Ocumension Therapeutics
(Incorporated in the Cayman Islands with limited liability)
Stock code: 1477

Ocumension Therapeutics

2021 Environmental Social and Governance Report

OcuMension
欧康维视

About the Report

The Report is the second Environmental, Social and Governance (ESG) report issued by Ocumension Therapeutics, aiming to introduce the Group's ESG strategies, practices, measures and results from both environmental and social perspectives to our stakeholders.

Reporting scope

The Report covers Ocumension's principal operations in China, wherein the key performance indicators (KPIs) in environmental area mainly cover the Group's office buildings and laboratories in Shanghai, Suzhou, Beijing and Hangzhou, and the KPIs in social area mainly cover the Company and all its subsidiaries in China. The reporting period is from 1 January 2021 to 31 December 2021 ("Reporting Period").

Reporting definition

For ease of presentation, Ocumension Therapeutics is also referred to as "Ocumension", "the Group" or "we/us".

Access method

The electronic version of the Report is accessible from the official website of the Group at https://www.ocumension.com/ and the website of HKEx at www.hkexnews.hk.

Reporting principles

The Report is prepared in accordance with the *Environmental, Social and Governance Reporting Guide* (the "ESG Reporting Guide") set out in Appendix 27 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited.

The Report follows the principles set forth in the *ESG Reporting Guide*, including:

Materiality: The Group identifies key ESG issues through stakeholder engagement and materiality assessment, and disclosures accordingly in the ESG Report.

Quantitative: The Report uses quantitative data to present KPIs in environmental and social areas, with narratives provided to explain the purpose and impacts.

Balance: Based on this principle, the contents of the Report reflect objective facts related to the Group's ESG management.

Consistency: The Report adopts the same data disclosure and statistical methods as the 2020 Report did to ensure comparability of information.

The Report is provided in Traditional Chinese and English for readers' reference. In case of any discrepancy between the two versions, the traditional Chinese version shall apply and prevail.

Table of Content

About Ocumension

Our mission

To provide Chinese ophthalmic patients with excellent and comprehensive treatment solutions through continuous scientific research and innovation

Our vision

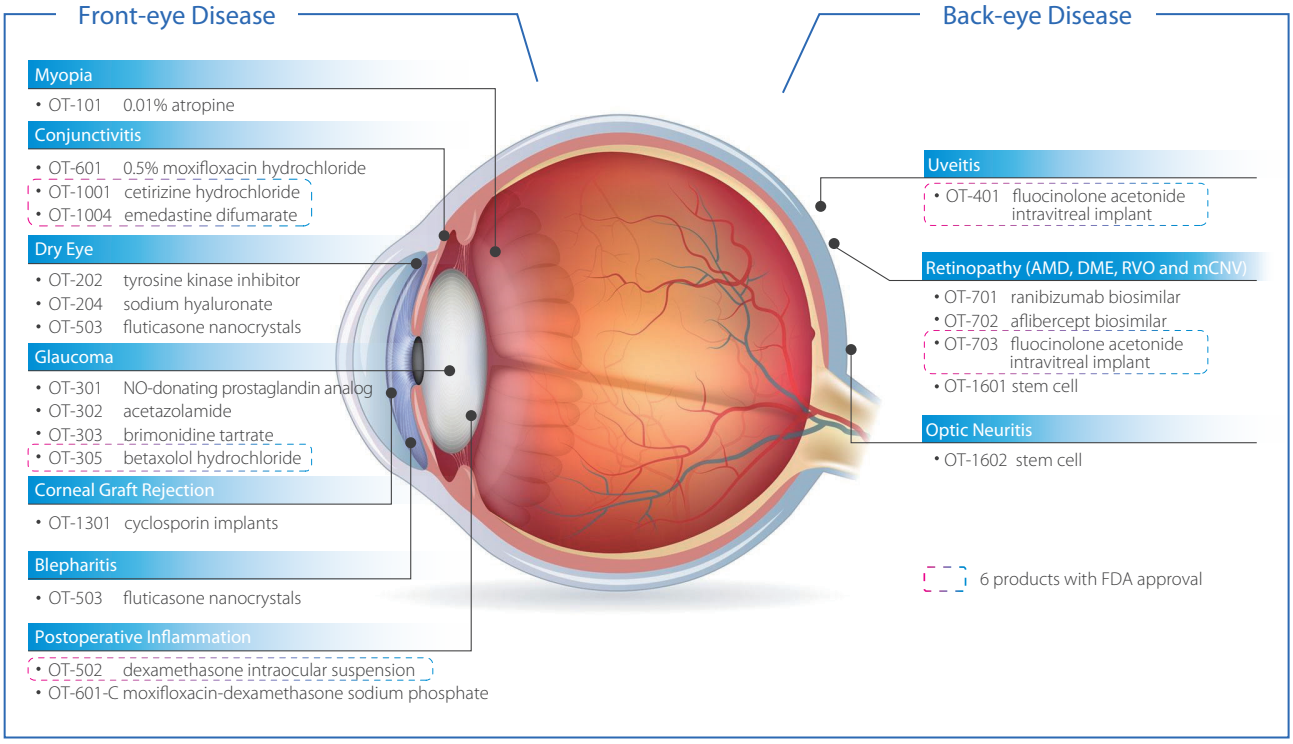
To provide a world-class pharmaceutical total solution to address significant unmet ophthalmic medical needs in China

Ocumension is a China-based ophthalmic pharmaceutical platform company dedicated to identifying, developing, and commercialising first- or best-in-class ophthalmic therapies. On 10 July 2020, Ocumension was listed on the Main Board of the HKEx with a stock code: 1477.

Since our inception, we have been focusing on building a platform integrating specialised capabilities in each major functionality involved in an ophthalmic drug's development cycle, from research and development ("R&D"), manufacturing, to commercialisation. Meeting the treatment needs of patients is the key responsibility of Ocumension, and it is also the concept we have long-term adhered. Our products serve as carriers of this business philosophy, while doctors are our partners to practice.

As of the end of 2021, the Group had 20 drug assets for both front and back of the eye that constitute a complete product line of ophthalmic drugs, of which 6 products had entered phase III clinical trials. Our core product, OT-401, has been accepted by the Centre for Drug Evaluation (CDE) of the State Drug Administration, and is the first new drug filed for sale in the history of drug registration in China that is based entirely on real-world study data.

Product pipelines



Winning awards

- **In April 2021**

  OT-401 (Fluocinolone intravitreal implant) of Ocumension Therapeutics won the "Best Star Product Award for International Innovative Pharmaceutical Devices" at the 2020 International Innovative Pharmaceutical Device Work Summary Conference in the Boao Lecheng Pilot Zone.

- **In June 2021**

  Ocumension was awarded the "Top 10 Biopharmaceutical Business Development in China" by BioChina.

- **In June 2021**

  AIER Eye Hospital Group Co., Ltd. awarded Ocumension Bronze Support Unit honour.

- **In September 2021**

  As one of the foreign-invested enterprises who made significant typical contributions to Suzhou's economic development in 2020, Ocumension won the Suzhou Municipal Government's Annual Investment Contribution Award.

ESG Governance

The Board announcement

The Group highly values ESG-related matters, the Board of directors of the Company (the "Board") takes overall responsibility for ESG-related matters, the integration of ESG-related matter into the Group's development strategy and guiding the management and supervision of ESG issue of the Group.

The Board discusses the latest development of ESG-related matters every year. During the Reporting Period, the Board held several meetings to discuss and review ESG-related matters such as the Group's manpower budget, compensation and welfare, product project approval, intellectual property rights, and so on.

