



## Abbisko Cayman Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 2256

# 2022

## Environmental, Social and Governance (ESG) Report



# About the Report ○

This is the second Environmental, Social and Governance (“ESG”) Report released by Abbisko Cayman Limited. It aims to disclose the principles, management methods, efforts and achievements of the Company in environmental, social and governance to stakeholders.

## »» Report Scope

The Report is applicable to Abbisko Cayman Limited (Stock Code: 2256.HK, the “Company” or “Abbisko”) and its subsidiaries (collectively referred to as the “Group”). Unless otherwise specified, the scope hereof keeps consistent with that in the consolidated financial statements of Abbisko over the same period.

## »» Reporting Period

The reporting period ranges from January 1, 2022 to December 31, 2022 (the “Year” or the “Reporting Period”). Unless otherwise specified, the Report covers Abbisko Cayman Limited and its subsidiaries and is consistent with the coverage of the Company’s annual report for the Year.

## »» Basis for Preparation

The Report is prepared in accordance with the *Environmental, Social and Governance Reporting Guide* (the “Guide”) (the version effective since January 1, 2022) as set out in Appendix 27 to the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* (the “Hong Kong Stock Exchange” or the “Stock Exchange”).

## »» Reporting Principles

The Principle of Materiality	With policy and industry research, and analysis by experts, the Report focuses on the topics of concern, and the issues of environmental, social and governance that may significantly impact investors and other stakeholders.
The Principle of Quantification	The Report discloses and interprets key quantitative performance indicators, and explains the calculation basis and assumptions.
The Principle of Balance	The Report provides an unbiased picture of the Group, and discloses indicators involving both positive and negative information. As shown by retrieval results in the open database, the Group was not involved in negative incidents with significant impact that should have been disclosed during the reporting period.
The Principle of Consistency	The Report provides an unbiased picture of the Group, and discloses indicators involving both positive and negative information. As shown by retrieval results in the open database, the Group was not involved in negative incidents with significant impact that should have been disclosed during the reporting period.

## »» Data Sources and Description

The data and information in the Report are derived from official records acquired in the actual operation of the Group. If the financial data in the Report conflicts with that in the annual report of the Group, the latter shall prevail. The financial data in the Report is measured in RMB.

## »» Access to the Report

The Report's digital version is available to be downloaded from the Hong Kong Stock Exchange website ([www.hkex.com.hk](http://www.hkex.com.hk)) and the Group's website ([www.abbisko.com](http://www.abbisko.com)).

## »» Approval and Confirmation

The Board of Directors of the Group (the "Board") assumes full responsibility for the contents reported in this Report and has approved and confirmed the contents of this Report on March 15, 2023.

## »» Contact Us

For any inquiries on the Report, please contact us:

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# About Abbisko

## Company Profile

As a clinical-stage biopharmaceutical company, Abbisko is dedicated to the discovery and development of innovative and differentiated small molecule oncology therapies to address critical unmet medical needs for patients in China and worldwide.

Since its inception in 2016, the Group has strategically designed and developed a pipeline of 15 candidates focused on precision oncology and immune-oncology, including 7 candidates at clinical stage.

### General Information

<b>Corporate Name:</b>	Abbisko Cayman Limited
<b>Headquarter:</b>	Building 3, No. 898, Halei Road, Zhangjiang Hi-tech Park, Pudong New Area, Shanghai
<b>Stock Code:</b>	2256.HK
<b>Total Number of Employees:</b>	234
<b>Vision:</b>	Discover and develop novel and differentiated therapies in oncology and beyond to address critical unmet medical needs for patients in China and globally.



# ESG Management

## >> ESG Management Framework

In order to strengthen sustainable development management and honor its commitment to sustainable development, the Group has established a top-down ESG governance framework.

The Board of Directors takes overall responsibility for overseeing the sustainable development efforts of the Group through regular review, discussion and approval of the ESG governance policies, strategies and risk management. The Board has set up an ESG working team that is responsible for implementing and overseeing ESG issues to enhance the efficiency of sustainable development governance. This framework covers all levels of the Group, including the decision-making level, the organizational level and the executive level.






### ESG Management Framework







The Company has set environmental, social and governance objectives and will continue to put effort on enhancing ESG commitment and performance.

