterprise
For 40-Anniversary Reform and Opening-up in Guangdong



2018 China Pharmaceutical Industry
Listing Company Outstanding Brand

USERS' FEEDBACK

Users' opinions are the source of continuous improvement and advancement of an enterprise. Therefore, no matter the comments are positive or negative, the Group considers them as valuable. For users' complaints, the Group takes them seriously. We have established a comprehensive user complaint system based on the related handling procedures to enable various departments to coordinate the acceptance, communication, evaluation and response of the complaints. After receiving complaints from users, the related departments will classify the types of complaints based on the classification method, so as to decide the subsequent investigation directions, such as inspecting the production record, quality situation of raw and auxiliary materials, and environmental factors of manufacturing process, and hence adopt corresponding handling methods and respond to users.

In order to further regulate the process of complaint handling, the Group has also established relevant procedures for product return and withdrawal. While safeguarding the reputation and interests of the enterprise, the establishment of procedures could also meet the demands of users. As for the adverse reactions that different drugs may cause to individual user, we have also set the related procedures to handle adverse reactions, striving to handle such special circumstances as soon as possible, and prevent the effects from spreading.

QUALITY MANAGEMENT TRAINING

While the establishment of a comprehensive operation procedure is the foundation of quality management, the actual operation relies on the professional knowledge and judgment of quality management personnel. In order to enable quality management personnel to familiarize themselves with the operation and keys of various procedures, and enhance their professionalism on quality control, the Group regularly holds various types of quality management training, which includes understanding the systems and procedures, mastering the operating procedures and studying the theories. Through collective teaching, on-site instruction and case analysis, along with examination and practice, all the quality management personnel could only start working after mastering the related knowledge, so as to guarantee the standard of the Group's quality management.

During the Year, we conducted a number of trainings for quality management personnel, covering a diverse knowledge of production and automatic control system management, environmental factor control, analytical method verification, laboratory knowledge, technology and cleaning methods, pharmacopoeia knowledge, and management of materials that fail to meet the standards. Each subsidiary has also organized motivational and interesting skill contests, such as the skill contest in instrument organized by Inner Mongolia Company and the contest in chemical skills organized by Zhuhai Company. Through this relaxing and interactive mode of contests, employees are guided to improve operational skills and comprehensive quality, hence quality talents can be cultivated.





ADHERING TO THE PEOPLE-ORIENTED PHIOSOPHY

Employees are the most valuable assets and fortune of the Group. Our continuous outstanding performances are attributed to the employees' hard work and enthusiasm to their work. Since the establishment, the Group has always been adhering to the principle of "People-oriented", maintaining the appropriate rights and interests of employees, protecting the work safety, physical and mental health of employees. We also provide our employees with attractive welfare and benefits, as well as a platform for cooperative and harmonious development.



HEALTH AND SAFETY

Production safety has always been the highest priority in the operation of the Group. We adhere to the objective of “Safety First, Prevention Upmost”, carefully enforce and implement the safety-related regulations, such as the *Production Safety Law of the People's Republic of China* and *Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases*, so as to prevent potential hazards from happening. The Group has formulated a well-established safety system, and has also established clear safety management principles and safety guidelines. The Group's occupational health and safety management system has successfully obtained the certification of OHSAS18001: 2007 during the Year. Under the management system, each department has to strictly comply with the relevant regulations, regularly analyze the condition of work safety, figure out the dangerous factors and potentials risks, and hence to formulate improvement measures in safety issues. The person-in-charge of the production department or safety management personnel is responsible for conducting safety inspection and enforcing safety education to strengthen the employees' awareness of safety.

In regard to the management of hazardous chemicals, the Group highly values the risks and damages brought by the maltreatment of hazardous chemicals. Hence, we strictly comply with the *Regulation on the Safety Management of Hazardous Chemicals*, formulating strict regulations in the areas of warehouse management, material safety management in warehouse and upon entering and leaving to monitor the storage and transportation of various types of chemicals. Inner Mongolia Company has also formulated strict procedures for hazardous waste treatment. Each type of hazardous waste has to undergo the process of harmless treatment to secure the health and work safety of employees. The Group has also developed treatment procedures for the issues of safety and work injures. In case of injuries, the procedures allow employees to promptly respond in an effective manner, so as to minimize the casualties and financial loss. For the injured employees, the Group strictly enforces the relevant provisions of wages, subsidies and fees related to work injury in accordance with the *Regulation on Work-Related Injury Insurances* to protect the basic rights and interests of our employees. During the year, there were no fatal accidents due to work at the production sites of the Group.