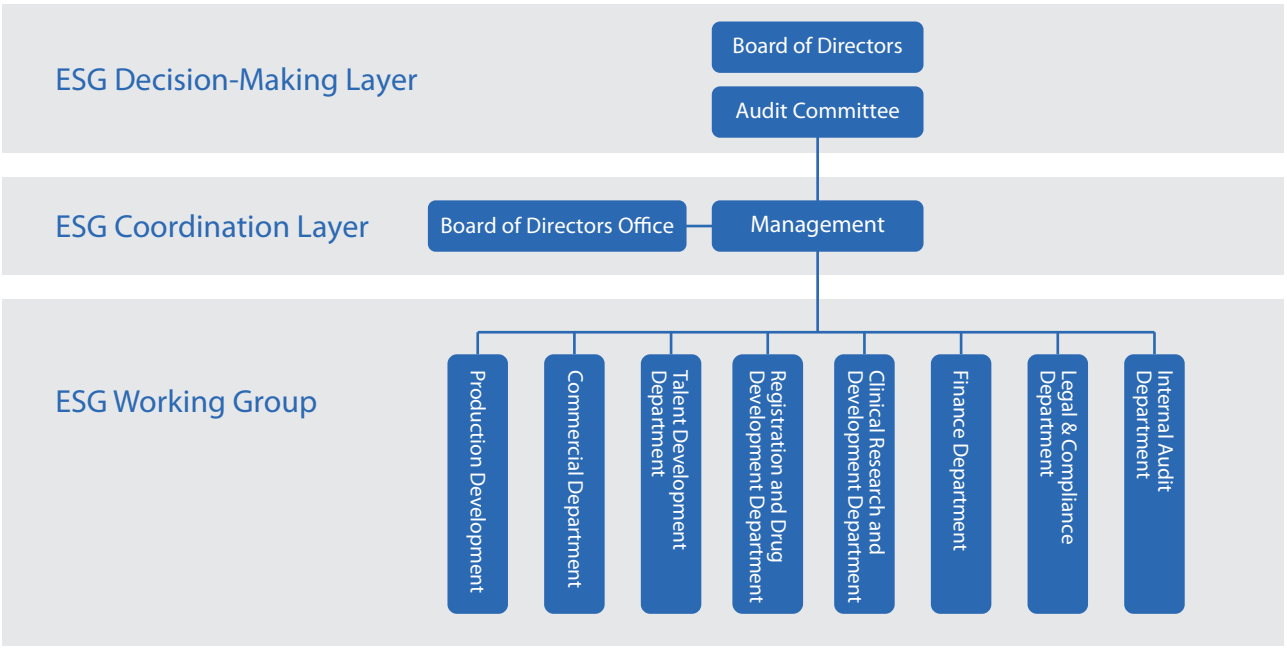
Looking to the future, the Group will continue to adhere the concept of sustainable development, actively fulfil corporate social responsibility, and continue to contribute wisdom and strength of human health.

ESG management strategy

At the Group, we are seeking continuous improvement of the sustainable development system and optimise our internal management while providing advanced high-quality ophthalmic pharmaceutical products and services to Chinese consumers. We have established a three-level ESG governance structure composed of the Board, management, and an ESG Working Group composed of major departments of the Group, thus creating a top-down ESG management system.

The Board assumes full responsibility for the Group's ESG matters, and is responsible for formulating ESG management policies, reviewing ESG-related matters on a regular basis, identifying, and assessing related risks, and ensuring that the Group has established appropriate and effective ESG risk management and internal control systems. Meanwhile, the Board regularly reviews the performance of the Group on the relevant objectives of ESG and approves the information disclosed in the ESG Report. In 2021, the Board of the Group nominated the Audit Committee of the Group as the representative of the Board to assist the Board in the overall management and supervision of the ESG management work of the Group, and ESG information disclosure.

The management of the Group is responsible for implementing ESG risk management and internal control systems, and the Board of Directors Office takes the lead in reporting the progress and result of the ESG-related work to the Board. The ESG Working Group is responsible for the daily management and reporting of ESG-related matters.



Communication with stakeholders

The requirements and expectations of stakeholders are an important basis for Ocumension to determine the direction of sustainable development. The government and regulators, shareholders and investors, employees, customers/patients, partners/suppliers, peer companies/industry associations, media and communities are the Group's main stakeholders. We have maintained effective communication with various stakeholders to keep abreast of their demands and expectations, and discuss and respond to the ESG issues of which concern to them, to determine the focus and direction of our ESG management.

Stakeholders	Expectations and concerns	Communication channels	Communication frequency
Government and regulators	Operation compliance Payment of taxes Leading the healthy development of the industry	Compliance management Voluntary taxation Complying with national policies Continuous R&D and innovation Risk analysis and reporting Timely reporting of adverse events Active participation in government projects	Multiple times per year
Shareholders and investors	Operation compliance Return on investment Standardised management and governance Information disclosure	Announcements and circulars Financial reporting Shareholders' meeting Roadshow Investor meetings	Multiple times per year
Employees	Protection of employees' rights and interests Career development channels Employee upskilling Healthy and safe working environment	Regular meetings and trainings Employee care activities Internal websites	Multiple times per year
Customers/ patients	Provision of high-quality products and services R&D and innovation Protection of customers and patients' rights and interests Responsible marketing Customer satisfaction and communication	Daily communication and meetings Training courses Academic seminar R&D cooperation Service hotline and email	Multiple times per year
Partners/ suppliers	Technical exchange and communication Loyal implementation of agreements performance Win-win cooperation Fair and open procurement	Daily communication and meetings Business visit to factories Audit and performance assessment	Multiple times per year
Peer companies/ industry associations	Provision of safe and quality drugs Exchange and cooperation Listening to patient feedback	Industry exchange Benchmarking	Multiple times per year
Media	Responsible products Positive social influence	Official website Daily communication	Multiple times per year
Community	Community involvement Charitable activities	Public welfare activities	Multiple times per year

Materiality assessment

The Group conducts regular materiality assessments to identify key areas of focus for ESG management in the future. The specific steps are as follows:

Identify ESG issues

We have identified 19 ESG issues relevant to the Group in accordance with the requirements of *the ESG Reporting Guide*, and in line with peer benchmarking and expert research and judgement.

Determine the materiality

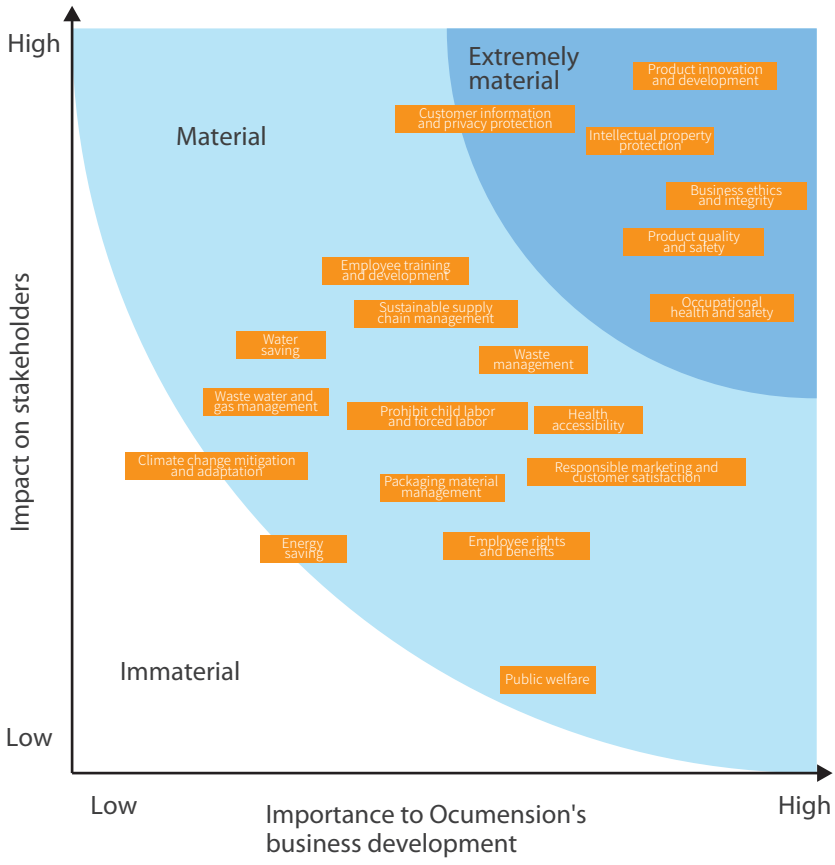
We assessed the materiality of every issue from the two perspectives of "Importance to Ocumension's business development" and "Impact on stakeholders" through interviews and materiality evaluation questionnaires with internal stakeholders of the Group, then created a materiality assessment matrix.

Verify the assessment results

Management and the ESG Working Group reviewed and confirmed the assessment results.

In 2021, the Group reviewed the ESG issues and previous materiality assessment result. As there were no significant changes in the business and operation environment, we will continue to use the 2020 materiality assessment, the specific materiality assessment is as follow:

Results of materiality assessment

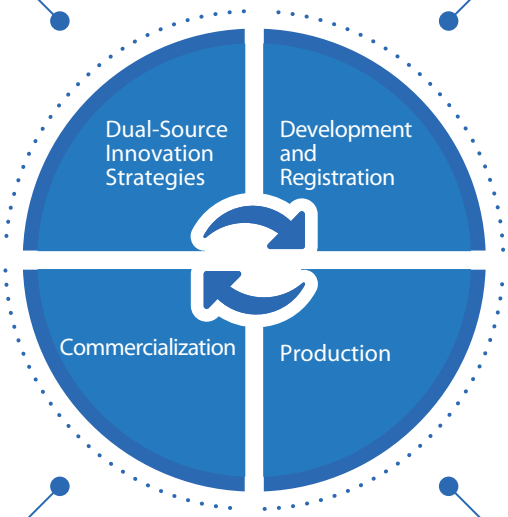


Innovative product

Health accessibility

With the responsibility of "guarding vision, restoring colour sensation, and preventing colours from becoming memories", we are committed to building a comprehensive drug portfolio for the treatment of major ophthalmic diseases by pursuing dual-source innovation strategies through authorised introduction/acquisition or internal R&D, in an effort to deliver a higher probability of success to Chinese patients with integrated solutions.

