



OrbusNeich
業聚醫療

OrbusNeich Medical Group Holdings Limited
業聚醫療集團控股有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code : 6929

2022 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT





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OVERVIEW

OrbusNeich Medical Group Holdings Limited (the “**Company**”, together with its subsidiaries, collectively as the “**Group**”, “**we**” or “**us**”) is pleased to present our Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) for the year ended December 31, 2022.

The Report demonstrates the integration of environmental, social and governance considerations in the Group’s business approach. We provide our sustainability performance for the year ended December 31, 2022, and set out our plans for the future. The Group, a responsible corporate citizen, acknowledges that prudent environmental and societal management is critical to sustainable economic growth, sound relationship with stakeholders and stellar reputation amidst areas where its business and operations are located. The Report aims to provide an overview of our practices on environmental protection, social involvement, engagement with stakeholders and sustainable development, which remain as our priority as key structural drivers of our growth. Various factors, including business related challenges, work ethics, global trends, laws and regulations, etc., are taken into account in order to constantly promote business growth and achieve sustainability. Despite the Coronavirus (“**COVID-19**”) outbreak since 2020 and continuation into 2022, which affected businesses globally, the Group managed to operate related businesses under the consideration of sustainability, reflecting the Group’s commitment to fulfilling social responsibilities and to building a green environment.

SCOPE AND BOUNDARY

Unless otherwise specified, the environmental aspect in the Report covers the Group’s manufacturing facilities in Shenzhen in the People’s Republic of China (the “**PRC**”) and Hoevelaken in the Netherlands, and our headquarters in Hong Kong, China¹. For the social aspect, all business units are covered, including those in the PRC, Japan, Europe, Middle East and Africa (“**EMEA**”) and Asia-Pacific (“**APAC**”) and the United States.

The Report covers the period from January 1, 2022 to December 31, 2022 (the “**Reporting Period**”), which is consistent with the financial year covered by the 2022 Annual Report of the Group.

REPORTING STANDARDS

The content of this ESG Report is prepared in compliance with the applicable disclosure requirements of the Environmental, Social and Governance Reporting Guide (the “**Guide**”) under Appendix 27 of the Rules Governing the Listing of Securities (the “**Listing Rules**”) on The Stock Exchange of Hong Kong Limited (the “**SEHK**”).

The ESG Report complies with all provisions of “mandatory disclosure” or “Comply or Explain”, as well as the principles of materiality, quantitative, balance and consistency. The two ESG subject areas, namely “Environmental” and “Social”, are disclosed separately, highlighting the impacts of the operations of the Group for the Reporting Period. In preparing the Report, we have adopted the international standards and emission factors specified in the guidance materials on ESG issued by the SEHK for computing the relevant Key Performance Indicators (“**KPIs**”), and would ensure the methods adopted remain the same in the next report for a meaningful comparison for report consistency. The application of materiality is detailed in the section headed “Materiality Analysis”.

¹ As the Group’s environmental emissions mainly arise from its manufacturing activities and operation in Shenzhen, the PRC, Hoevelaken, the Netherlands and Hong Kong, China, thus only these operating units are covered in the environmental aspect.

CONFIRMATION AND APPROVAL

The ESG Report was approved by the Board of the Company on 8 March 2023 upon confirmation by the management of the Company. The electronic version of the Report is available on the websites of the SEHK (www.hkexnews.hk) and the Company (<https://orbusneich.com>).

FEEDBACK AND OPINIONS

The Group greatly values readers' opinions. We sincerely welcome your feedback on our ESG Report and our sustainability performance. Please contact us by any of the following means to share your opinions with us:

Postal Address:

Units 303 & 305, 3/F, Building 20E,
Hong Kong Science Park, Shatin, N.T.
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COMPANY PROFILE

OrbusNeich Medical Group Holdings Limited (Stock code: 6929) is a major global medical device manufacturer specialized in interventional instruments for percutaneous coronary intervention (PCI) and percutaneous transluminal angioplasty (PTA) procedures. Headquartered in Hong Kong, China, the Group sells products to over 70 countries and regions worldwide.

OrbusNeich's diversified product portfolio covers all major treatment processes in PCI and PTA procedures. Its approved and marketed products are indicated for lesion access, lesion preparation, lesion therapy and lesion optimization, encompassing:

- semi-compliant balloons and scoring balloons for pre-dilatation and lesion preparation;
- coronary stents for implantation;
- non-compliant balloons for post-dilatation; and
- specialty catheters.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

As a responsible corporate citizen, the Group values the principle of sustainability and has been actively fulfilling its corporate social responsibilities. This ESG Report summarizes the strategy, practices and vision of our Group in respect of the issues related to ESG, and conveys a clear message of our Group's devotion to sustainability. To address the global concern about climate change that affects not only the environment but also our daily lives, the Group has considered climate-related issues and incorporated them into its risk management system to enhance resilience and adaptive capacity to potential climate change impacts. The Board is dedicated to improving and developing ESG strategies which is in the best interests of our stakeholders. Under the section "Stakeholders' Engagement", the mechanism and process of stakeholders' involvement in developing our ESG strategy are clearly stated. To enhance our resilience and adaptive capacity to potential ESG-related risks and opportunities, all potential ESG issues are covered and evaluated in the annual risk assessment.



To facilitate effective management of ESG issues, the Group has established a governance structure. The Board has an overall responsibility for overseeing the Group's ESG-related risks and opportunities, establishing and adopting the ESG-related strategies and targets of the Group, setting KPIs for environmental-related issues in the beginning of each Reporting Period, setting the standards of energy efficient measures and waste treatment, reviewing the Group's performance annually against the ESG-related targets, and revising the ESG-related strategies as appropriate if significant deviations from the ESG-related targets are identified.

The Group has also appointed an ESG Working Group as a supporting role, to assist the Board in ESG reporting, tracing sources of ESG data and monitoring the effectiveness of implemented measures to constantly address the Group's ESG-related responsibilities. The ESG Working Group, which includes the executive directors of the Company and members from middle to senior management, will report appreciable deviations, if any, spotted between the annual evaluation of ESG performance and targets. The ESG Working Group's duties include but not limited to: supporting the Board in implementing ESG-related strategies and targets, conducting materiality assessments of ESG issues, and promoting the implementation of measures in relation to the ESG issues identified. By the delegation of authority of the Board, the ESG Working Group assists in collecting ESG data from different functional departments of the Group, monitoring the implementation of the measures in relation to ESG issues identified, and investigating any deviations from the ESG-related strategies and targets and liaising with relevant functional departments from each business unit of the Group to take prompt rectification actions in relation to such deviations. The working group reports to the Board in regular meeting on an annual basis for progress update with regard to ESG-related issues.



Based on the set goals and targets, the Board will continue to review the Group's progress in relation to the ESG goals and targets in order to build a more sustainable business and bring greater benefits to society as a whole.

For details of the corporate governance of the Company, please refer to the "Corporate Governance Report" on pages 38 to 51 of the annual report of the Company for the year ended December 31, 2022.