In response to the country's policies focused on safe production, the Group organized a series of activities in June of the Year, which is the Safety Month, to deepen the employees' awareness towards safety. We organized various activities such as consultation on safety, which solved the employees' doubts towards production safety; an online question contest, which enabled employees to understand various safety regulations at anytime and anywhere; and a mini-exhibition about personal protection supplies, which taught the employees to wear the labor protection supplies in a correct way. In the meantime, we organized a safety training speech contest and safety drills to intensify the atmosphere of production safety, hence to greatly reduce the chance of accidents by making employees stay alert at all times.



CARE FOR EMPLOYEES

The Group has always been treating employees by following the principle of “Equality, Care and Joint Development”. In addition to the provision of career development opportunities and ideal working environment, we also ensure that our employees are entitled to corresponding benefits and welfare. We specially emphasize the employees' balance between work and the physical and mental development, actively organize various types of cultural and sports activities, encourage employees to enthusiastically participate in the activities and enrich their spare time.

BENEFITS AND WELFARE

In order to enable employees to have sufficient time for rest, the Group generally applies a five-day work week and 8 hours work day, except for specified production plants. In case of overtime working, the Group requires that the overtime shall not exceed a certain length of period and the salary shall be paid strictly according to the related regulations. All employees are entitled to statutory holidays and leaves, such as annual leave, sick leave, marriage leave, maternity leave, compassionate leave, work injury leave, etc. The Group also provides employees, in accordance with the *Social Insurance Law of the People's Republic of China* and other related laws and regulations, with the “Five Social Insurance and One Housing Fund” and allowance for high temperature. Besides basic welfare, we provide employees with annual and comprehensive free health examination, holiday welfare, free meals, birthday cake coupons and other favorable benefits, for the purpose of establishing a caring corporate culture for employees. The Group regularly issues the enterprise journal, “*The TUL's People*” and “*The TUL's Pictorials*” as well as updates the enterprise Weibo account, WeChat Public Account, etc., enabling employees to keep abreast of the latest news of the Group at any time.

CULTURAL AND SPORTS ACTIVITIES

Cultural and sports activities help enhance the physical and psychological quality of employees, as well as establish the teamwork spirit and friendship among employees, cultivate their sense of belonging to the Group, and hence promote our cohesion. Therefore, the Group, including its various production sites and subsidiaries, have established the cultural activity teams, and regularly organized employee activities. The Group has organized many cultural and sports activities during the Year, such as sports contests, singing contests, speech contests, festival activities, outdoor exploration training, etc. We have also organized the first sports day for our employees, hoping that the participants could demonstrate a strong fighting will with a high quality of sportsmanship, and showing team spirit through competition on the field. The Group will continue with the good corporate culture of having employees actively participating in activities. This enables all employees to strike a balance between work and both the physical and mental health, and hence to stay healthy.



TALENT ATTRACTION

Talents are an important part of the Group's core competitiveness. The Group's unique innovative research and development in patents and high quality products are all closely related to the employees' high knowledge level, rich creativity and hardworking attitude. In order to attract and retain talents, the Group provides employees with competitive remuneration and benefits, as well as regularly adjusts the remuneration level based on employee performance and the company's financial results. For the employee who have excellent performance or have made special contribution to the Group, we will award them with bonus to strengthen their eagerness to work.

In order to establish a talent base with excellent quality, we have preliminary examination, written examination and re-examination on candidates based on the requirements of different positions. We also implement actual operation test when necessary, so as to ensure that our employees have reached certain knowledge and technical level. In the process of recruitment, the candidates shall meet the conditions required for corresponding positions, such as education background, work experience, skills, psychological quality, health situation, professional ethics, etc. The Group also forbids any discrimination in the aspects of gender, age, race, religion, disability, marital status, etc. so as to ensure all the candidates are entitled to fair, justified and open employment opportunities.

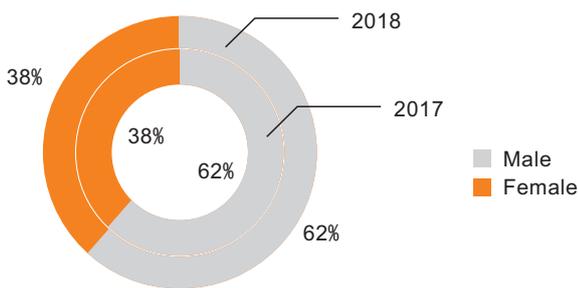


The Group highly values and protects the rights and interests of all employees according to the laws, strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, *Special Rules on the Labor Protection of Female Employees* and other related laws and regulations. We have laid down strict regulations that all employees working at any position must be aged 18 or above, and child labor with an age below 16 is forbidden. If hiring any personnel between the age of 16 and 18, the related regulations in the *Regulation on Special Protection of Minor Workers* shall be strictly implemented. The Group has also clearly listed the job duties in labor contracts to avoid any circumstance of forcing employees to work. Any employee proposing a resignation shall make an application based on related procedures, so the Group could specifically understand his/her reasons of leaving and provide proper resignation arrangement, such as salary payment.