- Introduction and acquisition of authorization: When selecting licensor partners, we give priority to those with comprehensive drug portfolios, advanced innovation capabilities, and industry reputation.
- Internal R&D: Selected innovative ideas of treatment and carry out potential internal development.



- Capability to optimize the registration strategies and processes
- Unparalleled insight into clinical strategies

- Sales network has covered more than 20 provinces and cities in China
- Highly delicated and professional commercial team

- Highly automation and intelligent
- Rapid response of supply chain

Responsible supply chain

The Group has formulated the *Procurement Management*《採購管理規定》, *Supplier Database Management* 《供應商庫管理規定》and *Supplier Management* 《供應商管理規程》to control suppliers and the procurement process, so that the cooperation projects can get along in a reasonable, compliant, and effective manner. In 2021, we optimised the management system and refined the segregation of duties. Our Supplier Management Committee is composed of the Group's Chief Medical Officer, Manufacturing Headquarters, Commercial Headquarters, and other departments, responsible for approving the preferred supplier pool and implementing management strategies. Our Purchasing Manager is responsible for the daily access, filing and management of all suppliers.

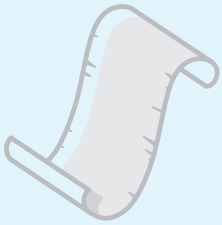
When selecting suppliers, we consider their product quality, industrial reputation and compliance with relevant regulations and industry standards. All suppliers must meet the supplier access requirements and provide business license, qualification certificates, and other access materials before they can be added to Ocumension supplier pool. For procurement, we assess and score suppliers, and conduct a series of online reviews to ensure that suppliers are selected fairly, objectively, and comprehensively.

We conduct routine supplier appraisals and annual performance assessments on a regular basis. Suppliers that have problems in quality, price, delivery period or service are required to implement corrective measures in a timely manner and pass the supervision and inspection of the Group. During the inspection period, suppliers that fail to contract any business for 6 consecutive months will be put into the unqualified list.

The Group also pays attention to the management of suppliers in terms of environmental protection and social responsibility. We also pay attention to the environmental and social risks of suppliers in supplier access, daily management and audit, and remove suppliers that are implicated in major environmental accidents, use of child labour, and forced labour. To achieve environmental friendly procurement, we also encourage suppliers to use environmental friendly products or services:

Case: Green packaging

For the packaging boxes of medicines, Ocumension encourages suppliers to replace the mainstream white cardboard packaging materials with more environmental friendly high-bulk thick paper. 290g of high bulk thick paper can replace 350g of white cardboard, saving 17% of pulp, reducing the transportation costs and environmental impact at the same time.

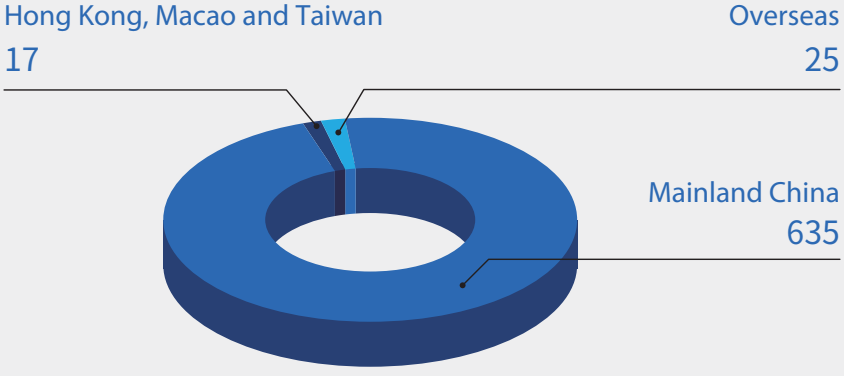


Saving **17%** of pulp

290g of high bulk thick paper can replace **350g** of white cardboard

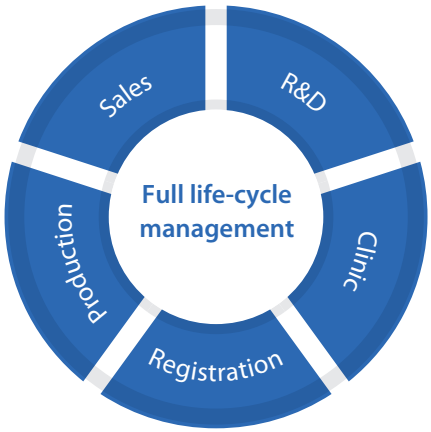
As of 31 December 2021, we had 677 suppliers, including 635 suppliers in mainland China, mainly located in Shanghai, Beijing, Jiangsu, and Zhejiang. This year, we audited a total of 344 suppliers, none of which was dismissed due to product safety issues.

Number of suppliers by geographical region



Full life-cycle management

Ocumension has been focused on building an ophthalmic platform that integrates professional capabilities in the full cycle of ophthalmic drug development from R&D, production to commercialisation, and always adheres to and implements the *Pharmaceutical Administration Law of the People's Republic of China*《中華人民共和國藥品管理法》, *Good Clinical Practice of Pharmaceutical Products*《藥物臨床試驗質量管理規範》, *Good Manufacture Practice for Pharmaceutical Products*《藥品生產質量管理規範》, *Measures for the Administration of Drug Registration*《藥品註冊管理辦法》, and other laws and regulations on various quality control measures.



We are committed to establishing and developing fully integrated R&D capabilities, using them as an internal engine to promote our agenda of discovering, developing, and commercialising the most innovative and best-in-class treatments for patients with eye diseases in China. Our R&D team members have a multi-discipline background and extensive professional knowledge in the fields of ophthalmology, pharmacology, toxicology, traditional medicine, and chemistry, possessing a full range of capabilities from drug discovery and preclinical research to clinical trials. Among them, 5 members hold doctorate degree, 28 members hold master's degree, and many members have more than ten years of experience in the field of ophthalmology.

Drug development

In the product design and R&D phase, we uphold the concept of Quality by Design (QbD). Based on a full understanding of Quality Target Product Profile (QTPP) and Critical Quality Attributes (CQAs), we conduct in-depth research on key process parameters and their relationships with CQAs and potential risk variables, and establish a design space to integrate all key process parameters that affect product CQAs, so as to strengthen the understanding of and control over the pharmaceutical process and ensure continuous control over product quality.

We have owned an advanced Chemical, Manufacturing and Control (CMC) research laboratory to develop innovative and generic ophthalmic drugs, such as sterile solutions, gel suspensions, nano or micro emulsions, etc. In the pre-clinical research phase of drugs, we strictly abide by the *Regulations for the Administration of Affairs Concerning Experimental Animals* 《中華人民共和國實驗動物管理條例》and other laws and regulations regarding experimental animals, adhere to high standards of ethical practice and scientific behaviour in all experiments, and ensure that all work is done in compliance with relevant R&D ethics and animal ethics policies through monitoring and recording.

For an innovative enterprise, strengthening the refined management of IP, controlling potential IP risks, and safeguarding the legitimate rights and interests on intangible assets are the basis for nurturing core competitiveness. In our *Compliance Manual*《合規手冊》, we have made detailed provisions on the ownership, transfer, application, filing, transfer and use of IP to enhance systematic IP protection. Where the Group's IP is infringed, the Group's Legal & Compliance Department will take timely action to redrive IP protection through submission of objections and filing of lawsuits. As of 31 December 2021, the Group have registered 107 trademarks and owned 6 patents.

As of 31 December 2021

registered **107** trademarks

owned **6** patents

Clinical research and development

We have established a complete clinical R&D platform built with functions of clinical research, medical and clinical project management, data management and biostatistics, pharmacovigilance, etc., covering the entire clinical process from phase I to phase III. For each clinical development project, we designate a project manager to be responsible for formulating clinical development plans, designing experimental plans, and supervising trial execution. To ensure the quality and efficiency of clinical trials, we also engage leading professional CROs to conduct daily management and execution of clinical trials. In 2021, we set up a new post of clinical monitoring manager to assist the project manager in advancing the progress at the project site. According to the needs of the project, we will also use an advanced electronic clinical trial management system to manage the daily R&D of clinical trials.

For the selection of CROs, we have a set of rigorous review standards to assess them for their professional qualifications, research experience, industry reputation, adequacy of clinical trial equipment, and data management systems, etc. Further, for each trial, we will sign a cooperation agreement with the CRO and the main researchers involved, and reach agreements in terms of service, time limit, payment, IP and risk allocation. As to the trial process, we formulated project management and clinical operation standards with detailed instructions and guidelines for CROs and clinical research coordinators, and we will conduct close supervision to ensure the integrity and authenticity of trial and research data and protect subjects' rights and interests. Besides, to facilitate the preparations for clinical trials, we will invite top experts in related fields to give trainings to researchers.