## » Communication with Stakeholders

The sustainable development of the Group depends on the trust and support of stakeholders. The Group has built multiple communication channels to ensure better understanding and close communication with stakeholders, such as information disclosure as a listed company on the Stock Exchange and official website, and an effective communication mechanism. And the Group actively pays attention to and responds to the demands of major stakeholders including shareholders/investors, employees, subjects, regulators, research and development (“R&D”) institutions, industry peers, suppliers, media, communities.

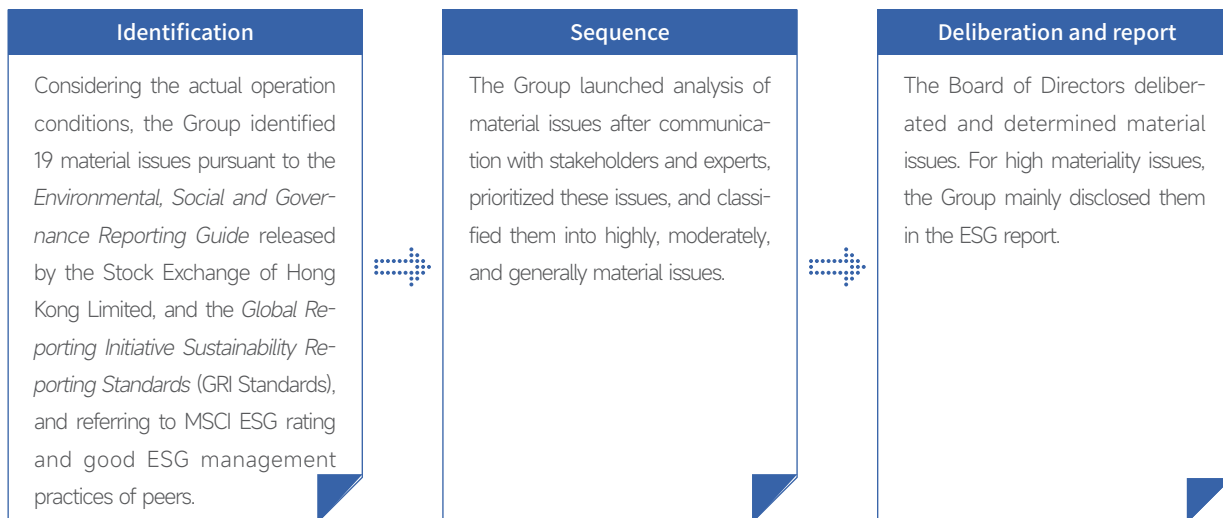
Major stakeholders	Topics of concern	Main communication channels
 <b>Shareholders/investors</b>	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• R&amp;D and innovation</li> <li>• Protection of rights and interests of investors</li> </ul>	<ul style="list-style-type: none"> <li>• Annual general meetings and other meetings of shareholders</li> <li>• Information disclosure</li> <li>• Investor meetings</li> <li>• Senior management meetings</li> <li>• Face-to-face communications</li> </ul>
 <b>Employees</b>	<ul style="list-style-type: none"> <li>• Occupational health and safety</li> <li>• Rights, interests and benefits of employees</li> <li>• Employee training and development</li> <li>• Anti-corruption and anti-bribery</li> </ul>	<ul style="list-style-type: none"> <li>• Channels for employees to express their opinions (interviews, meetings, etc.)</li> <li>• Performance appraisal and communication</li> <li>• Individual meetings</li> <li>• Business newsletters</li> <li>• All staff Town Hall meetings</li> <li>• Orientations</li> <li>• Professional trainings</li> </ul>
 <b>Subjects</b>	<ul style="list-style-type: none"> <li>• R&amp;D and innovation</li> <li>• R&amp;D ethics</li> <li>• Product quality management</li> <li>• Information security and privacy protection</li> </ul>	<ul style="list-style-type: none"> <li>• Informed consents</li> <li>• Experimental drug safety and complaint channels</li> </ul>
 <b>Regulators</b>	<ul style="list-style-type: none"> <li>• R&amp;D and innovation</li> <li>• Product quality management</li> <li>• R&amp;D ethics</li> <li>• Occupational health and safety</li> <li>• Environment management system</li> <li>• Laboratory safety management</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Compliance reports</li> <li>• Information disclosure</li> <li>• Record or approval</li> <li>• On-site auditing</li> </ul>
 <b>Academic institutions</b>	<ul style="list-style-type: none"> <li>• R&amp;D and innovation</li> <li>• Intellectual property protection</li> </ul>	<ul style="list-style-type: none"> <li>• Academic and industry meetings</li> <li>• Field visits</li> <li>• Professional databases</li> </ul>