During the Year, the Group has employed approximately 12,200 employees. The percentage of employees classified by age, gender and employment type, and the employee turnover rate classified by age and gender are as follows:

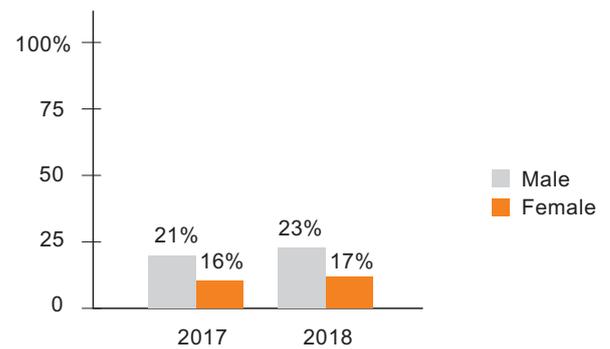
Proportion of Employees

Classified by gender

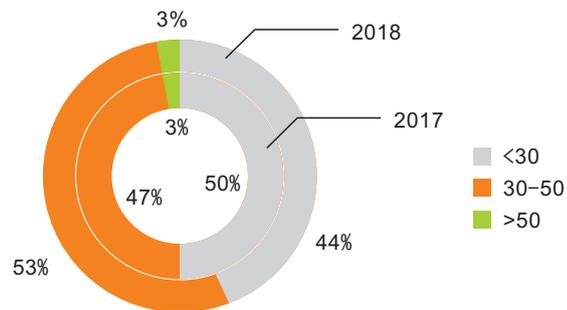


Employee Turnover Rate

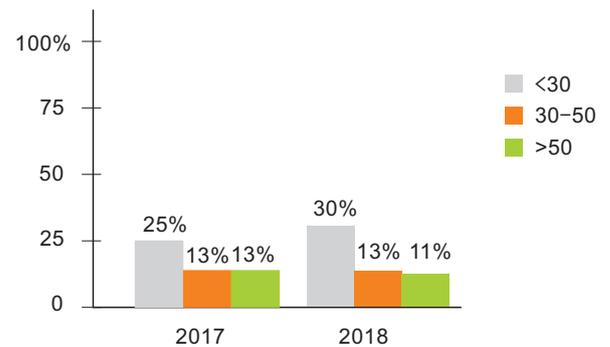
Classified by gender



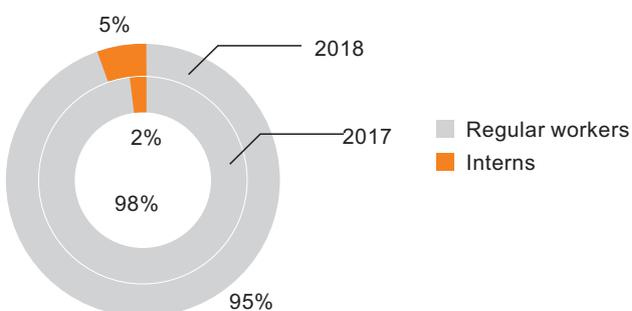
Classified by age



Classified by age



Classified by employment type



EMPLOYEE TRAINING

The Group has always been putting emphasis on talent cultivation and development, and believing that our improvements are based on the enhancement of employees in the aspects of technology, knowledge, attitude and awareness. Therefore, the Group has established a comprehensive and diversified employee training system, which forms the most suitable training plans for the employees in different departments, positions and levels through the integration of internal and external training. This aims to make joint improvements by strengthening the employees' abilities in various aspects and enhancing the Group's operational efficiency.

Every year, each subsidiary of the Group formulates an internal training program, including the areas of production, quality management, administration personnel management and corporate culture for its employees. For example, Zhongshan Company has organized training in comprehensive database of drug research and development, in drug alert system software, and basic training for new employees in the area of corporate culture, administrative personnel management system and fire safety during the Year. The Group especially values training in production, and thus actively promotes four major types of training, including new employees training, on-the-job training, job transfer training and professional skills training.

During the Year, Inner Mongolia Company has organized nearly 40 factory-level training. Through diverse methods such as collective teaching, case analysis, on-site drills and technical competitions, the training focuses on the areas such as mechanical operation, production environment control, construction safety, emergency response, environmental protection, laws and regulations and management skills.