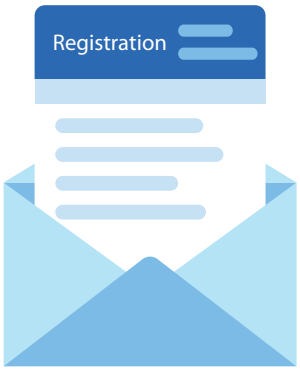
In order to ensure the safety of clinical trials, we strictly implement the *Provision for Adverse Drug Reaction Reporting and Monitoring*《藥品不良反應報告和監測管理制度》and other related requirements, and set up a post of pharmacovigilance specialist to be responsible for the monitoring, collection, analysis, investigation, and reporting of all adverse drug reactions, and to cooperate with drug administration agency to conduct investigations. In 2021, we established a pharmacovigilance reporting system for continuous risk monitoring and management throughout the entire process from raw materials to decision making. For the subjects, we ensure that their rights and interests are well protected by means of informed consent, regular reports of adverse reactions, purchase of patient insurance, and free drug treatment.

For the capacity building of the clinical R&D team, we carry out various internal communication and training activities at the project and department levels, such as researcher training, monthly clinical R&D meetings, etc., to ensure full coverage of clinical R&D staff. In addition, we encourage clinical R&D personnel to participate in external exchanges or professional vocational training.

September 2021: Clinical trial development, eye chart use exercises, and cognitive training

October 2021: The 8th China Pharmacovigilance Conference in Nanjing, Jiangsu Province

Registration



We actively follow the registration standards of regulators and communicate with relevant regulator on the approval of new drugs for clinical research. We are committed to promoting the commercialisation of our drug candidates in China with maximum efficiency, using our extensive regulatory, commercial expertise, and the best regulatory channels.

Production of products

Quality Policy

Quality Focus
Continuous Improvement
Pursuit of Excellence

We have established a quality management system, formulated specific quality plans and goals according to the regulatory laws and regulations, and relevant requirements of Good Manufacture Practice for Pharmaceutical Products (GMP) of the regions where the products are marketed. We have authorised quality inspectors for the establishment, implementation, and maintenance of the quality management system, thus ensuring that the system construction is set up in accordance with laws and regulations and customer requirements. We have defined the responsibilities, management procedures, resource management, customer relations, product realisation, quality assurance and document management of various departments in accordance with the *Quality Manual*《質量手冊》. For product packaging, we have established the *Management Regulations for Inner Packaging Materials and Printing Packaging Materials*《內包裝材料及印刷包裝材料管理規程》to guide the management of the entire process from design to use of internal and external packaging materials, so as to avoid misuse of packaging materials or mislabelled information.

All personnel involved in drugs production shall undergo continuous job-specific training and evaluation to ensure that they are able to complete their work in accordance with GMP requirements. In 2021, we built a Training Management System (TMS) to improve the efficiency of GMP training and the traceability of training records. In June, the Quality Department of the Group organised the "Drug Science and Technology Week" event to interpret laws and regulations such as the *Pharmaceutical Administration Law of the People's Republic of China*《中華人民共和國藥品管理法》and *Measures for the Supervision and Administration of Drug Production*《藥品生產監督管理辦法》, which effectively enhanced employees' awareness of regulations and provided guidance for employees to get rid of doubts and difficulties in the actual work process.

Customer service

We have obtained the certificate of Good Supply Practice for Pharmaceutical Products (GSP) and have carried out quality control over the entire process of pharmaceutical operation from the procurement, acceptance, storage, sales, and after-sales service of drugs to ensure the provision of quality medicines to customers.

We strengthened our contacts with customers through various marketing activities. By using WeChat platform "Easy Vision", we carried out doctor training and patient education. In 2021, we enhanced our customer management, customer training, patient education and other aspects:

Customer management

Further improve the customer management system by optimising the treatment concept of doctor customers and refining the classification of doctor customers;

Customer training

Establish a complete series of training on standardised diagnosis and treatment for doctors, which considers both common knowledge and individual needs to train more professional doctors in the field of uveitis and promote industry standardisation;

Patient education

Refine the popular science education for patients, and explore more educational channels such as short video platforms to convey the concept of patient care.

Customer Training in 2021

1) Marketing in compliance

The Group strictly complies with relevant laws and regulations such as the *Advertising Law of the People's Republic of China*《中華人民共和國廣告法》, and the *RDPAC Code of Practice* 《RDPAC行業行為準則》 issued by the R&D-based Pharmaceutical Association Committee, China Association of Enterprises with Foreign Investment (RDPAC), and formulated the rules and regulations such as the *Guidelines for the Promotion of Pharmaceutical Products*《藥品推廣準則》, the *Provisions for the Promotion of Pharmaceutical Materials*《藥品宣傳資料規定》, the *Regulations on the Release of Company Publicity Materials*《對外發佈公司宣傳資料規定》, thus carrying out strict control over the marketing information published by various channels.

All drug publicity materials shall be submitted through internal systems and reviewed by the Marketing Department, Clinical Research and Development Department, Legal & Compliance Department, etc. to confirm that exaggerative, assertive or other expressions that violate the relevant provisions of the *Advertising Law of the People's Republic of China* 《中華人民共和國廣告法》and contents of suspected fraud and inducement are not used, before they can be produced and used for publicity.

2) Complaints and recalls

We have made relevant provisions on the handling of product complaints in the *Quality Manual*《質量手冊》and *User Complaint Feedback and Handling Procedures* 《用戶投訴回饋及處理規程》 and evaluate complaints and track the whole process according to the well-established handling process. We categorise the clinical complaints, pharmacy complaints, and commercial complaints on Ocumension's own products and agency products into serious user complaints, important user complaints and general user complaints according to their severity. All complaints received should be registered in a timely manner and handled by the Quality Department, which will require relevant responsible departments to make effective rectifications according to the investigation and handling process. If necessary, we will promptly notify the regulatory authorities promptly. During the Reporting Period, the Group received 1 complaint on cooperative product, which had been resolved in a timely manner.

In accordance with the *Administrative Measures for Drug Recalls* 《藥品召回管理辦法》and the *Good Manufacture Practice for Pharmaceutical Products*《藥品生產質量管理規範》, we have set up the *Product Recall Management Regulations*《產品召回管理規程》 to ensure that products can be promptly and comprehensively recalled in case of quality problems or forced recalls, so as to safeguard the health and life safety of patients. Based on the safety hazards and severity of potential safety hazards, the drug recall is classified into three levels: in the first level, drugs shall be recalled within 1 day, the second level within 3 days, and the third level within 7 days. As of 31 December 2021, the Group had no product recalls due to safety and health reasons.

Recall initiation

Recall decisions are made through activities related to quality system such as review of stability, complaints, adverse drug reaction, etc.;

The quality assignee completes the investigation and assessment of product safety hazards, and determines whether to initiate recalls and make public warnings;

Establishment of a recall team

Comprised of the quality assignee, Sales Department, warehouse, Production Department, Quality Department and Finance Department;

Recall implementation

The recall team draws up a recall plan and immediately sends it to the Logistics Department and the Sales Department to implement the product recall and meanwhile reports to the Drug Regulatory Department;

The Logistics Department segregates the recall products in the "unqualified area" and registers the "product recall ledger";

Recall close

The recall team submits the "product recall summary report" to the Drug Regulatory Department.

Cyber-security and privacy policy

With the rapid development of the Group's business, in order to ensure information security, optimise the configuration and use of electronic equipment and software, and better serve the Company's production and operation, we have formulated the *Provision of Management Information Systems*《信息系統管理規定》and *Electronic Equipment Management Regulations*《電子設備管理規定》to avoid losses to the employee or the Group due to improper use. In addition, strict requirements on information security and confidentiality are stipulated in the *Compliance Manual*《合規手冊》and the *Employee Handbook*《員工手冊》.

For the collection and utilisation of personal information related to employees, patients, medical professionals, customers and contractors involved in the course of business, we will handle with care in accordance with relevant national laws and regulations, social concepts and internal rules and regulations of the Group to avoid information leakage or illegal use.

Permissions are arranged for top-secret information such as company's important plans, confidential information, and the Group's financial statements to ensure that only authorised personnel can access.

For trade secrets, we sign with employees the *Non-Disclosure Agreement*《保密協議》and relevant confidentiality commitments, confidentiality guarantees or confidentiality declarations and other documents according to work needs.

Information system management personnel conduct annual inspections of information technology security in various departments, including whether there are any hidden risks in the local area network, whether user password settings are following the regulations, etc. In addition, information system management personnel are responsible for supervision, data backup, virus prevention, and physical security of network and software systems within the Group to eliminate safety hazards. Meanwhile, we set the file server three-level authorisation of read-only, read-write, and administrator to improve the efficiency of corporate file management while ensuring security. We also seek to safeguard the integrity and confidentiality of our data and trade secrets by maintaining the physical security of our premises, and the physical and electronic security of our information technology systems.