STAKEHOLDERS' ENGAGEMENT

In the course of its operation, the Group continues to pay attention to the major concerns of its stakeholders. Through comprehensive and transparent engagement with its stakeholders by various means such as employee newsletters and customer site visits symposiums, audits, inspections, regular work meetings and industry exchanges, the Group continues to improve its sustainable development strategies and plans based on the opinions of its stakeholders. Through addressing the expectations and needs of its stakeholders, the Group aims to develop mutual trust and cooperative relationships with its stakeholders, and create a future that has sustainable economic growth and social development, and is environmentally friendly.

Environmental, Social and Governance Report (continued)

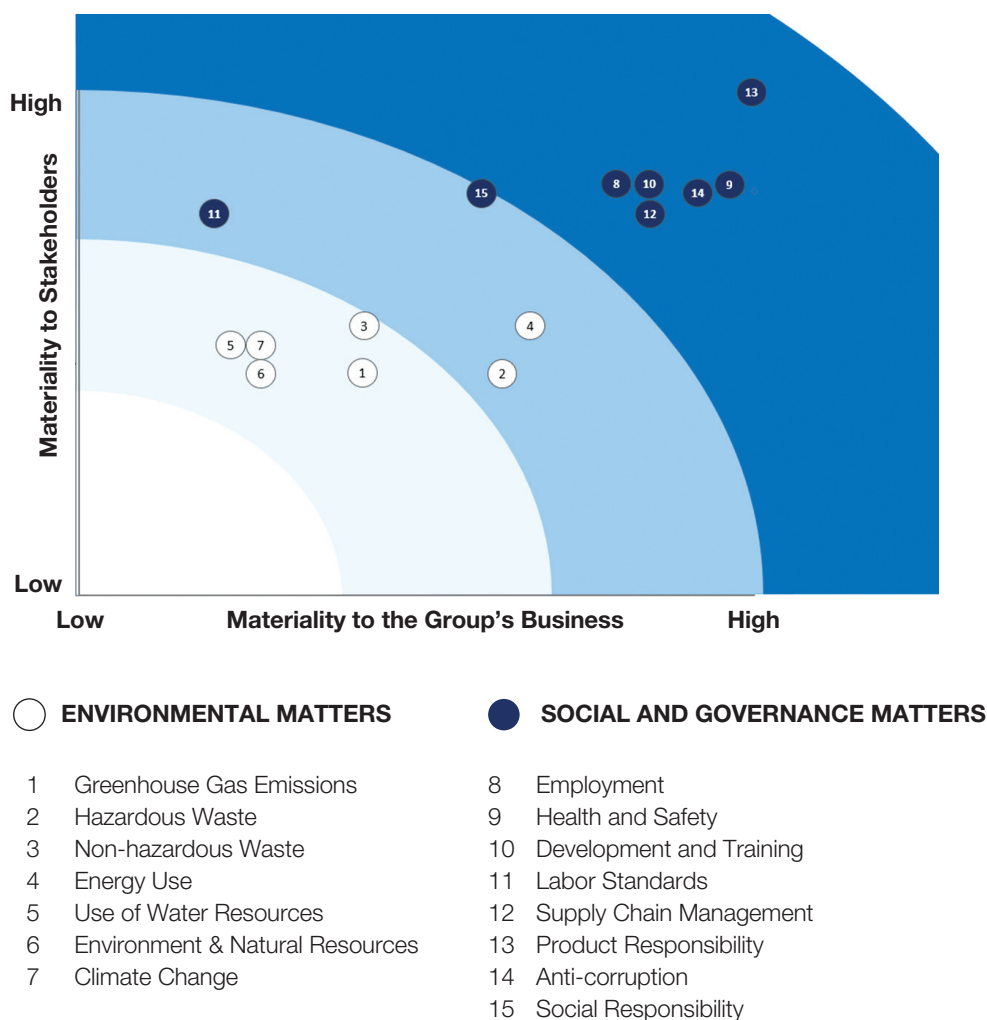
In order to identify significant environmental and social issues, the Group continuously engages and communicates with its stakeholders, including but not limited to its suppliers, customers, employees, investors and the government. The major ESG concerns of its stakeholders and the means through which the Group engages with such stakeholders are detailed below:

Stakeholders	Probable Points of Concern	Communication and Responses
SEHK	Compliance with the Listing Rules, and timely and accurate announcements.	Meetings, trainings, workshops, programs, website updates, and announcements.
Government	Compliance with laws and regulations, preventing tax evasion, and social welfare.	Interaction and visits, government inspections, and tax returns and other information.
Investors	Transparency, corporate governance, business strategies and performances, sustainable profitability, and investment returns.	Shareholders' meetings, issue of financial reports or operation reports for investors, and timely disclosure.
Media & Public	Corporate governance, environmental protection, and human rights.	Publish announcements, and press release on the Company's website.
Suppliers	Payment schedule and stable demand.	Supplier selection mechanism and on-time payment.
Customers	Service quality, reasonable prices, commercial credibility, and personal data protection.	After-sales services, customers' enquiries handling mechanism, customers' privacy policies, and qualified service provider.
Employees	Rights and benefits of employees, compensations, training and development, and working environment.	Conducting union activities, trainings, interviews with employees, and employee suggestion boxes.
Community	Community environment, employment opportunities, community development, and social welfare.	Development of community activities, employee voluntary activities, and community welfare subsidies.

MATERIALITY ANALYSIS

During the annual assessment of ESG strategy and development, the Board and management would discuss and review the areas of attention, especially areas that will help the business meet its potential growth and be prepared for the future challenges, which are areas that are of particular concern to the Group’s stakeholders. The Group has identified ESG issues that may have potential impacts on its sustainable development from various sources, including issues identified and included in the Group’s internal policies and some reflected by industry trends, the areas of ESG concerns raised by the Group’s stakeholders, and the Sustainability Accounting Standards Board’s Materiality Map². Such ESG issues have been analysed with reference to an array of factors, including the Group’s overall strategy, development, and goals and targets. The Group has conducted a materiality assessment to rate the identified ESG issues that are pertinent to its business and stakeholders, and their respective levels of impact. The Group has adopted relevant measures to cope with these factors, and therefore, the Group believes that these factors do not have a material impact on the financial and operational performance of the Group.

The results of the materiality assessment on the identified ESG issues are set out below:



² Sustainability Accounting Standards Board’s Materiality Map, <https://materiality.sasb.org/>

A. ENVIRONMENTAL

We regard sustainability as a crucial factor to foster the growth of the Group. In order to uphold sustainability in our daily operations, we are committed to maintaining a high environmental standard and incorporating relevant requirements under applicable laws and regulations into our daily practices.

Environmental Compliance

We comply with all relevant laws and regulations that are related to environmental protection in the PRC and the Netherlands, which have a significant impact on us, including but not limited to “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)”, “Measures for Medical Wastes Management of Medical and Health Institutions (醫療衛生機構醫療廢物管理辦法)”, “Environmental Protection Administration and Control Procedure (環境保護管理控制程序)”, “Hazardous Wastes Administrative System (危險廢物管理制度)”, “Regulation on Urban Drainage and Sewage Treatment (城鎮排水與污水處理條例)” and “Water Pollution Prevention and Control Law of the People’s Republic of China (中華人民共和國水污染防治法)” in the PRC, and the Dutch Environmental Management Act in the Netherlands. During the Reporting Period, the Group has complied with all applicable environmental portion laws and regulations that have a significant impact on the Group.