We are committed to providing both internal and external training for employees. Therefore, in addition to implementing internal training programs, each subsidiary has also organized a number of outdoor development training and activities. For example, Zhuhai Company has arranged production and quality technicians to visit the Zhuhai International Health Port during the Year. Participants can learn the principles of the intelligent statistical software Minitab and its actual operation by attending the "Mathematical and Scientific Statistics and Quality Research and Verification" class, which has helped improve their daily work efficiency. For newly recruited post-tertiary students, Zhuhai Company has also organized outdoor development activities for them to train their abilities in communication and collaboration, and hence to create a proactive team atmosphere.



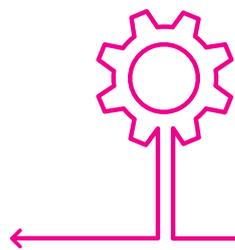
TUL ENTERPRISE UNIVERSITY

The Year is an important year for the Group's development of education and training. The human resources management department has officially launched a platform for training and learning, TUL Enterprise University, for employees in September, when the first training seminar took place. TUL Enterprise University operates based on the principle of "Fostering Morals Development and Igniting Intelligence, Empowering Talents and Applying into Work", with the development goal being a corporate university for the people of the Group. The learning style is either online or offline. The former focuses on widening the mind, while the latter focuses on improving their qualities. Through this learning platform, we hope to turn the enterprise into a learning-oriented organization, which aims to improve employees' abilities to learn, think and solve problems, and apply what they have learned to contribute to the company's financial results.



PERFORMANCE APPRAISAL AND PROMOTION

In addition to providing training, the Group has also established an occupational development platform for employees to select suitable promotion paths based on their personal abilities. The Group has a performance appraisal management system to evaluate the working performances of employees based on various standards. The evaluation result serves as an important basis for employee remuneration adjustment, employment by competition, promotion and position adjustment. In order to effectively implement the performance appraisal management system, the department heads have formulated a monthly appraisal scheme for employees, where multiple scopes including production task, quality assurance, cost control, production safety, fixed assets management, personnel management and environmental protection are comprehensively covered. The appraisals of different scopes are handled by different departments so as to make the most appropriate assessment of employee performances with the most accurate method, and provide employees with reward and promotion opportunities in the principles of fairness, impartiality and openness.



ESTABLISHMENT OF A SOUND OPERATION MODE

A comprehensive management and operation model not only can enhance the enterprise's production and operational efficiency, and create higher economic benefits, but also bring society and customers products with higher quality, as well as enhance the enterprise's reputation. Therefore, the Group has always adhered to the objectives of "Production of First-class Products, Provision of First-class Service, Training of First-class Talents, and Becoming A Model Pharmaceutical Enterprise", and striving to excel in every section of production and sales, strictly implements quality control, and spares no efforts in the enhancement of customer service standard, maintenance of personal information security and establishment of a clean operation environment.



PROTECTION OF INTELLECTUAL PROPERTY RIGHTS

The Group has made continual breakthroughs in the research and development of pharmaceuticals and innovative production technologies, hence the protection of products' patents and intellectual property rights become a non-negligible part. In order to promote the Group's management of intellectual property rights and to fully develop the benefits of patented commodities and assets, we have formulated patent related management methods to regulate the patent application and maintenance work. The Group has established a department specializing in intellectual property related matters, such as the application and maintenance of patents and intellectual property logos, the supervision of related units in stopping, reporting and obtaining evidence for the various infringement behaviors found, as well as the coordination with the government in cracking down infringement behaviors. The establishment of the related departments not only effectively protect the intellectual property rights of the products of the Group, the patent rewarding system of the Group can also further stimulate the initiatives of research and development personnel and strengthens the Group's technological innovation and production.

While protecting the Group's own intellectual property rights, we never infringe the copyrights of the commodities of other individuals or enterprises. The Group owns a chemical research institute, a biological research institute and a clinical medical department. The production processes and technologies developed by the Group are all independently developed and have obtained the corresponding patents.

During the Year, Zhuhai Company and Zhuhai Industry and Commerce Bureau have jointly held a seminar on intellectual property management to study the strategies for strengthening intellectual property rights in the pharmaceutical production industry, as well as promote the cooperation between the Group and relevant authorities in the field of safeguarding intellectual property rights.

SUPPLY CHAIN MANAGEMENT

The production of intermediate products, active pharmaceutical ingredients and lower-reaches preparation products require a large quantity of raw and auxiliary materials, packaging materials and production equipment, etc., hence the supply of materials and equipment are especially important for the production and operation of the Group. In order to achieve a high quality standard in the production process, effectively control the production costs and ensure a stable supply, the Group has established the vertical integration of production and operation mode of "pharmaceutical intermediate – active pharmaceutical ingredients – preparation products". Inner Mongolia Company purchase major raw materials for the production of pharmaceutical intermediates and active pharmaceutical ingredients, and then deliver them to the Group's other production sites for the production of active pharmaceutical ingredients and preparation products.