In May 2021, we provided all employees with comprehensive notification and training on phishing emails, informing them how to identify and deal with phishing emails, and requiring employees to report the situation to the information system management personnel as soon as they encounter a suspected phishing email.

Harmonious workplace

At Ocumension, we believe that talent is the cornerstone of our development. Our employees are not only our valuable assets, but also the key driving force of our development. By creating a healthy and safe working environment, establishing a sound management system and career path, we continue to help employees maximise their ability development, and make progress hand in hand with Ocumension.

Standardised employment

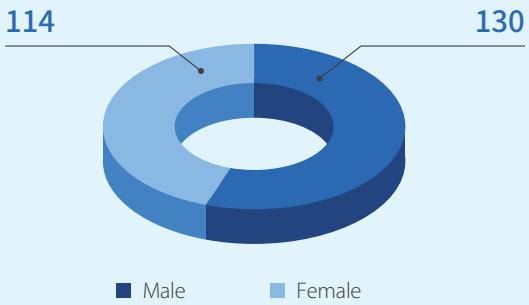
We always adhere to legal employment, and strictly abide by and implement relevant laws and regulations such as the *Labour Law of the People's Republic of China*《中華人民共和國勞動法》, the *Labour Contract Law of the People's Republic of China*《中華人民共和國勞動合同法》, the *Provisions on the Prohibition of Using Child Labour*《禁止使用童工規定》. The Group's hiring policy, practices and procedures are stipulated in the *Employee Handbook*《員工手冊》.

Ocumension actively promotes diversified operation to maintain the vitality of development. In the recruitment process, we strive to maintain equal employment opportunities, and attract, cohere, and hire diverse talents through campus recruitment, online recruitment, social recruitment, etc.; in the daily management process, we treat and respect every employee fairly and equitably, regardless of their gender, nationality, background and ethnicity, and ensure that they all have an opportunity to make progress and realise their potential.

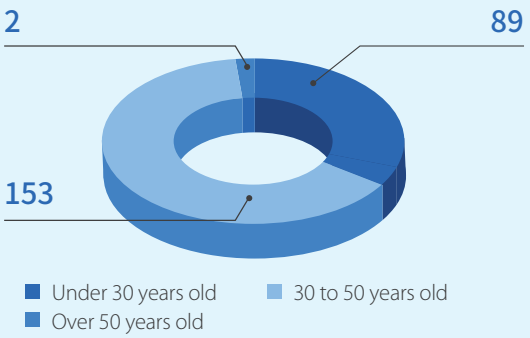
Ocumension prohibits the use of child labour. We conduct candidate identity authentication in the recruitment and employment process to eliminate the use of child labour. In the event of the employment of child labour, the Group will conduct an investigation in accordance with established procedures. Once any violation of law is confirmed, it will be handed over to the relevant judicial authority. During the Reporting Period, the Group had no violations involving child labour.

As of 31 December 2021, the Group had 244 full-time employees, of which approximately 46.7% were female.

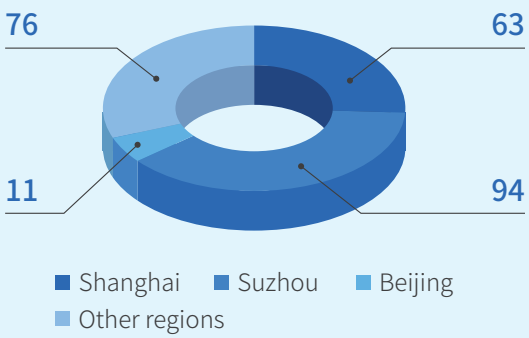
Total workforce by gender (Unit: person)



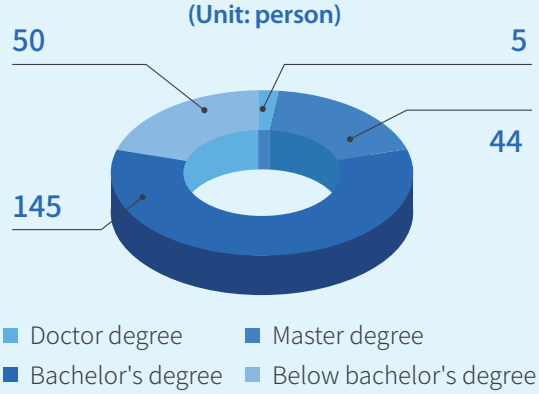
Total workforce by age group (Unit: person)



Total workforce by geographical region (Unit: person)

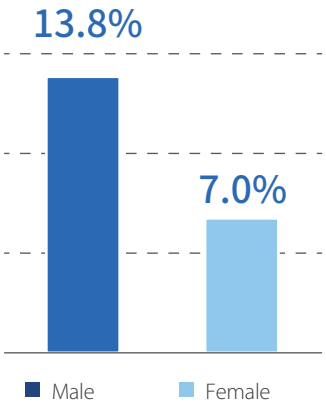


Total workforce by academic qualification (Unit: person)

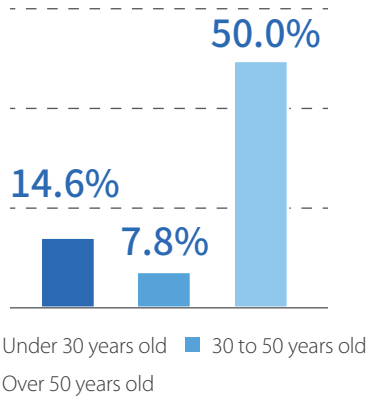


The turnover procedure s followed in strict accordance with labour contracts and laws and regulations. During the Reporting Period, the Group's turnover rate was 10.7%.

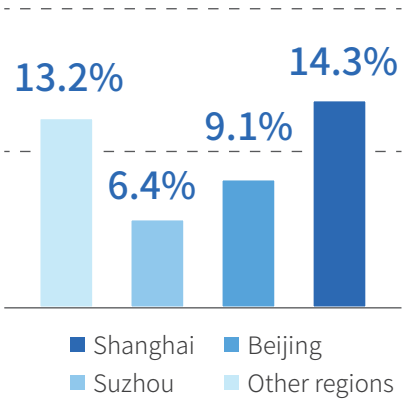
Employee turnover rate by gender



Employee turnover rate by age group



Employee turnover rate by geographical region



Emoluments and benefits

Composition

In consideration of "responsibilities and performance, personal abilities, and in line with external market levels", we establish an internal remuneration model. We formulated the *Measures on Remuneration Management* 《薪酬管理辦法》and establish a scientific and reasonable employee remuneration system to effectively attract, motivate, and retain talent.

Floating wages

performance bonus, sales bonus and other bonuses

Fixed wages

regular remuneration such as basic salary

Benefits

social insurance, housing funds paid leave, supplementary medical reimbursement, supplementary housing fund, etc.

Cash benefits:

transportation allowance, luncheon allowance, communication allowance, high-temperature subsidy/heating allowance, holiday benefits, etc.

Employee incentive plan

In order to encourage employees to stick to their posts and participate actively in various important activities for the development of the Group, we formulated the *Implementation Plan for the CEO Special Contribution Award*《CEO特別貢獻獎實施方案》, which is intended to reward employees who have made outstanding contributions to the Group's business development, management optimisation and innovation, and brand promotion. In addition, we uphold the corporate culture of full shareholding and continuously improve the employee incentive plan to further attract, motivate, and retain talents. In accordance with the terms of the 2021 Share Option Scheme and the 2021 Share Award Scheme, the Group have granted 14.21 million share options and 18.55 million award shares to eligible persons under the shcemes.

Granted

14.21 million share options

18.55 million award shares

Working hours and leaves

We pay attention to the physical health, mental health, and quality of life of our employees, and strive to create a united, positive, and harmonious working atmosphere. We draw up the *Leave Management System*《假期管理制度》to protect the employees' right to leave. Employees of the Group enjoy a variety of holidays such as weekends, national holidays, paid annual leave, marriage leave, maternity leave, and home leave. Employees are also encouraged to participate in activities such as birthday parties and team building after work. We strictly prohibit forced labour. If overtime is required based on business conditions, employees shall submit a written application letter for overtime, and they can apply for compensatory leave or receive overtime pay as appropriate.

2021 Employee Birthday Party

2021 Team Building

Health and safety

We highly value occupational health and safety, and give top priority to protect the life and safety of our employees. We strictly abide by laws and regulations such as the *Labour Law of the People's Republic of China*《中華人民共和國勞動法》, the *Work Safety Law of the People's Republic of China*《中華人民共和國安全生產法》, and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*《中華人民共和國職業病防治法》, and have established an environment, health and safety (EHS) management department to monitor the Group's environment, health and safety matters.