Types of Emissions

The Group’s core business is the manufacturing of interventional instruments for percutaneous coronary intervention (PCI) and percutaneous transluminal angioplasty (PTA) procedures for the treatment of coronary heart disease and peripheral vascular disease. The process of manufacturing these instruments generates emissions from gaseous fuel consumption. The Group also has a fleet of vehicles for serving its management team members and daily operations. All vehicles are under regular maintenance checks to facilitate fuel consumption efficiency, which ensures road safety and minimizes air emissions. The Group also consumes natural gas in the Netherlands facility for heating. The major air pollutants emitted from vehicles and natural gas include nitrogen oxides (NOx), particulate matter (PM) and sulphur oxides (SOx).

Details of exhaust gas generated by the Group are as follows:

Types of air pollutants	Unit	Year ended
		December 31, 2022 Total
Nitrogen Oxides (NOx)	Kg	147.74
Particulate Matter (PM)	Kg	13.83
Sulphur Oxides (SOx)	Kg	0.29

Greenhouse Gas Emission

During the Reporting Period, the Group’s indirect greenhouse gas (“GHG”) emissions result primarily from the use of purchased electricity. There are also direct greenhouse gas emissions generated directly from the combustion of fuels by both vehicles and natural gas.

Electricity is used in order to support the daily operations of our offices and operation sites such as the air-conditioning system, the lighting system and other production facilities. The consumption of purchased electricity leads to indirect greenhouse gas emissions. Due to the Group’s business nature, exhaust gas emission like non-methane hydrocarbons is also generated in the procedures of stent processing, injection and extrusion process, sterilisation and laboratory testing.

During the Reporting Period, the Group produced 3,444.61 tonnes of GHG emissions and the GHG emission intensity is 0.03 tonnes of carbon dioxide equivalent thousand revenue in USD.

The following shows the detailed breakdown of GHG emissions recorded during the Reporting Period:

GHG emissions	Unit	Year ended
		December 31, 2022 Total
Scope 1 – Energy Direct Emissions		
Combustion of fuels in vehicles	Tonnes CO ₂ e	65.53
Combustions of fuels in generators ³	Tonnes CO ₂ e	16.34
Sub-total	Tonnes CO ₂ e	81.87
Scope 2 – Energy Indirect Emissions ⁴		
Electricity ⁵	Tonnes CO ₂ e	3,362.74
Total GHG emissions	Tonnes CO ₂ e	3,444.61
GHG emission Intensity ⁶	Tonnes CO ₂ e/thousand revenue (USD)	0.03

Setting up feasible emission targets on an annual basis helps the Group to track its GHG emissions and further achieve a higher level of sustainability in its business progressively. To uphold the principle of sustainable development, the Group is committed to reducing or maintaining the total GHG emission intensity between 90% to 110% of the level of 2022 in the next reporting period.

In order to reduce the generation of GHG, we educate our employees on the concept of energy efficiency. For the details of energy efficient practices, please refer to the section headed “Energy Use Efficiency”.

³ The source of emission factor for natural gas is based on the World Resources Institute (2015) Greenhouse Gas Protocol tool for stationary combustion.

⁴ The latest emission factors for the PRC, Hong Kong, and the Netherlands are 0.5703 t-CO₂/MWh, 0.39 kg/kWh and 0 gCO₂/kWh respectively.

⁵ For the Group’s electricity provider of the facility in the Netherlands, electricity is generated from green and renewable sources such as solar and wind, which does not generate GHG emission. Hence, the emission factor in the Netherlands is presented as “0 gCO₂/kWh” for the calculation of electricity GHG emission.

⁶ Intensity is calculated by dividing the amount of air pollutants/GHG emission/resource consumption/packaging materials (where applicable) by total thousand revenue in USD in the Reporting Period. The total thousand revenue in USD during the year ended December 31, 2022 was 136,824.

Hazardous Waste Management

We comply with all relevant laws and regulations in relation to hazardous waste management that have a significant impact on us, including but not limited to “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)”, “Solid Waste Environmental Pollution Control Law (中華人民共和國固體廢物污染環境防治法)” in the PRC, and the Environmental Protection Act of the Netherlands. We are not aware of any confirmed material non-compliance incidents or grievances in relation to hazardous waste management.

During the Reporting Period, the Group produced a total of 7.87 tonnes of hazardous waste and the waste intensity is 0.000058 tonnes per thousand revenue in USD. The Group is committed to reducing or maintaining the intensity of hazardous waste generated between 90% to 110% of the level of 2022 in the next reporting period.

The major hazardous waste produced in our operations are hazardous chemicals, clinical waste and chemical waste. The following shows the detailed breakdown of the hazardous waste generated during the Reporting Period:

Hazardous waste	Unit	Year ended December 31, 2022
Hazardous chemicals	Tonnes	7.82
Chemical waste	Tonnes	0.03
Clinical waste	Tonnes	0.02
Total hazardous waste	Tonnes	7.87
Waste intensity ⁶	Tonnes/thousand revenue (USD)	0.000058

To fulfil its corporate responsibilities, the Group has developed quality control and regulatory team to ensure the implementation of measures and procedures for the compliance of applicable environmental protection laws and regulations. In handling hazardous wastes, “Waste Disposal Guidelines” are formulated to specify the standard operating procedures to properly deal with hazardous waste. For example, daily monitoring and testing sewage discharge system and respective concentrations of various substances in effluent water are carried out. Before disposing hazardous waste, the waste is kept separate to non-hazardous waste to prevent possible contamination that may pose harm to the environment. Proper documentation of hazardous waste handling is carried out through the filling of “Waste handling Sheet” (《危險廢物管理台賬》) and checking by respective engineers.

Pursuant to the “Dutch Environmental Management Act” in the Netherlands and “Regulations on the Administration of Medical Wastes (醫療廢物管理條例)” in the PRC, licensed waste collectors are appointed for the collection, treatment and disposal of the hazardous waste to safeguard community health and the environment. According to the Dutch legislation, hazardous waste has to be kept separated at all times and disposed by certified waste-disposal companies engaged by the company. The Group has entered contract with qualified third parties for the disposal of these materials and waste, effectively controlling the risk of pollution caused by these materials and waste. Despite the fact that the generation of clinical waste is inevitable in our ordinary course of business, we strive to reduce its generation by implementing various measures, including but not limited to providing trainings to our employees on proper hazardous waste disposal.

⁶ Intensity is calculated by dividing the amount of air pollutants/GHG emission/resource consumption/packaging materials (where applicable) by total thousand revenue in USD in the Reporting Period. The total thousand revenue in USD during the year ended December 31, 2022 was 136,824.