In order to maintain a healthy and ordered supply chain system, ensure the quality of suppliers, as well as reduce the environmental and social risks brought by suppliers with poor performance, the Group has always been dedicating to the improvement of the procurement process as well as the development, supervision, evaluation and management work of suppliers. The Group has formulated the relevant management procedures of material suppliers to manage the various raw materials and resources. When selecting new suppliers, we conduct a comprehensive evaluation on the suppliers' industrial standard, reputation, product price, quality and after-sale services, etc. based on the internal principles of "5S", namely proper price, proper place, proper quality, proper quantity and proper time, so as to ensure the overall quality and material quality of the supply chain. Only the

suppliers who meet the related requirements can enter the list of qualified suppliers. Besides, we will conduct written or on-site auditing on the cooperating suppliers to further determine their performance and service level in order to avoid any suppliers without related qualifications or with unstable product quality from entering the supply chain of the Group and affecting the product quality of the Group. The Group generally observes the principle of proximity during procurement. The suppliers are concentrated in the nearby provinces, which can effectively reduce transportation cost and carbon emission in transportation process.



In order to strengthen the Group's supply chain management, the Group's China Sales Department has held an annual meeting on supply chain management with the theme of “Gathering for Innovation and Transformation, Linking to the Future” during the Year. Through forums, dedicated lectures and dedicated training, all relevant staff could discuss the new trends of supply chain management in the future. A famous expert in Chinese plan management effectiveness improvement was invited to the meeting to conduct a dedicated training of “Plan Management and Inventory Management of Supply Chain” to strengthen the employees' abilities to control the operation of the supply chain.

SALES AND PROMOTION

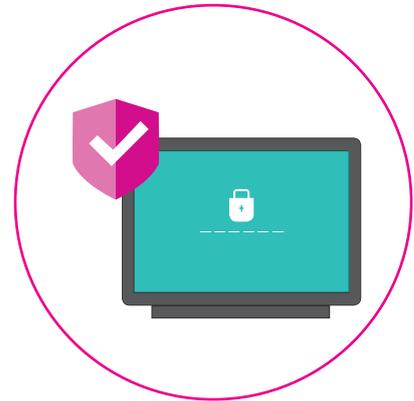
Besides manufacturing and research and development, pharmaceutical sale is also an important sector of the Group's business. The Group implements the distribution and promotion of pharmaceuticals strictly according to the laws and regulations regarding pharmaceuticals, such as the *Advertising Law of the People's Republic of China* and the *Reviewing and Standards for the Examination and Publication of Drug Advertisements*. According to the related regulations, the Group has formulated standards to regulate the promotional behaviors, and required all the employees of various levels to, when having product sales activities, comply with the related laws and regulations as well as professional ethics. In the aspect of promotion, all the pharmaceutical promotion information released by the Group is based on scientific evidence and complies with the principles of accuracy, objectivity and completeness. Corresponding package insets are also attached to explain the correct medication methods to make sure a complete compliance with the requirements of law.

Besides, the Group has also formulated and implemented the relevant management rules, according to the *Provisions on the Administration of Pharmaceutical Direction and Labels*, on label-type packaging materials. The contents, patterns, wordings, etc. of label type packaging materials are proofread by the Quality Management Department before submitting to the typographer for printing. The typographer shall also pass our screening and review so as to avoid the circulation of wrong information or misleading customers due to printing problems.

The sales teams of the Group spread across China, and the management of sales personnel, including recruitment, performance appraisal, training and occupational safety are collectively handled and supervised by the Group's Head Office. This ensures that the related management personnel and frontier promotion personnel have received necessary training, and all the sales personnel have reached the same professional level so as to provide customers with the best-quality services. Besides, all the sales personnel shall sign the Letter of Commitment for working according to laws and be committed to complying with national regulations as well as the regulations and rules of the Group in order to prohibit any violation of regulations regarding sales and promotion.

INFORMATION SECURITY CONSTRUCTION

Information security construction is an important method for the Group to protect its internal information and customer privacy. Leakage of enterprise confidential information or customer information would cause adverse effects and loss to the enterprise itself, customers and other stakeholders. Therefore, the Group has established a sound information management and privacy protection system to enable different parties to maintain confidence in the operation and service of the Group.