Major stakeholders	Topics of concern	Main communication channels
 <b>Industry Peers</b>	<ul style="list-style-type: none"> <li>• R&amp;D and innovation</li> <li>• Intellectual property protection</li> <li>• Supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic cooperation programs</li> <li>• Information disclosure</li> <li>• Communication meetings</li> <li>• Industry meetings</li> </ul>
 <b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Product quality management</li> <li>• Supply chain management</li> <li>• Anti-corruption and anti-bribery</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier management SOPs</li> <li>• Supplier/contractor evaluation system</li> <li>• Industry meetings</li> <li>• On-site auditing</li> </ul>
 <b>Media</b>	<ul style="list-style-type: none"> <li>• Corporate governance</li> <li>• R&amp;D and innovation</li> <li>• Product quality management</li> <li>• Anti-corruption and anti-bribery</li> </ul>	<ul style="list-style-type: none"> <li>• Press releases</li> <li>• Senior management interviews</li> <li>• Industry conferences and symposiums</li> </ul>
 <b>Communities and environment</b>	<ul style="list-style-type: none"> <li>• Emission management</li> <li>• Communication with communities, and charity activities</li> <li>• Health accessibility</li> <li>• Use of resources</li> </ul>	<ul style="list-style-type: none"> <li>• Voluntary services</li> <li>• Community activities</li> <li>• Information disclosure</li> </ul>

## » Analysis of Material Issues

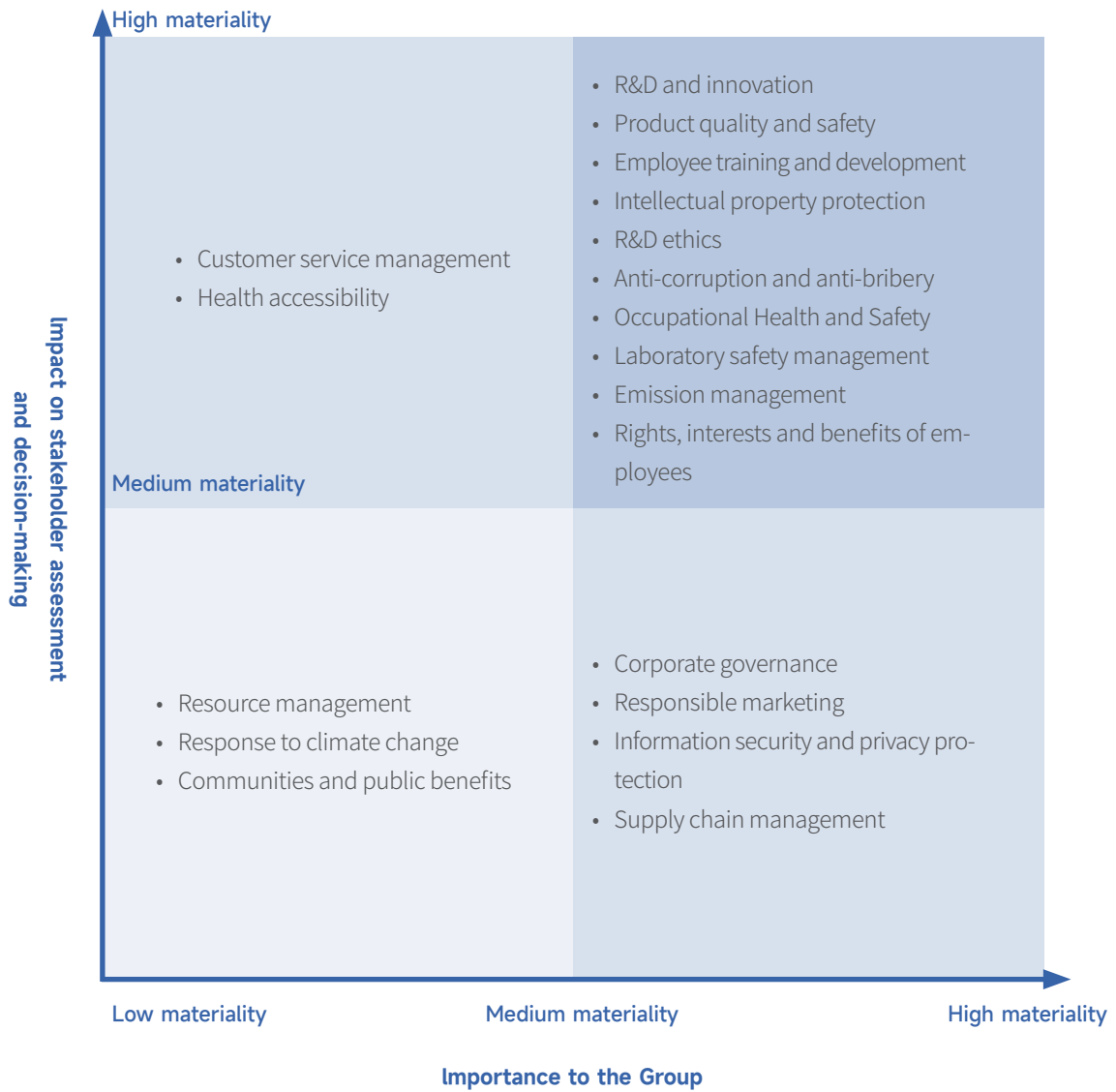
In 2022, the Group launched analysis of material issues following the "the principle of materiality" as stated in the *Environmental, Social and Governance Reporting Guide* released by the Hong Kong Stock Exchange while considering its own business and operation characteristics.