Non-hazardous Waste Management

The major non-hazardous waste is produced from paper and plastic consumption for administrative work and packaging for goods delivery. The following shows the breakdown of non-hazardous waste generated during the Reporting Period:

Non-hazardous waste	Unit	Year ended December 31, 2022
Plastic	Tonnes	17.33
Paper	Tonnes	2.98
Total non-hazardous waste	Tonnes	20.31
Waste intensity ⁶	Tonnes/thousand revenue (USD)	0.00015

During the Reporting Period, the Group produced 20.31 tonnes of non-hazardous waste consumption and the waste intensity is 0.00015 tonnes per thousand revenue (USD). To uphold the principle of sustainable development, the Group is committed to reducing or maintaining the intensity of non-hazardous waste consumption between 90% to 110% of the level of 2022 in the next reporting period.

Striving to minimize the production of non-hazardous waste, the Group promotes the four 'R' actions in environmental protection (Reduce, Reuse, Recycle and Replace) in its daily operations. In order to minimise the use of paper, we cultivate a paperless working environment among our employees. To avoid unnecessary wastage and promote effective use of paper, our employees are encouraged to use electronic copies instead of hard copies. If printing is necessary, we encourage the use of double-sided printing. For any papers that have been used for single-sided printing, they should be reused when there is no confidential information on the printed side of the paper. Other default settings such as the adoption of economic mode, black and white color output, selection of bypass for using recycled paper are also encouraged.

Use of Resources

The Group encourages environmental protection and raises environmental awareness among employees. The Group pursues the practices of efficient use of resources, including energy, water and other natural resources and further reduces its negative impacts on the natural environment.

Energy Use Efficiency

During the Reporting Period, the total amount of energy consumption was 6,338,328.57 kWh, with a consumption intensity of 46.32 kWh per thousand revenue (USD). Energy consumption included electricity, fuels (including diesel and gasoline) used by vehicles and natural gas used for heating in the Netherlands facility. The following is the breakdown of energy consumption during the Reporting Period:

Energy consumption	Unit	Year ended December 31, 2022
Electricity consumption	KWh	6,071,360.00
Electricity consumption Intensity ⁶	KWh/thousand revenue (USD)	44.37
Fuel consumption	KWh	186,144.06
Fuel consumption intensity ⁶	KWh/thousand revenue (USD)	1.36

⁶ Intensity is calculated by dividing the amount of air pollutants/GHG emission/resource consumption/packaging materials (where applicable) by total thousand revenue in USD in the Reporting Period. The total thousand revenue in USD during the year ended December 31, 2022 was 136,824.

Energy Consumption	Unit	Year ended
		December 31, 2022
Natural gas consumption	KWh	80,824.51
Natural gas consumption intensity ⁶	KWh/thousand revenue (USD)	0.59
Total consumption	KWh	6,338,328.57
Total intensity ⁶	KWh/thousand revenue (USD)	46.32

The Group will continue to make an effort in working towards the target of maintaining or reducing the energy consumption per thousand revenue in USD between 90% to 110% of the level of 2022 in the next reporting period.

Given that the Group's major energy consumption is purchased from electricity grid, which is also the major source of carbon emissions of the Group, the Group is committed to improving energy efficiency with an aim to reduce energy consumption and lower its overall GHG emissions. The Group continues to invest in the upgrade of facilities to reduce energy consumption and lower GHG emissions, such as replacing office lighting system with LED lightings and using energy saving cooling tower. Meanwhile, the electricity provider of the facility in the Netherlands generates electricity with green and renewable sources such as solar and wind, which does not have carbon emissions. With enhanced energy consumption efficiency, the Group expects to see a decreasing trend of unit power consumption for manufacturing.

With the Group's recent expansion in the PRC, and in consideration of lowering energy consumption, the Group is committed to switching to energy efficient fixtures and materials to the extent possible. Examples include windows, roofing materials, cooling towers, emission gas handling units, air conditioning units and lighting.

To address the scarcity of natural resources, we have established energy-efficiency measures to encourage our staff to use electricity wisely:

- Considering power consumption as one of the evaluation criteria for purchasing office electronic devices, and selecting electronic devices that consume less electricity;
- Turning off all electrical appliances during non-office hours and in idle rooms;
- Using blinds to insulate the heat from outside to protect medical equipment and reduce power consumption of the air conditioning system;
- Educating employees on energy saving and efficient use of resources;
- Carrying out regular maintenance of office and medical equipment to ensure they are operating efficiently; and
- Setting the printing machines in the office in energy-saving mode by default so as to reduce unnecessary energy consumption.

⁶ Intensity is calculated by dividing the amount of air pollutants/GHG emission/resource consumption/packaging materials (where applicable) by total thousand revenue in USD in the Reporting Period. The total thousand revenue in USD during the year ended December 31, 2022 was 136,824.

Use of Water

Water resources are mainly used in the production facilities. We do not have any issues in sourcing water, and the existing supply of water meets our daily operational needs. In Hong Kong office, water consumption was not charged separately, but covered by the property management fee, therefore we are unable to collect and disclose relevant water usage records. The following shows the water consumption of the manufacturing facilities in Shenzhen in the PRC and Hoevelaken, the Netherlands:

Water consumption	Unit	Year ended December 31, 2022
Shenzhen, the PRC	m ³	26,660.00
Hoevelaken, the Netherlands	m ³	418.80
Total water consumption	m ³	27,078.80
Intensity ⁶	m ³ /thousand revenue (USD)	0.20

The Group will continue to make an effort in working towards the target of maintaining or reducing the water consumption per thousand revenue in USD between 90% to 110% of the level 2022 in the next reporting period.

In order to reduce the use of water in the manufacturing facilities and encourage our employees to conserve water, we have established several water-saving practices. For instance, water pipes and taps in the manufacturing facilities are also regularly checked by maintenance personnel to prevent water leakage. In the office, warm reminders are placed in prominent spots to remind our staff to turn off water taps when not in use.

Environmental and Natural Resources

The Group does not pose significant impacts on environment or natural resources in its daily operations. The Group has always adhered to the principle of environment and natural resources protection in the course of its operations, complied with environmental, social and governance policies and procedures, applied relevant energy saving policies and green measures, waste management as aforementioned, and strived to avoid causing significant impacts on the environment or over-consumption of natural resources.

The manufacturing facility in the PRC generates exhaust gas like non-methane hydrocarbons from stent processing, injection and extrusion process, sterilisation and laboratory testing. To reduce emission and mitigate impact on environment, certain exhaust gas treatment equipment, such as two-stage activated carbon equipment and acid spraying equipment are installed to reduce relevant emissions. No exhaust gas emission was generated by the Netherlands facility.

⁶ Intensity is calculated by dividing the amount of air pollutants/GHG emission/resource consumption/packaging materials (where applicable) by total thousand revenue in USD in the Reporting Period. The total thousand revenue in USD during the year ended December 31, 2022 was 136,824.

Packaging Materials

With respect to the Group's business nature in the provision of medical devices, carton and cardboard were used as packaging materials during the Reporting Period. The amount of packaging materials used totalled 56.65 tonnes, with an intensity of 0.00041 tonnes per thousand revenue in USD.