INFORMATION MANAGEMENT

According to the related regulations of information management of the Group, all the information of the Group is classified into five categories by the level of importance, including Top Secret, Secret, Confidential, Internal and Public. Different approval procedures are needed when accessing different categories of information. The use of different information, such as information for internal use, for advertising and promotion, for medication instruction and for after-sale service, etc., is subject to the relevant regulations regarding the use of product information. The purpose and target of the use of information is subject to strict requirements and limitations under related systems, so as to prevent disclosure of false information.

Regarding employees, the employee confidentiality system implemented by the Group requires all the employees to bear confidentiality obligations on our business secrets such as information on technology and operation etc., and not to allow any third parties to know about our business secrets in form of disclosure, release or publishing. In order to further secure the interests of the Group and stakeholders, all employees should bear his/her confidentiality obligations for three years after resignation. On the other hand, when cooperating with suppliers, customers and other partners, the Group shall sign confidentiality agreement with them to ensure that the information of both parties are not disclosed, and the privacy rights are not infringed.

PRIVACY PROTECTION

In the process of business operation, the Group's employees of various departments are in contact with different personal information such as the information of customers, shareholders, employees and employment candidates. In order to regulate the management process of personal information of the Group, legally obtain and use personal information, protect the legal rights and interests of information providers, as well as prevent the risks incurred from improper management of personal information, we have formulated and strictly implemented relevant systems for personal information protection. The system has regulated the methods on collection, use, transmission and storage of personal information so as to ensure that relevant laws are not violated when handling personal information and negative impacts to the stakeholders involved are avoided.

OPERATION WITH INTEGRITY

Honesty, compliance with the law and integrity are always the foundation of enterprise development. The Group has always been striving to establish a positive atmosphere of operation with integrity and working with diligence and respect, holding the “zero tolerance” attitude towards illegal behaviors such as bribery, extortion, fraud and money laundering. Therefore, we strictly comply with the *Criminal Law of the People's Republic of China*, the *Anti-unfair Competition Law of the People's Republic of China* and other related laws and regulations, and at the same time formulate a relevant system on anti-malpractice and complaint reporting, for the purpose of preventing corruption and reducing the operating risks of the Group.

MAIN ANTI-MALPRACTICE WORK OF THE GROUP

- Advocate honest and upright corporate culture, create anti-malpractice corporate culture and environment
- Evaluate malpractice risks and establish specific control procedures and mechanism
- Specify anti-malpractice work duties, organize the receiving, investigation, reporting and handling work of anti-malpractice



In views of immoral and dishonest behaviors, employees or any partners of the Group may report through the reporting channels in form of real name or anonymity. The Group has arranged related departments to be responsible for organizing and implementing anti-malpractice work, including complaint-handling and malpractice-related matters. In order to enhance the deterrent effect, for any employee with malpractice behaviors, the management shall impose corresponding internal economic and administrative disciplinary penalty no matter if it has reached the degree of criminal offense. During the Year, the Group was not involved in any cases of corruption litigation.

During the cooperation with different business partners of the Group, both parties shall sign the anti-commercial bribery agreement to ensure that the personnel at different levels of both parties would observe professional ethics, work with integrity and comply with law, so as to jointly bring an end to commercial bribery behaviors. For any cooperating partners that violate the agreement, the Group preserves the right to terminate the cooperation between the two parties, and include it into the blacklist of integrity, so as to protect the Group's reputation in integrity.



CONTRIBUTION TO SOCIETY

While providing quality medicines for the Chinese pharmaceutical market, the Group is also actively involved in charity work, fully fulfilling the responsibilities as a corporate citizen and giving back to society. The Group cares about the different needs in society. We do not only participate in the work of poverty alleviation and charity, but also focus on solving social problems such as assisting in post-disaster reconstruction. We are also actively investing resources in the development of regional education, promotion of environmental protection and development of healthy lifestyles, so as to cultivate a positive social development. As of December 2018, the Group has completed more than 30 external donation projects with a total donation of nearly RMB 100 million.



Total Donation of Nearly

RMB 100 million

SUPPORTING EDUCATION DEVELOPMENT

While generating profits and pursuing corporate development, the Group never forgets the importance of promoting education development. The Group regards school-enterprise cooperation as a pillar of supporting education development. Relying on the advantages of both parties' resources and through various forms of cooperation, both parties can cultivate high-quality, highly skilled and practical talents who meet the needs of social and economic development. This achieves a win-win situation between the industry and schools.