We have formulated a number of health and safety-related policies and systems to raise employees' awareness of safe development, prevent and eliminate major safety risks from the source.

For hazardous chemicals involved in the Group, the laboratory and Suzhou plant of the Group have formulated the *Chemical Management Regulations*《化學品管理規範》, *Safety Management Procedure for Hazardous Chemicals*《危險化學品安全管理規程》and *Hazardous Waste Management System*《危險廢棄物管理制度》, which are combined with the entry and exit registration ledger, and training on the use of dangerous goods to regulate the transportation, storage, use, disposal, and other processes of chemicals in accordance with relevant safety requirements, and prevent fire, explosion and poisoning accidents during the transportation, storage, production and use of hazardous chemicals. The laboratory has established a hazardous waste disposal management team and posted chemical safety technical instructions and hazardous chemical safety management policies in the laboratory, always reminding employees to pay attention to safety during practical operations. We require that staff members who use hazardous chemicals must participate in trainings and obtain relevant certification. When operating, it should be done by two persons with proper safety protective equipment.

For the use of special equipment, the Group has formulated the *Special Equipment Management Regulations*《特種設備管理規程》and formed a list of special equipment deployed throughout the factory, and conducted centralised supervision, inspection and management of the special equipment existing in various departments, so as to timely manage and report hidden dangers. We require that special equipment operators hold certificates, whose scanned copies should be archived by the EHS management department for future reference.

The Group's Suzhou plant has also formulated the *Emergency Response Management Regulations*《應急響應管理規程》and established an emergency response team. Through regular comprehensive and special emergency drills, the personal safety of factory employees is further protected, and the skills of employees to escape and deal with abnormalities in emergencies are improved.

In order to effectively implement relevant regulations and EHS management requirements, we provide training for our employees on a regular basis. Among them, the EHS management department will carry out two dimensions of training, the new recruits three-level safety education and the annual special training. Tests are arranged for every training session to ensure the effect.

In June 2021, all employees of the Suzhou plant and the R&D department attended the EHS special training. The training content includes updates to the work safety law, safety on special operations and on-site assessments were conducted to ensure that employees had acquired relevant knowledge.

In August 2021, the Drug Development Department conducted safety education and training. The topics covered basic concepts of work safety, accident case sharing, escape skills and accident handling methods.

In addition, we arrange annual health check-up for all employees at the company's expenses. From the date of incorporation to the end of the Reporting Period, there was no work-related fatality. In 2021, the number of lost days due to work injury was zero.

Development and training

Ocumension insists on open and transparent job management, rank management and promotion channels. We encourage every employee to acquire new knowledge and seek progress, no matter it is for accumulating strength on the road of specialisation or leading colleagues in horizontal management functions and empower employees to make long-term career planning. We have formulated the *Post Management Measures* 《岗位管理辦法》and *Annual Promotion Policy* 《年度晉升制度》to clarify the post system and promotion channels for each post and provide foundation and support for the sustainable development of our employees.

Ocumension's internal positions are divided into professional sequence and management sequence. The professional sequence is further divided into sales sequence, R&D sequence, support sequence and manufacturing sequence according to the characteristics of the specific expertise. Based on the degree of post contribution, posts rank from level 1 to level 50, and employees are rewarded according to their performance, ability, and contribution to the business.

We have conducted two types of training, new recruit training and daily training. By formulating reasonable training plans and programmes, we provide employees with formal and comprehensive company-level, department-level and individual-level training. The Human Resources and Administration Department of the Group sets up a training archive for each employee to monitor the progress and results of their training. We help employees understand the company's overall planning and compliance system through different types of training such as the Dragon and Fish plan, high-level training, external training, and online training, and at the same time learn about various products and ophthalmic diseases. We assign a colleague from the Shanghai Headquarters as a learning partner for each new employee to help them fully understand their work goals and content, and actively participate in inter-departmental communication and collaboration.

New Recruit Training

In July 2021, the Group organized training activities for new recruit, and popularizes ophthalmic diseases and products knowledge through lecturer sharing.

Daily training

Management training

In 2021, we completed the training of the employee management academy through three stages - course training, project research, and project reporting - to help employees quickly familiarise themselves with the scope of responsibilities, learn to empathise, improve management skills, and work better.

Marketing training

In 2021, the Group held more than 20 internal marketing and product training sessions in various places across the country to help marketers understand the characteristics, epidemiology, and existing therapeutic drugs of diseases such as uveitis and glaucoma.

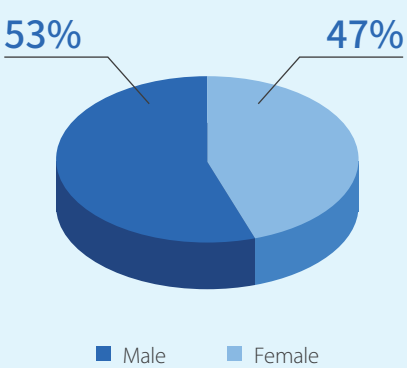
March 2021: Internal Training Session on Uveitis and Glaucoma

July 2021: New Product Training Session

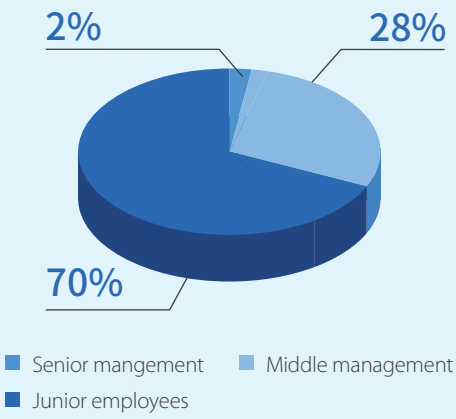
In 2021, the training ratio of the employees of the Group was **100%**

the total training hours for the year were **9,235.8** hours.

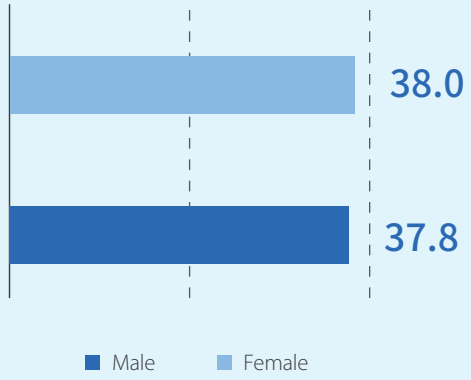
The percentage of employees trained by gender



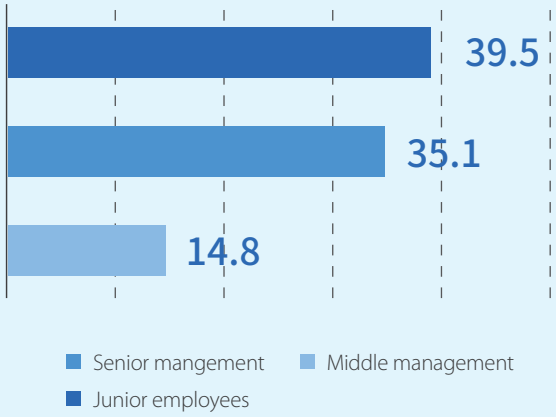
The percentage of employees trained by employee category



The average training hours completed per employee by gender (Unit: hours/person)



The average training hours completed per employee by employee category (Unit: hours/person)



Business ethics

The Group strictly abides by the *Criminal Law of the People's Republic of China*《中華人民共和國刑法》, the *Pharmaceutical Administration Law of the People's Republic of China*《中華人民共和國藥品管理法》, the *Anti-Unfair Competition Law of the People's Republic of China* 《中華人民共和國反不正當競爭法》and other laws and regulations, and it has established a sound risk identification and compliance management system. In 2021, the Group had no cases involving corruption.

We have established a compliance committee led by the CEO to guide, supervise, and coordinate the compliance management of the Group, and set up an independent internal audit department to provide independent assurance on the effective operation of the Group's risk management, governance, and internal control processes. Through the establishment of *Risk Management Manual*《風險管理手冊》, *Contract Management Regulations*《合同管理規定》and *Guidelines for the Promotion of Pharmaceutical Products*《藥品推廣準則》and other policies, we can effectively identify, actively manage, and prevent compliance risks. We ensure the standard implementation of all kinds of operation activities through daily compliance supervision, reporting, cultural promotion, and implementation. We have stipulated the behaviour of the functional personnel of the Group in contact with the supply chain in the *Guidelines for Contact with Non-medical Professionals*《與非醫療專業人士接觸準則》. The relevant functional personnel shall strictly follow such guidelines and sign a conflict-of-interest statement to avoid conflicts of interest with the supplier. In 2021, we formulated the *Supplementary Provisions for Drug Promotion Guidelines*《藥品推廣準則補充規定》to replenished regulations for the fees and application procedures of brand reminders, internal training sessions, academic conferences, and expert consultation sessions.