Packaging materials	Unit	Year ended December 31, 2022
Carton	Tonnes	29.53
Cardboard	Tonnes	27.12
Total	Tonnes	56.65
Intensity ⁶	Tonnes/thousand revenue (USD)	0.00041

Climate Change

The Group reviews and identifies the climate-related risk annually while conducting its risk assessment. We have considered the potential climate-related risks in respect of the recommendations of the Task Force on Climate-related Financial Disclosure, which are physical risks such as acute extreme weather conditions, chronic sustained high temperature, and transition risks such as regulatory change on environmental matters, and the potential climate-related risks are summarised as below:

Risk Type	Risks	Potential Financial Impact	Short (current reporting period)	Medium (one to three years)	Long (four to ten years)	Mitigation Strategy
Physical Risks	<ul style="list-style-type: none"> Increased severity and frequency of extreme weather conditions such as flooding and cyclones Sustained elevated temperature 	<ul style="list-style-type: none"> Reduced revenue due to interruption of production and supply chain disruptions 	✓	✓		<ul style="list-style-type: none"> Established adverse weather condition policy (e.g. emergency plans) to reduce damages to the manufacturing facilities and ensure employee safety Adopted energy conservation measures Continue to improve energy efficiency by investing and upgrading the manufacturing facilities

⁶ Intensity is calculated by dividing the amount of air pollutants/GHG emission/resource consumption/packaging materials (where applicable) by total thousand revenue in USD in the Reporting Period. The total thousand revenue in USD during the year ended December 31, 2022 was 136,824.

Risk Type	Risks	Potential Financial Impact	Short (current reporting period)	Medium (one to three years)	Long (four to ten years)	Mitigation Strategy
Transition Risks	<ul style="list-style-type: none"> Changes in environmental-related regulations (such as potential electricity curb due to rigorous decarbonisation policy) Increased investor concern on ESG issues (e.g. carbon emission) 	<ul style="list-style-type: none"> Higher operating costs to adopt new practices or technologies Decreased competitiveness and impact on revenues Decreased access to capital 		✓	✓	<ul style="list-style-type: none"> Continue to monitor the regulatory environment to ensure that the Group meets the expectations of regulatory authority and complies with the environmental-related law and regulation Explore the possibilities of applying renewable or clean energy in the manufacturing facilities Encourage our employees to attend conferences and trainings to keep abreast with the latest developments of interventional technologies Strengthen oversight by the ESG Working Group on ESG issues and disclosure of ESG related information

To address the above-mentioned risk, the Group's quality control and regulatory team will carry out environmental feasibility study in the early stage of construction of any new facilities or any new construction/capacity expansion project. Comprehensive analysis and testing are carried out on the environmental issues involved in the manufacturing process. The Group will ensure that all its property, plant and equipment owned or operated meet the standards required for compliance with applicable environmental rules and regulations. The Group believes that it has maintained a good relationship with the communities surrounding its manufacturing facilities and the stakeholders engaged/involved. An emergency response plan is also established in the manufacturing facilities in order to minimize the impacts on environment in case of any emergency incidents.

B. SOCIAL

Employment

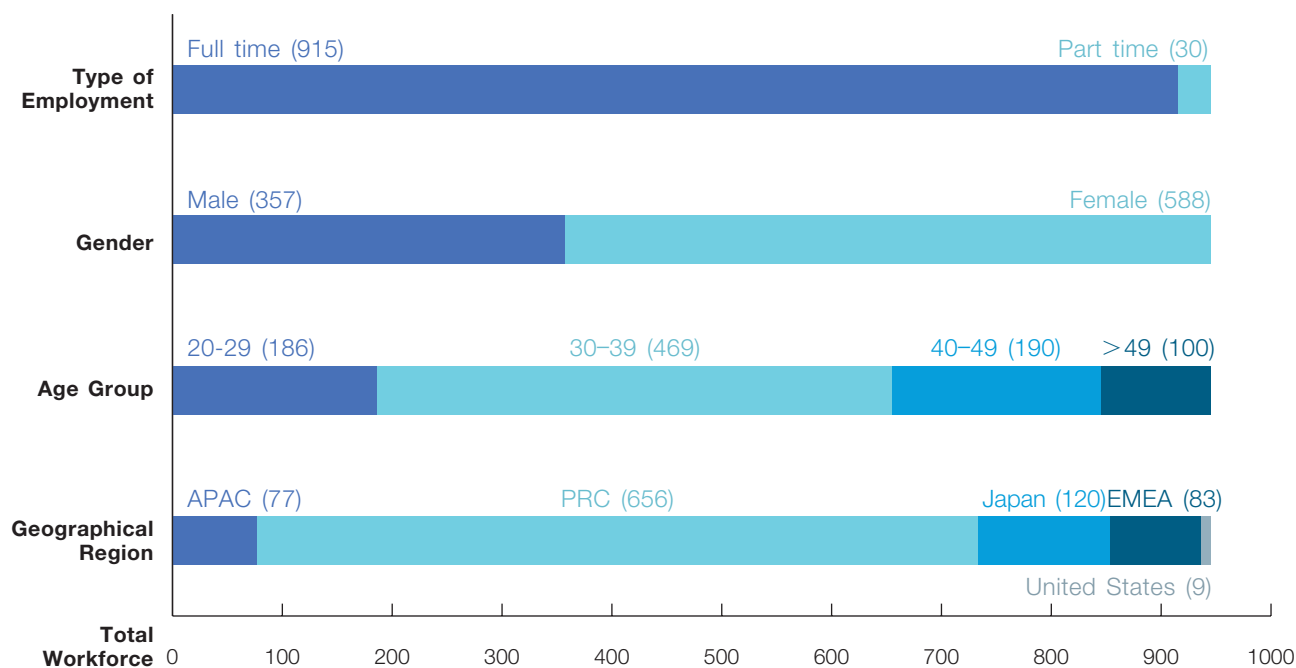
Developing and maintaining a meaningful relationship with its employees, which are the Group’s internal stakeholders, and encouraging employees to sharpen their competitive edge, are deemed equally important as attracting new customers for business. As a responsible corporate citizen that genuinely cares for its employees, the Group strictly complies with all relevant laws and regulations in relation to employment which have a significant impact on the Group, including but not limited to the “Employment Ordinance”, “Minimum Wage Ordinance” and the “Employees’ Compensation Ordinance” in Hong Kong, “Labour Contract Law of the People’s Republic of China (中華人民共和國勞動合同法)”, “Labour Law of the People’s Republic of China (中華人民共和國勞動法)” in the PRC, Employment Law in the Netherlands, Employment Act 1955 in Malaysia, The Employment Act in Singapore, United States Federal Employment and Labor Laws in the United States and the Equal Employment Opportunity Law in Japan. The Group promises to provide equal opportunities for all candidates without discrimination on the grounds of race, religion, skin colour, nationality, marital status, age, gender, disability, political preference, sexual orientation or philosophical belief in the recruitment and promotion processes. Instead, the Group hires employees based on their skills and capabilities in a fair manner.

During the Reporting Period, the Group has complied with all applicable labour laws and regulations. The Group was not subject to any material claims, lawsuits, penalties or administrative actions relating to non-compliance with occupational health and safety laws or regulations, and had not experienced any strikes, labor disputes or industrial actions which have had a material effect on the Group’s business.

Total Number and Classification of Employee

As of December 31, 2022, the Group employed a total of 945 employees.