During the Year, The United Animal Healthcare and the Inner Mongolia Agricultural University have officially signed the school-enterprise cooperation, where the United Animal Healthcare was used as a site for the implementation of teaching work. The United Animal Healthcare will strive to provide the school and students with a platform for diverse internships and employment opportunities, building an all-round site for the cultivation of talents. The school has provided the United Animal Healthcare with the source of talents, bringing in new blood for the company. Both parties have promised to establish a long-term, effective and mutually beneficial cooperation mechanism in the future, so that students can get more opportunities to apply their knowledge into work, and hence jointly cultivate the talents needed by the company.

In addition to the school-enterprise cooperation, the Group continues to promote the "United Laboratories Scholarship in Medical Education" to subsidize diligent students with excellent academic performance. The "United Laboratories Scholarship in Medical Education" has gathered two generations of United Laboratories people with a pursuit in education career. Since its establishment in 1998, it has benefited more than 50 medical colleges and universities, benefiting nearly 50,000 students, and has distributed a total of nearly RMB50 million of scholarships.



HELPING THE UNDERPRIVILEGED

Poverty alleviation is not only the responsibility of governmental departments, but also needs to be jointly cultivated by different sectors in society, and the Group has always been on the road of poverty alleviation based on this philosophy.

In October 2018, Zhongshan issued a poverty alleviation initiative to all sectors in society, hoping to motivate enterprises and all sectors to help the underprivileged in society. The Group's Zhongshan Company actively responded to the government's call to fulfill its corporate social responsibility, where a donation of RMB200,000 of drugs was donated to Suijiang Red Cross in Yunnan. The director of Zhongshan Company has attached great importance to this donation as he coordinated and arranged the related work on his own. 11 kinds of commonly used drugs such as amoxicillin capsules, cefuroxime axetil tablets and levofloxacin hydrochloride eye drops were donated. The drugs were delivered to the patients and the underprivileged and their families, reducing their medical burden and relieving economic pressure.



In addition, we also care for the underprivileged staff of the Group. We identify the employees and their families with difficulties through visits, from which we can understand their needs and hence provide corresponding assistance. During the Year, the trade union of Inner Mongolia Company has carried out regular home visit investigation work to the underprivileged employees to implement a plan for family poverty alleviation, and at the same time to encourage the employees to maintain a positive attitude to stay strong in life, overcoming the difficulties through our assistance and by their own efforts.

CARE FOR THE COMMUNITY

Considering the needs of the community is an important part in leading the enterprise towards sustainable development, hence we always regard the subsidiaries and the communities in which the production sites are located as important stakeholders of the Group. The Group has been paying attention to the medical needs of the community. In addition to our unremitting efforts in developing and popularizing various types of drugs, we are also enthusiastic about the community's voluntary blood donation that we encourage our employees to help those in need in the community. During the year, the Group has continued to promote blood donation. Zhuhai Company has won the "Provincial Blood Donation Promotion Award in 2016-2017" in recognition of our employees' selfless contribution.



Disaster relief support is also another area of community work of the Group. We uphold the spirit of "one party in difficult, all parties support". In addition to making donations for relief work, we have also formed volunteer service teams of employees to carry out disaster relief work. During the Year, Inner Mongolia Company has fully participated in the drought relief work in the Bayannur Economic and Technological Development Zone, and a total amount of RMB300,000 was donated to help the affected people getting through the difficulties. In addition, after the typhoon in September 2018, Zhongshan Company has also arranged employees to actively participate in the post-disaster clearing work, fulfilling the social responsibility that should be fulfilled by the Group.

PROMOTION OF ENVIRONMENTAL PROTECTION

In order to strengthen the environmental awareness of the general public, and to promote the culture of environmental protection to the community and to become the messenger of ecological civilization, Inner Mongolia Company has participated in a series of promotion campaign for the 5 June Environmental Day in Bayannur 2018 during the Year. With the theme “A Doer for Beautiful China”, the Environmental Day calls on the entire society to actively participate in the construction of ecological civilization and the actions in ecological and environmental protection. It hopes to create a social atmosphere where every citizen in society would pursue ecological civilization at every moment and with every action, and hence to deepen the idea of beautiful China construction in the hearts of the citizens. In the event, Inner Mongolia Company has widely promoted the Group's efforts in strengthening environmental management, protecting the blue sky and combating and alleviating pollution, and at the same time promoting an environmental awareness in green consumption, low-carbon travel and abandonment of disposable products. By doing so, the Group hopes to jointly build a green and harmonious home with the community.



CULTIVATION OF A HEALTHY LIFESTYLE

As a pharmaceutical manufacturer, the health of the public is of utmost importance. Apart from promoting a healthy culture within the enterprise through the organization of various internal sports events and sports contests, the Group also actively participates in various sports activities and competitions in the community, so as to motivate the public to form healthy habits.