### Analysis Process of Material Issues





## Matrix of Material Issues





# Compliance Operations

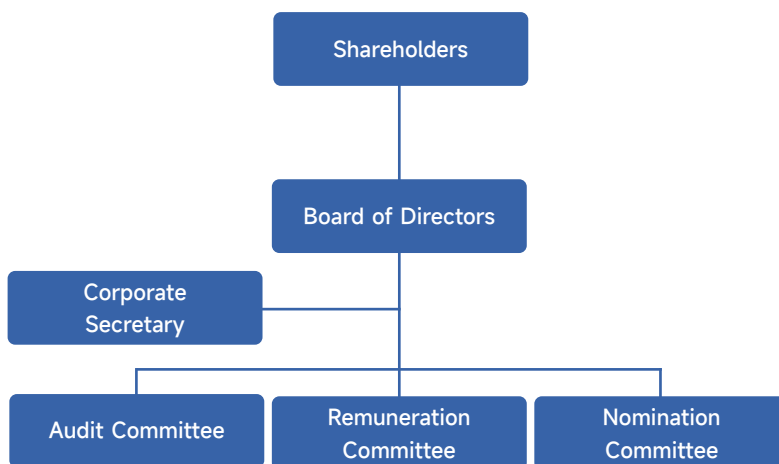
## Corporate Governance

In line with applicable laws and regulations, such as the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange, and the Company Law of the People’s Republic of China, the Group has established a sound corporate governance structure to enhance its corporate governance.