The breakdowns of the Group’s workforce by gender, age group and geographical region as at December 31, 2022 are as follows:



We view our employees as the cornerstone of the Group's business operational development. Thus, we adopt a people-oriented approach for actively responding to their needs. The Group has established an "Employee Handbook" to manage the staff recruitment, remuneration, working period, leave entitlement, pay rate, and compensation matters and procedures, with an aim to increase work efficiency and establish a uniform workflow. The Group hopes to recruit the most talented and qualified candidates from the job market, in order to bring maximum value to the business and to instil trust in its clients. The process of recruitment is standardized, subject to further selection mechanisms conducted on the basis of merit to avoid discrimination. Also, background checks are performed to ensure good attributes of candidates and subjective judgement of interviewers will not affect the selection process. Employees will enter into individual employment contracts with us covering matters such as terms, wages, bonuses, employee benefits, workplace safety, confidentiality obligations, non-competition obligations and grounds for termination.

Competitive remuneration packages and benefits are provided to attract high-calibre talents and motivate existing employees. On top of pension plans, medical insurance, work-related injury insurance, unemployment insurance and childbirth insurance, employees are entitled to the group accident insurance and reimbursement for work injury insurance. Employees are provided with basic statutory festive holidays, general holidays, marriage leave, maternity leave, paternity leave, compassionate leave, with the standard of five workdays per week and flexible working hours. Year-end bonus is rewarded to employees based on individual performance. The Group performs appraisals on an annual basis to effectively evaluate employees' quality of work outputs and they serve as important bases for rewards and punishment, salary adjustment and promotion, year-end bonus. As such, the Group's expectations on its employees, and employee's difficulties encountered are mutually communicated.

As stipulated in the handbook, we have a policy regarding compensation, dismissal and holiday. We would compensate the efforts of our employees on their work performed on holidays with paid leave. For staff employed for over three months, they are entitled to statutory holidays, mandatory provident fund, basic social insurance and various types of paid annual leave in accordance with the relevant laws and regulations.

Details of the employee turnover rates as of December 31, 2022 are as follows:

Employee Turnover Rates

Overall	11%
By Gender	
Male	9%
Female	12%
By Age Group	
20–29	17%
30–39	11%
40–49	5%
> 50	7%
By Geographical Region	
APAC	19%
PRC	10%
Japan	8%
EMEA	16%
United States	11%

Health and Safety

We comply with all relevant laws and regulations in relation to occupational health and safety that have a significant impact on us, including but not limited to, “Occupational Safety and Health Ordinance” in Hong Kong and the Chinese Prevention and Control of Occupational Diseases Law in the PRC. During the Reporting Period, there was 1 case of work-related injury and 3 days lost in total due to the work injury, and no work fatalities were recorded during the past 3 years including the Reporting Period.

We strive to offer a healthy and safe work environment for our employees, and have incorporated safety measures in our internal policies with a view to ensuring strict compliance with such requirements, which primarily include the following measures:

- Staff should wear appropriate work shoes according to the nature of work and environment;
- Staff must wear protective clothing such as safety vests, helmets, safety goggles, mouth guards and gloves when involve in relevant production activities (i.e. the use and storage of chemicals and operation of equipment);
- After removing clothing such as uniforms or gloves, staff should wash their hands immediately with hand sanitisers;
- Conduct regular safety and compliance inspections of the Group’s facilities;
- Coordinate third-party occupational health assessments and third-part fire safety inspections; and
- Oversee the safety of experiments through approvals of experiment plans and regular monitoring throughout the experiments.

The Group has also appointed the Company Emergency Aid Workers throughout the Group to ensure safety. Their tasks included but not limited to:

- To provide first-aid in case of accidents;
- To alarm and evacuate all personnel in any emergency situations; and
- To prevent and limit fires and accidents

To ensure a safe working environment, we have established strict safety management rules and guidelines for fire safety, and facility and equipment management. All fire extinguishing systems must be checked regularly with the date of inspection, and relevant information should be marked on the extinguishers and fire extinguishing systems. Fire extinguishers should be placed in prominent areas without blockage by any obstructions. Regular fire drills are held and staff is trained with the fire safety knowledge such as evacuation routes and use of fire extinguisher.

The spread of COVID-19 has imposed a big strike on the economy and livelihood of people. We understand that the pandemic has caused an adverse impact on the lives and well-being of employees. As a result, we implemented a number of pandemic prevention measures to safeguard the health and safety of employees at all levels. Also, the Group has established COVID-19 prevention and control policies for manufacturing facilities to better protect employees’ health. The measures put into practice include but are not limited to:

- Require employees to conduct body temperature check and wear masks every day to work; and
- Implement work from home policy to minimize contact.

The Group will continue to assess the development of the COVID-19 outbreak, and regularly reviews the relevant countermeasures in accordance with local government regulations to ensure the effectiveness of the measures.

Development and Training

Upon joining the Group, we provide induction training for staff to help them familiarise themselves with our service standards, policies and procedures. Regular performance review is conducted to evaluate the skills and competencies of our staff. We also provide mentoring to our newly-joined employees who are responsible for the handling of production machinery and equipment so that they can learn techniques from and perform procedures under the supervisions of our experienced seniors. Our administrative and management staff also receives regular training in management skills and business operations.

For the manufacturing facilities in the PRC and the Netherlands, regular technical training is provided to our employees to keep abreast of the relevant and latest medical standards, procedures and technology adopted in the industry. The trainings also involve topics related to the operation of medical devices or facilities in relevant fields for respective employees.

Details of our employees' training record during the Reporting Period are as follows:

Overall percentage of employees trained by the Group	80%
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Breakdown of the employees trained during the Reporting Period is as follows:

By Gender

Female	65%
Male	35%

By Employee Category

Junior staff	84%
Senior staff	11%
Management	5%

Average Training Hour Per Staff (hours)

Overall	3.79
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By Gender

Female	2.92
Male	5.22

By Employee Category

Junior staff	3.61
Senior staff	5.26
Management	2.75

Labour Standards

We comply with all relevant laws and regulations that have a significant impact on us relating to forced and child labour, including but not limited to, “Employment Ordinance” in Hong Kong and “Provisions on the Prohibition of Using Child Labour (禁止使用童工規定)”, “Labour Law of the People’s Republic of China (中華人民共和國勞動法)” in the PRC, and other employment regulations stated above.

The Group guarantees that no employee is made to work against his/her will, or work as forced labour, or be subject to coercion related to work. The Group strictly opposes and prohibits any form of child or forced labour. The Human Resources Department will verify the actual age of the applicants by checking their identification documents upon recruitment process. If one is found to have provided false information during his/her working period, his/her contract may be terminated without notice. Through the whistle-blowing policies, employees are able to voice out injustice they face. For any reported case, the Human Resources Department or the General Counsel from Legal Department will investigate the case immediately, and take further follow-up actions if necessary.

To avoid forced or child labour, the Human Resources Department performs detailed interview screening procedures on each candidate. A thorough background check is conducted to verify personal data stated on the application form by examining the applicant’s original identity card and making detailed inquiries to ensure that we do not employ child or forced labour.