For example, the Group has organized a table tennis team for the table tennis match “Xiangzhen Butterfly Cup” in Guangzhou, and has also provided support in the preparation of Chongqing High Wave Sports Half Marathon and medical service for the event. We fully support different units in organizing sports events for workers and citizens, which is a means to cultivate a healthy habit of doing sports and living a good life. In addition, Zhuhai Company and Inner Mongolia Company have respectively participated in events such as Zhuhai Worker Hiking Competition at Sports Festival and Bayannur Green Health Walkathon. We hope to cultivate a healthy lifestyle through demonstrating a proactive and healthy life attitude.



APPENDIX: CONTENT INDEX OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

ESG Indicators	Overview	Chapter	Page
Environment			
A1 Emissions	General disclosure Information on: the policies; and 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	Emission Treatment	08-13
A1.1	Types of discharges and related discharge information.	Emission Treatment - Exhaust Gas Treatment; Wastewater Treatment	08-10
A1.2	Greenhouse gas emissions in total (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission Treatment- Reduction of Greenhouse Gas Emission	12
A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission Treatment- Waste Treatment	11
A1.4	Total non- hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Emission Treatment- Waste Treatment	11
A1.5	Description of the measures to mitigate emissions and the results achieved.	Emission Treatment - Exhaust Gas Treatment; Wastewater Treatment; Reduction of Greenhouse Gas Emission Creating A Green Factory- Energy Conservation	08-10; 12; 15-18
A1.6	Description of the methods to handle hazardous and non- hazardous wastes, the measures to reduce output volume and the results achieved.	Emission Treatment- Waste Treatment; Creating A Green Factory- Improvement in Production Technology	11;15
A2 Resource use	General disclosure Policies on effective use of resources (including energy, water and other raw materials)	Creating A Green Factory	14-21
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).	Creating A Green Factory- Energy Conservation	15-18
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Creating A Green Factory- Reduction in Water Consumption	19
A2.3	Description of energy use efficiency initiatives and results achieved.	Creating A Green Factory- Energy Conservation	15-18
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency initiatives and results achieved.	Creating A Green Factory- Reduction in Water Consumption	19
A2.5	Total packaging material used for finished products (in tons) and, if applicable, with reference to per unit produced.	Creating A Green Factory- Reduction in the Use of Packaging Materials	20
A3 Environmental and Natural Resources	General disclosure Policies on minimizing the issuer's significant impact on the environment and natural resources.	Creating A Green Factory	14-21
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Creating A Green Factory- Emergency Handling; Training in Environmental Protection	20-21
Society			
B1 Employment	General disclosure Information on: the policies; and 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	Talent Attraction Performance Appraisal and Promotion Care for Employees	28-30; 32
B1.1	Total workforce by gender, employment type, age group and geographical region.	Talent Attraction	29-30
B1.2	Employee turnover rate by gender, age group and geographical region.	Talent Attraction	29-30

B2 Health and Safety	General Disclosure Information on: the policies; and 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.	Health and Safety	27
B2.1	Number and rate of work- related fatalities.	Health and Safety	27
B2.2	Lost days due to work injury.	No disclosure in the Year	
B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety	27
B3 Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Training	31-32
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	No disclosure in the Year	
B3.2	The average training hours completed per employee by gender and employee category.	No disclosure in the Year	
B4 Labour Standards	General Disclosure Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Talent Attraction	29-30
B4.1	Description of measures to review employment practices to avoid child and forced labour.	Talent Attraction	29-30
B4.2	Description of steps taken to eliminate such practices when discovered.	No disclosure in the Year	
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Supply Chain Management	34-35
B5.1	Number of Suppliers by geographical region.	No disclosure in the Year	
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented,how they are implemented and monitored.	Supply Chain Management	34-35
B6 Product Responsibility	General Disclosure Information on: the policies; and 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.	Quality Management Sales and Promotion Information Security Construction	22-25; 35-36
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	No disclosure in the Year	
B6.2	Number of products and service related complaints received and how they are dealt with.	Users' Feedback	25
B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protection of Intellectual Property	34
B6.4	Description of quality assurance process and recall procedures.	Quality Management	22-25
B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Information Security Construction	36
B7 Anti- corruption	General Disclosure Information on: the policies; and compliance with relevant laws and regulations that have a significant impact on the issuer relating to prevention of bribery, extortion, fraud and money laundering.	Operation with Integrity	37
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.	Operation with Integrity	37
B7.2	Description of preventive measures and whistle- blowing procedures, how they are implemented and monitored.	Operation with Integrity	37
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.	Contribution to Society	38-41
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Contribution to Society	38-41
B8.2	Resources contributed (e.g. money or time) to the focus area.	Contribution to Society	38-41



Our mission is to make life more valuable