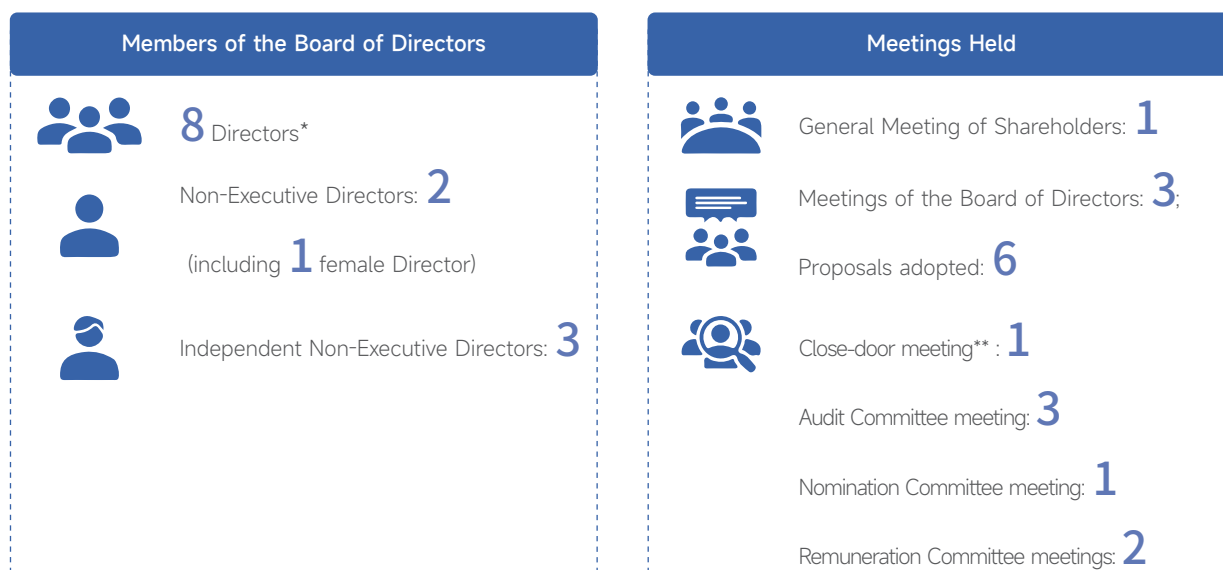
The Board of Directors of the Group is responsible for overseeing the business operations of the senior management and presenting specific issues to the Annual General Meeting for discussion and decision-making as per its Articles of Association and listing rules. Besides, the Corporate Secretary and the Legal and Compliance Department are responsible for supervising and ensuring compliance with laws and regulations, and disclosing information as required. The senior management is responsible for daily operation of the Group.

Valuing internal equity and diversity, the Group has formulated the Board Diversity Policy, which sets out the objectives and approaches to achieve and maintain the diversity of the Board, in order to enhance the effectiveness of the Board. Taking into account multiple factors, such as gender, age, race, language, cultural background, educational background, industry experience, and professional experience, the Group strives for the diversity of the Board. In addition, the Nomination Committee set up by the Company is responsible for reviewing and managing the diversity status of the Board, and monitoring and evaluating the implementation of the diversity policy from time to time.

### Governance Framework Chart



## The Board of Directors and Committee Meetings



\*9 Directors comprise the Board in the beginning of 2022, and the Mr. Yeh Richard tendered his resignation as an Executive Director on April 28, 2022.

\*\* The Close-door meeting is attended by the Chairman of Board and Independent Non-Executive Directors.

## Protection of Rights and Interests of Investors

The Group attaches great importance to information disclosure to and communication with shareholders and creditors in order to ensure all investors are timely informed of the business progresses and performance of the Group. The Group has adopted the *Policy of Communication with Shareholders* to regulate the methods of communication with investors for the sake of the rights and interests of investors. In line with this document, the Group communicates information with, and listens to opinions from investors through the meetings with shareholders, information disclosure, and conversations with investors to step up trust and understanding between investors and the Group.

Information disclosure is a way to communicate with investors directly and fully. In accordance with the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited*, the Group has formulated the *Management Regulations on Information Disclosure of Abbisko* to specify the specific requirements, management organ and management responsibilities. The Board of Directors and the senior management of the Group are jointly responsible for supervising information disclosure management and making relevant decisions. Besides, the Group has set up an information disclosure work force to take charge of routine information disclosure management, which consists of the Chief Financial Officer, the Corporate Secretary, the Legal and Compliance Department, and the Investor Relations Department.

The Board of Directors and the senior management are jointly responsible for supervision and decision-making over information disclosure management. Information to be disclosed is reviewed and approved jointly by the responsible persons of competent departments and professional external partners to ensure accurate, timely and complete information disclosure.

# Risk Management and Internal Control

## » Risk Management System

To comply with applicable laws and regulations, such as the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited* and the *Company Law of the People's Republic of China*, the Group has formulated regulations related to risk management including the *Risk Management Regulations*. The Regulations clarify the duties of departments and posts, define the main stages of risk management and risk management procedures, and specify evaluation specific to the risks of the Group and its functional departments.