We carried out compliance evaluation for each employee, the compliance evaluation result and disciplinary notice of the previous month will be announced to all employees before the end of each month. If violations occur during the review and supervision process, they will be included in the compliance assessment and employees involved will be punished. The assessment score of the superior leader will also be deducted in a certain degree due to joint liability. If employees collude with distributors or conduct false sales, they will be considered serious violations of company rules and regulations, and the Group can unilaterally terminate the labour contract according to relevant laws and regulations.

The Group has set up a "compliance office" for all employees to receive compliance consultation and compliance reports submitted by all employees. We accept anonymous reports, and no employee will be punished by the Group or retaliated by others as a result of a compliance report. For those who retaliated, the Group will punish them in accordance with the relevant rules and regulations.

Reporting channels mainly include:

Corporate email
peipei.jiang@ocumension.com

Reporting hotline
+86-21-61493752

In 2021, the Internal Audit Department carried out internal special audit projects and put forward targeted management recommendations on the audit results. All recommendations were responded to and implemented.

The Group is committed to compliance culture construction, and familiarises employees with compliance knowledge, compliance policies as well as risk prevention, and control requirements by formulating compliance training plans and organising effective compliance training on a regular basis. We strengthen employees' compliance awareness through e-mail propagation, online training programmes, and other means, we carried out all-staff training on *Compliance Manual*《合規手冊》, basic training and testing on *Guidelines for the Promotion of Pharmaceutical Products*《藥品推廣準則》, and on compliance Policies. All new joiners are required to complete the training on *Compliance Manual*《合規手冊》within one month upon getting on board, and sign *Letter of Commitment on Compliance Manual*《合規手冊承諾書》through e-mail and online training programmes. In 2021, we conducted anti-corruption training for the Board based on the *Compliance Manual*《合規手冊》, the *Guidelines for Affairs of the Listed Company Anti-Corruption System*《上市公司防貪系統事務指南》, and the *Guidelines for Directors' Integrity Affairs*《董事誠信事務指南》, so as to jointly promote a clean and honest industry atmosphere.

Green development

In strict accordance with relevant laws and regulations such as the *Environmental Protection Law of the People's Republic of China*《中華人民共和國環境保護法》and the *Energy Conservation Law of* the *People's Republic of China*《中華人民共和國節約能源法》, and in active response to the call of " embracing energy conservation, environmental protection, and low carbon", we have set environmental goals of improving resource use efficiency and reducing emission, so as to better perform our environmental protection responsibilities.

We identify and analyse potential environmental factors in a timely and comprehensive manner, and take measures to rectify problems. Meanwhile, we have formulated a series of scientific preventive measures and management systems such as the *Hazardous Waste Management System*《危險廢棄物管理制度》and *Emergency Response Plan for Environmental Emergencies*《突發環境事件應急處理預案》in light of the Group's own conditions. We have established environmental protection ledgers and files, departments and individuals with outstanding achievements in environmental protection will be recognised and rewarded, and those who violate the regulations and cause environmental pollution accidents will take corresponding responsibilities.

Resources management

Knowing that the world is facing resource shortage, we are committed to promoting the concept of saving water and power and taking various measures to strengthen the efficient use of resources:

Through publicity activities on energy and water saving, we encourage employees to develop self-awareness of resource saving, and put up slogans of power and water saving as reminders for employees to switch off power and water equipment in a timely manner.

We formulated *Regulations on Company Car*《公司用車管理規範》 to properly manage and allocate company car as well as avoid wasting resource.

We encourage paperless office by minimising copy and printing, and advocate double-sided printing and wastepaper recycling to avoid unnecessary use of paper and reduce the amount of non-hazardous waste.

In the design and construction of the Suzhou plant, we have strictly followed relevant requirements of the *Administration of Construction Project Environmental Protection*《建設項目環境保護管理條例》and other laws and regulations, given full consideration to its environmental impacts, and taken a series of energy conservation measures for processes, buildings, electrics, switches, etc. to continuously optimise the energy use indicators and ensure reasonable resource utilisation.

In 2021, the Group's environment related KPIs are shown as follows:

Environmental KPIs [4,5]	2021	2020
Total energy consumption (MWh)[1]	498.74	234.75
Total direct energy consumption (MWh)	87.84	88.57
Including: Petrol (MWh)	87.84	88.57
Total indirect energy consumption (MWh)	410.90	146.18
Including: Purchased electricity (MWh)	410.90	146.18
Energy consumption intensity (MWh per capita)	2.04	1.73
Total water consumption (tonne)[2]	7188.20	138.70
Total water consumption intensity (tonne per capita)[3]	29.46	1.02

Notes:

1. Total energy consumption is calculated based on the consumptions of electricity and fuel and the default parameter values related to common fossil fuel characteristics as shown in Attached Table 2 to *Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises* 《工業其他行業企業溫室氣體排放核算方法與報告指南》issued by the National Development and Reform Commission ("NDRC").

2. The Group's water consumption is mainly for domestic use and sourced from municipal water system, which is sufficient for of daily operation.

3. Based on the adjustment of calculation scope, the total water consumption intensity has adjusted for 2020.

4. The Group has not yet produced pharmaceutical products and no packaging materials are used in its operation, therefore, KPI A2.5 (Total packaging material used for finished products and with reference to per unit produced) is not applicable to the Group and is therefore not disclosed in the ESG Report.

5. Based on the Group's Suzhou plant start its trail operation in 2021, the total energy consumption and the total water consumption has significantly increased compared to 2020.

Emissions management

We formulate corresponding management policies in accordance with relevant laws and regulations on pollutant discharge in the place where we operate and take preventive measures against emissions such as exhaust gas, wastewater, and solid waste to ensure stable and compliant discharge of pollutants. The emission-generating departments shall accept the guidance and supervision of the regulatory authorities, and effectively implement the emission management regulations. In the event of any environment-polluting emergencies in the laboratory, we require R&D personnel to confirm their severity and report to the EHS commissioner as soon as possible. The EHS commissioner will issue an early warning according to the situation and require the responsible persons to prepare emergency supplies and take timely measures to ensure the safety of personnel and minimise the pollution to the surrounding environment.

During the construction phase of the Group's Suzhou plants, we strictly require the construction companies to pay attention to environmental protection, reduce dust with mobile dust removal fog guns and spray remover systems, at the same time use low-noise equipment or install mufflers and take other treatment measures to achieve source noise control. For the small amount of industrial waste gas and fume generated in the future factory production processes, we will use advanced treatment processes such as high-efficiency dust removal filter elements and two-stage activated carbon adsorption facilities to ensure that the emission concentration and total amount of gas pollutants meet the environmental impact assessment requirements and related regulatory requirements. For the production wastewater generated after the Suzhou plant is put into operation, we will use the Fenton oxidation process to oxidise and degrade the organic pollutants in the wastewater to ensure that the wastewater is discharged by standards.

Case: Green tail gas treatment

The tail gas and waste water will be generated when using the traditional pickling method to sterilize multi-dose eyedrop bottles with Ethylene Oxide Sterilizer (EOS). Ocumension selected Danish green tail gas treatment device after communication with our supplier, which will turn tail gas into water and carbon dioxide under combustion catalysis. In this way, we avoid the tail gas and waste water produced by using the traditional pickling, in the end reducing related environmental pollution.

For hazardous wastes, we have established a hazardous waste pollution prevention and control leadership group headed by the general manager and leaders of various departments to make decisions, supervise, and coordinate the company's environmental protection work. Hazardous waste will be packaged with materials that are easy to recycle, dispose of or degrade in the environment. At the same time, we have signed disposal contracts on hazardous waste with third-party professional companies to ensure proper disposal of hazardous waste generated during experiments.

We encourage paperless office by minimising copy, printing and advocate double-sided printing and wastepaper recycling to avoid unnecessary use of paper and reduce the amount of non-hazardous waste. We also actively answer to the call for garbage classification by promoting it among employees and implementing it in offices with garbage classified into four categories: dry waste, wet trash, hazardous refuse, and recyclable waste.