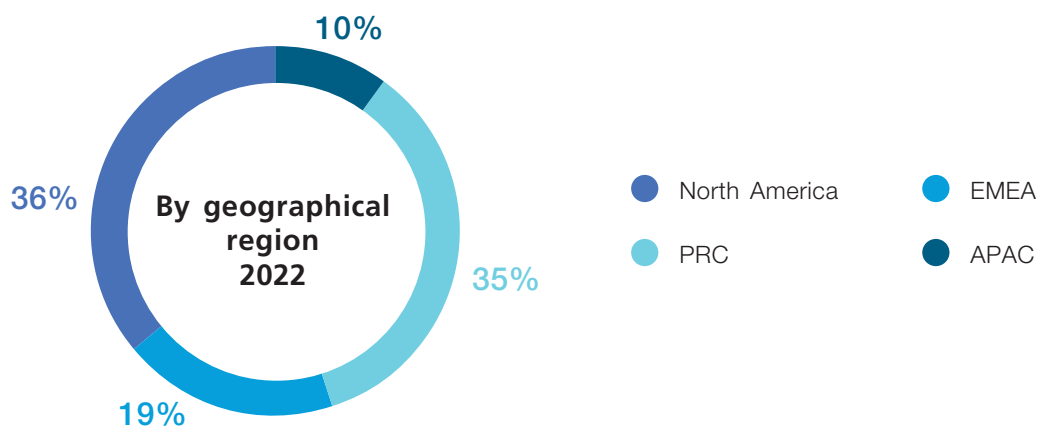
If our management discovers any child or forced labour, we would immediately terminate the contract and investigate into the incident, and might take disciplinary actions against any staff members who are responsible for the causes of the incident.

Supply Chain Management

Our suppliers primarily include distributors of medical grade stainless steel stent frame, polyester and nylon. We strive to engage our suppliers and actively work with them so as to achieve the Group’s standards on business ethics, environment, and health and safety.

In selecting suppliers, we perform rigorous assessments based on several criteria, including quality and source of products, reputation in the industry, price and delivery time, and environmental and social compliance. Environmentally friendly suppliers with high-quality standards would be more favourable. Generally, we will check whether the potential suppliers obtained licenses and permits to operate their business, such as business licenses. The Group also conducts evaluation of suppliers’ quality, cost, delivery rate, and other aspects, and conducts on-site audits of key suppliers. Annual assessment on all suppliers’ performance is also carried out. These measures ensure that our products are manufactured upon quality medical consumables.

As of December 31, 2022, there were approximately 314 approved suppliers, with the geographical distribution as follow: 115 from North America, 109 from the PRC, 59 from EMEA and 31 from APAC. The following shows the corresponding number of suppliers by geographical region.



Product and Service Responsibility

We are principally engaged in the development, manufacturing and sales of interventional instruments for the treatment of coronary heart disease and peripheral vascular disease globally. The manufactured products are focused on surgeries for the treatments of percutaneous coronary intervention (PCI) and percutaneous transluminal angioplasty (PTA) procedures.

According to European Union laws, the Group, as a medical service manufacturer, has implemented systems for risk management, quality management and post-market surveillance for the identification and analysis of any known risks and respective solutions for risk control and elimination. The Group also keeps proper permanent documentation and adopts a system for incidents recording and reporting. To properly handle customer complaints and product recall, the Group has adopted internal policies and procedures for problem resolving and communication. Due to the Group's return and exchange policy, no product return or exchange is generally allowed, in which the procedures are subject to specific scenario and the working relationship with respective distributors. Since the existing and pipeline products of the Group are classified as Class III medical devices, any potential product complains represent a high risk to safety and effectiveness and are subject to product liability claims. To align with the Administrative Measures for Medical Device Recalls (醫療器械召回管理辦法), the Group will determine the level of recall based on specific situation and properly formulate and implement the recall plan based on the recall level, and the sale and use of medical devices. The Group has purchased product liability insurance for our products to cover any claims made to our products due to product recall.

During the Reporting Period, the Group has not been involved in instigating and/or carrying out any product recall.

Advertising and Labelling

We comply with all relevant laws and regulations that have significant impacts on us relating to advertising, including but not limited to, the PRC's "Measures for the Administration of Medical Advertisements (醫療廣告管理辦法)", Hong Kong's "Undesirable Medical Advertisements Ordinance" and a code of business practice established by MedTech Europe, the representative of medical device manufacturers in the European Union in order to prevent the public suffering from health issues through prohibiting or restricting advertisements which may induce the seeking of improper management of certain health conditions. The Group ensures that any advertising and promotional materials are fair, balanced, objective and unambiguous. The information related to medical devices are also in line with the language requirements of respective countries to which we export.

Complaint Handling

We care about the feedback and comments received from our customers, especially in relation to the services we provide. Through establishing a comprehensive medical dispute handling procedure, we listen attentively to our customers in order to continuously enhance our services in a timely manner.

The Group has adopted internal policies and procedures for the handling of customer complaints and has maintained communication with end-customers and distributors throughout the Reporting Period, in which the general complaint handling procedures are as follows:

- Compliant notification from end-customers and distributors will be forwarded to the complaint handling team in Shenzhen, the PRC;
- Review and evaluation of complaint. Follow up investigation will be carried out, if necessary;
- Conclusion and complaint closure. Investigation report will be sent to end-customers or distributors to explain results; and
- Trend analysis on past complains for managerial review meetings.

During the Reporting Period, the Group had 3,691 reported cases from end-customers or distributors and all cases were closed. The Group did not receive any material complaints that required follow-up from relevant regulatory bodies. To achieve better customer satisfaction, the Group will continuously work on enhancing product quality.

Service Quality Assurance

The Group has developed quality assurance systems and appointed the quality assurance and regulatory teams to ensure the quality of our medical products in its daily operations following the quality management systems and track problems in a timely manner. With respect to the internal control protocol for the design and development of new medical devices, the Group has obtained and aligns with ISO13485:2016 Quality Management System. The Group also aligns with ISO13485:2016 for the manufacturing sites, where quality control procedures are carried out in the manufacturing process. The procedures included but not limited to the following:

- Raw material control and inspection on suppliers to ensure quality;
- Process control for the production process;
- Product inspection on products, product labels, and instructions for use; and
- Environment control for the manufacturing facilities and laboratories.

The Group places great emphasis on its products quality control and assurance, and has assigned third parties to regularly evaluate and inspect the quality of products. During the Reporting Period, the Group conducted satisfaction questionnaires to receive customers' feedback. This is conducive for enhancing our services based on customers' experience.

Data Protection and Privacy

The Group has put in place standard procedures to collect customer personal data in a legal and fair manner with the purposes clearly explained to the end-customers and distributors. With reasonable steps taken, personal data and medical records are protected from unauthorised access, handling, deletion or use. Internal policy is established to govern the confidentiality of all company information, including customer privacy data. Besides, guides and regulations for staff on how to protect customers' confidential information are mentioned in the Employee Handbook. All employees are required to protect sensitive information and customers' personal information obtained when performing job duties. Information should not be disclosed to any third parties unless and to the extent that it is necessary to make such disclosure.