In 2021, the Group's waste related KPIs are shown as follows:

Environmental KPIs[3,4]	2021	2020
Total hazardous waste emission (tonne)[1]	0.90	0.41
Hazardous waste emission intensity (kg per capita)	3.69	3.01
Total wastewater (tonne)	7138.96	106.76
Total GHG emissions (Scopes 1 and 2) (tCO_2e)[2]	297.28	124.95
Direct GHG emissions (Scope 1) (tCO_2e)	21.48	21.66
Including: Petrol (tCO_2e)	21.48	21.66
Indirect GHG emissions from energy consumption (Scope 2) (tCO_2e) [2]	275.81	103.30
Including: Purchased electricity (tCO_2e)	275.81	103.30
GHG emission intensity (tCO_2eper capita)	1.22	0.92

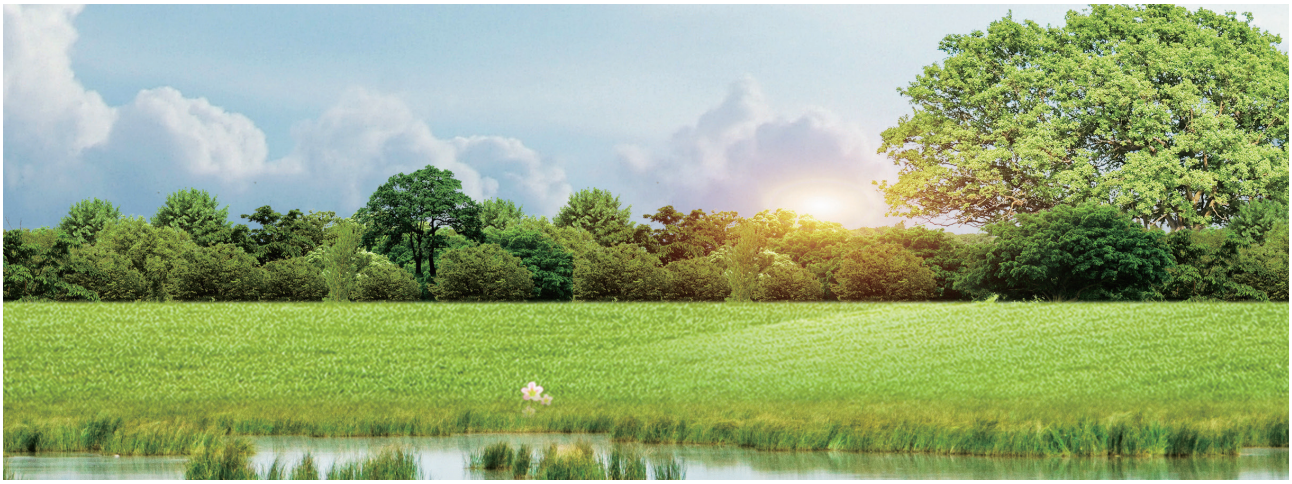
Notes:

1. Hazardous wastes generated by the Group mainly include phenols wastes, organic solvent wastes and waste acid from experiments.

2. Based on the nature of the Group's business operation, our GHG emissions mainly consist of direct GHG emissions (Scope 1) from gasoline consumption of vehicles and energy indirect GHG emissions (Scope 2) from purchased electricity. GHG emissions are presented as CO2 equivalents and the greenhouse gas emissions of purchased electricity in Shanghai region was calculated based on the electricity emission factor adjusted by Shanghai Ecological Environment Bureau in 2022 while other greenhouse gas emissions were calculated according to the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises* 《工業其他行業企業溫室氣體排放核算方法與報告指南》and *2011 and 2012 Regional Grid Average CO2 Emission Factor for China* 《2011年和2012年中國區域電網平均二氧化碳排放因數》issued by NDRC;

3. Environmental impacts from offices and laboratories are relatively limited, thus KPI A1.1 (The types of emissions and respective emissions data) and A1.4 (Total non-hazardous waste produced and intensity) have no material impact on the Group's operation, and are not disclosed in the ESG report. In the future, we will continuously monitor the environmental impacts of our operation and disclose relevant environmental data in future reports when appropriate.

4. Based on the Group's Suzhou plant start its trail operation in 2021, the total wastewater and the total GHG emissions has significantly increased compared to 2020.



Embracing energy conservation

Environmental protection

Low carbon

The environment and natural resources

Apart from matters disclosed above, we do not cause other significant environmental impacts or make heavy use of other environmental and natural resources during operation. Therefore, Aspect A3 (The environment and natural resources) and KPI A3.1 (Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them) are not applicable to the Group, and are not disclosed in the ESG Report.

Climate change

According to the *Global Risks Report 2021*《全球風險報告》, environmental risks represented by climate change will become the primary risk in the next decade. After assessment, we believe that extreme weather such as typhoons and floods will have impacts on the Group's normal operation. In order to operate and carry out production as usual in the event of a major natural disaster, we formulated the *Guidelines for Work Arrangements in Severe Weather*《惡劣天氣工作安排指引》to provide safety instructions for employees during extreme weather events, so as to reduce the impacts of disasters on company's operation and employees' health.

Contributing to the society

Guided by the principle of "Virtus et Lumen" ("Courage and Light"), Ocumension take on social responsibilities with courage and stay committed to bringing light to more patients and industries, further giving back to the society. In addition, we fulfil our corporate social responsibility through co-host free clinics, patient education, co-host academic conferences, charity donations, medical professional sponsorship, etc., and regulate public welfare activities through *Compliance Manual*《合規手冊》 to ensure such activities are conducted in compliance with Chinese laws and regulations.

Patient education

We have established a WeChat official account – "Easy Vision", to communicate with patients in the forms of expert classrooms, patient communities, online consultations, assistance programs, and other services. Patients can learn about the classification and treatment of uveitis and other ophthalmic diseases through science popularisation articles pushed every month and communicate with doctors and ophthalmologists at close range through live video broadcasts by doctors. At present, the number of followers of the official account has exceeded 4,700.

The number of followers of the official account

exceeded **4,700**

Patient support

In 2021, the Group's core products OT-101, OT-401 and OT-502 were subject to real-world data research in the Hainan Boao Lecheng International Medical Tourism Pilot Zone to provide support for the evaluation of their efficacy and safety for eye disease patients. This accelerated our attempt to help more patients. Among them, OT-101, as an eyedrop for the treatment of myopia in children and adolescents, can help solve the problem of the rapid increase in the degree of myopia in Chinese children. In the process of collecting real-world data, we recruited many patients and provided them with free treatment drugs and support, with a total investment of about RMB 4.2 million.

A total investment

about RMB **4.2** million

Industry exchange

In 2021, Ocumension participated in, hosted or co-organised a number of industry exchanges in many provinces and cities across the country, assisting ophthalmologists, young physicians, and customers to discuss and communicate on topics such as uveitis, children's eye diseases, and eye infections. At the same time, we co-organised a number of ophthalmology training programmes and refresher training programmes, whereby we invited specialists and experts to give primary care physicians lectures about the diagnosis and treatment of common ophthalmic diseases. We hope that through these exchanges and sponsorship activities, we can build a professional academic platform, promote efficient communication and interaction in the industry, and help with the innovation and standardisation of ophthalmic disease diagnosis and treatment technology.

Promote efficient communication and interaction in the industry, and help with the innovation and standardisation of ophthalmic disease diagnosis and treatment technology

Uveitis Academic Forum (Jiangsu), March 2021

Zhengzhou Huaxia Refractive Group Meeting, May 2021

Beijing AIER International Corneal Conference ICC, June 2021

The 1st National Eye Infection Academic Conference, July 2021

Appendix: Index for ESG Reporting Guide

Aspect	Description	Title of sections
A1	Emissions	Green development-Emissions management
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
A1.1	The types of emissions and respective emissions data.	
A1.2	Direct (Scope 1) and energy direct (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.5	Description of emission target(s) set and steps taken to achieve them.	
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	
A2	Use of Resources	Green development-Resources management
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	
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).	
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	
A3	The Environment and Natural Resources	Green development-The environment and natural resources
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	

Aspect	Description	Title of sections
A4	Climate Change	Green development-Climate change
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	
B1	Employment	Harmonious workplace-Standardised employment, Emoluments and benefits
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	
B1.2	Employee turnover rate by gender, age group and geographical region.	
B2	Health and Safety	Harmonious workplace-Health and Safety
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
B2.2	Lost days due to work injury	
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	
B3	Development and Training	Harmonious workplace-Development and training
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
B3.2	The average training hours completed per employee by gender and employee category.	
B4	Labour Standards	Harmonious workplace-Standardised employment
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
B4.1	Description of measures to review employment practices to avoid child and forced labour.	
B4.2	Description of steps taken to eliminate such practices when discovered.	

Aspect	Description	Title of sections
B5	Supply Chain Management	Innovative product-Responsible supply chain
General Disclosure	Policies on managing environmental and social risks of the supply chain.	
B5.1	Number of suppliers by geographical regions.	
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	
B6	Product Responsibility	Innovative product-Full life-cycle management
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	
B6.2	Number of products and service-related complaints received and how they are dealt with.	
B6.3	Description of practices relating to observing and protecting intellectual property rights.	
B6.4	Description of quality assurance process and recall procedures.	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
B7	Anti-corruption	Harmonious workplace-Business ethics
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	
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.	
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	
B7.3	Description of anti-corruption training provided to directors and staff.	
B8	Community Investment	Contributing to the society
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.	
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	
B8.2	Resources contributed (e.g. money or time) to the focus area.	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