Intellectual Property Rights

The Group has registered intellectual property portfolio in the PRC, Japan, the United States and the European Union for the protection of technologies, inventions and for the development of future success with commercializing product portfolios, including further expansion of jurisdictions and obtaining certain recognition in relevant aspects. Before applying for patents, trademarks and new technologies, we conduct research to avoid any issues such as infringement or duplication. To protect the Group's technology, we enter into confidentiality arrangements with component vendors, consultants, advisors and contractors, as well as confidentiality and non-compete agreements with their key employees and employees involved in research and development. By the end of the Reporting Period, the Group owns more than 180 granted patents globally across key jurisdictions, including over 30 and 55 granted patents in the U.S. and the PRC, respectively. The Group regularly monitors whether our trademarks are being infringed, and are committed to protecting intellectual property rights which we handle with great care during our daily operations.

Anti-corruption

We comply with all relevant laws and regulations with regard to anti-corruption in Hong Kong and the PRC which have significant impacts on us, including but not limited to, “Prevention of Bribery Ordinance” in Hong Kong, “Criminal Law of the People’s Republic of China (中華人民共和國刑法)”, “Anti-Money Laundering Law of the People’s Republic of China (中華人民共和國反洗錢法)” and other related laws and regulations in other jurisdictions.

We uphold of the principles of probity and integrity as our core values, and we deliver our values through the formulation of the “Anti-Corruption Policy and Code of Business Conduct & Ethics”. All directors and employees are required to strictly adhere to the Group’s policy in order to prevent potential bribery, extortion, fraud and money laundering.

To prevent any corrupt practices, we distribute an “Employee Handbook” to every staff member before they commence work. It reminds our employees not to use any information obtained from work to solicit any benefits from other third parties. Otherwise, legal actions will be taken against any staff who conduct corrupt practices. Online induction training regarding anti-corruption policy and code of business conduct and ethics of the Group is also provided.

Furthermore, we provide a dedicated email address as the whistleblowing channel, which encourage employees to raise concerns and report any suspected corruption-related complaints. All reports will be directed to the Risk Management Committee under the audit committee of the Company for further handling and investigation.

With the above anti-corruption mechanisms, we aim to develop a culture of openness, accountability and integrity among all directors and employees. During the Reporting Period, no concluded legal cases regarding corrupt practices were brought against the Group or our employees. All directors of the Group have received corporate governance training provided by the Group before listing or during induction, so that the directors would clearly understand their responsibilities and properly exercise their fiduciary duties. The Group offers new employee induction training which includes trainings in relation to basic employee ethics, such as anti-corruption. The Group will closely monitor the regulatory development and will arrange relevant anti-corruption trainings for our employees and directors, where necessary.

Community Investment

We understand the importance of giving back to society. Therefore, we encourage our staff to participate in various activities especially related to the medical field. For example, charity events related to health and medical service industry, and donation to local non-profit organizations for any promotional activities related to cardiovascular health. Through joining social services, we are better connected with the community and can therefore consolidate our understanding towards the needs and concerns of the community.

During the Reporting Period, to fulfil our social responsibility, the Group donated a total of approximately USD559,000. The donation included but not limited to the funding and support of academic research related to cardiovascular diseases to local universities, scholarships, and charity events for local non-profit organizations. The Group will continue to make such contribution to the local community to promote public health and foster further development in the field of cardiovascular health.

SEHK ESG REPORTING GUIDE CONTENT INDEX

Part A: Environmental

ESG Aspects	Related Section(s)
A1. Emissions	
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.	<i>Environmental Compliance</i>
KPI A1.1 The types of emissions and respective emissions data.	<i>Types of emissions</i>
KPI A1.2 Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emission in total (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<i>Greenhouse Gas Emission</i>
KPI A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<i>Hazardous Waste Management</i>
KPI A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	<i>Non-hazardous Waste Management</i>
KPI A1.5 Description of emissions target(s) set and steps taken to achieve them.	<i>Greenhouse Gas Emission; Energy Use Efficiency</i>
KPI 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.	<i>Hazardous Waste Management; Non-hazardous Waste Management</i>

ESG Aspects	Related Section(s)
A2. Use of Resources	
Policies on the efficient use of resources, including energy, water and other raw materials.	<i>Use of Resources</i>
KPI A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	<i>Use of Resources – Energy Use Efficiency</i>
KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	<i>Use of Resources – Use of Water</i>
KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	<i>Use of Resources</i>
KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	<i>Use of Resources – Use of Water</i>
KPI A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	<i>Packaging Material</i>
A3. The Environmental and Natural Resources	
Policies on minimizing the issuer’s significant impact on the environment and natural resources.	<i>Environmental and Natural Resources</i>
KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	<i>Environmental and Natural Resources</i>
A4. Climate Change	
Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	<i>Climate Change</i>
KPI A4.1 Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	<i>Climate Change</i>

Part B: Social

ESG Aspects	Related Section(s)
B1. Employment	
Information on the policies and compliance with 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.	<i>Employment</i>
KPI B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	<i>Employment – Total Number and Classification of Employee</i>
KPI B1.2 Employment turnover rate by gender, age group and geographical region.	<i>Employment – Total Number and Classification of Employee</i>
B2. Health and Safety	
Information on the policies and compliance with laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	<i>Health and Safety</i>
KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	<i>Health and Safety</i>
KPI B2.2 Lost days due to work injury.	<i>Health and Safety</i>
KPI B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	<i>Health and Safety</i>
B3. Development and Training	
Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	<i>Development and Training</i>
KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	<i>Development and Training</i>
KPI B3.2 The average training hours completed per employee by gender and employee category.	<i>Development and Training</i>
B4. Labour Standards	
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.	<i>Labour Standards</i>
KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	<i>Labour Standards</i>
KPI B4.2 Description of steps taken to eliminate such practices when discovered.	<i>Labour Standards</i>

ESG Aspects	Related Section(s)
B5. Supply Chain Management	
Policies on managing environmental and social risks of the supply chain.	<i>Supply Chain Management</i>
KPI B5.1 Number of suppliers by geographical region.	<i>Supply Chain Management</i>
KPI B5.2 Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	<i>Supply Chain Management</i>
KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	<i>Supply Chain Management</i>
KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	<i>Supply Chain Management</i>
B6. Product Responsibility	
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 method of redress.	<i>Product and Service Responsibility</i>
KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	<i>Product and Service Responsibility</i>
KPI B6.2 Number of products and service-related complaints received and how they are dealt with.	<i>Product and Service Responsibility – Complaints Handling</i>
KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	<i>Product and Service Responsibility – Intellectual Property Rights</i>
KPI B6.4 Description of quality assurance process and recall procedures.	<i>Product and Service Responsibility – Service Quality Assurance</i>
KPI B6.5 Description of consumer data protection and privacy policies, how they are implemented and monitored.	<i>Product and Service Responsibility – Data Protection and Privacy</i>

ESG Aspects	Related Section(s)
B7. Anti-corruption	
Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	<i>Anti-corruption</i>
KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	<i>Anti-corruption</i>
KPI B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	<i>Anti-corruption</i>
KPI B7.3 Description of anti-corruption training provided to directors and staff.	<i>Anti-corruption</i>
B8. Community investment	
Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure that its activities take into consideration the communities' interests.	<i>Community Investment</i>
KPI B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	<i>Community Investment</i>
KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	<i>Community Investment</i>