The Group has developed a sound risk management system. In the system, the senior management is responsible for controlling the risks of functional departments, and internal control representative works to analyze and independently evaluate the effectiveness of the risk management system. The Group has identified risks regularly relying on the risk control matrix. And the risk management processes specifically involve in finance, pre-clinical and clinical R&D, assets, human resources, procurement, entity-level control, and information system control. Based on identified risks in 2022, the Group updated the *Delegation of Authority Policy*, the *Contract Management Regulations*, the *Procurement Policy*, and the *Information Safety Management Regulations and the Confidentiality Policy* in order to mitigate risks effectively.

## » Internal Control

In line with policies such as the *Basic Norms for the Internal Control of Enterprises* and the *Application Guidelines for Enterprise Internal Control*, the Group has set up an internal control management system. In 2022, the Group updated the *Delegation of Authority Policy*, regulating stricter management of approval authority in budget, procurement, contract, goods receipt, payment and treasury.

To regulate and strengthen internal control, and improve the internal control level and the ability to guard against risks, the Group has formulated the *Internal Audit Regulations* in accordance with applicable laws and regulations such as the *Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited*. The Regulations specify internal audit staffing, coverage, job duties, limits of authority and work procedures. The Board of Directors has set up the Audit Committee, and defined its limits of authority. And an internal audit role has been established to exercise the supervision right independently, perform its supervision, evaluation and service functions, and report to the Audit Committee regularly in accordance with national laws and regulations, and the rules and regulations of the Group.

The Group prepares audit plans annually. Material defects or major risks in internal control, if found, are reported to the senior management timely, and if necessary, to the Board of Directors for management and control.

# Anti-corruption and Anti-bribery

## »» Anti-corruption and Anti-bribery Management

The Group has always adhered to the principles of integrity and dedication to work, compliance with laws, fair competition and honest operation, and has made active efforts to foster clean and upright working environment, and to prevent corruption and bribery misconducts in any form. The Group strictly complies with applicable laws and regulations such as the *Anti-unfair Competition Law of the People's Republic of China*, the *Anti-money Laundering Law of the People's Republic of China*, the *Interim Provisions of the State Administration for Market Regulation on the Prohibition of Commercial Bribery*, and the *Supervision Law of the People's Republic of China*, in order to strengthen compliance operation management.

Besides, the Group has established regulations and policies including the *Compliance Guide*, the *Handbook of Senior Executives* and *Financial Expense Reimbursement Policies*. These documents regulate the conducts of all employees, senior executives and Directors in routine operation, and clearly specify the prevention of corruption and bribery in any form. Among these documents, the *Handbook of Senior Executives* stipulates that senior executives shall abide by clean and diligent ethics. Furthermore, professional ethics and the code of conduct have been worked out aiming at senior executives.

Also, the Group organizes anti-corruption training for all employees and Board members from time to time to strengthen their awareness of anti-corruption and anti-bribery and guide them to pay more attention to anti-corruption and anti-bribery.

### Anti-corruption and Anti-bribery Training of Abbisko in 2022



#### Training for Board members

- Sending anti-corruption materials to Board members via email;
- Inviting the legal advisor of the Group to introduce anti-corruption laws and regulations, business ethics, and connected transactions to all Board members for about 1 hour.



#### Training for employees

- Organizing new employees to receive anti-corruption and anti-money laundering training.



#### Training for specific groups

- Providing training about prevention from corruption risks related to clinical trial for clinical trial department according to their respective business types, and exchanging compliance experience with employees.

Following the principles of fairness, impartiality and openness, the Group has made efforts to the risk management of business ethics among suppliers. To be specific, the Group has formulated management regulations such as the *Procurement Policy*, and the *Standard Procurement Terms and Conditions of Abbisko*, specifying the standard terms and conditions of purchase

and compliance and ethical requirements for suppliers, in order to minimize their involvement in improper activities. During business activities or cooperation, the Group prohibits commercial bribery. It neither accepts valuable gifts in any form, nor obtains unreasonable business opportunities or benefits for others via any illegal means. The Group will immediately disqualify the suppliers who are found and verified to bribe its employees, and permanently blacklist them.

## **>> Supervision and Whistleblowing Mechanism**

The Group has formulated supervision and whistleblowing policies such as the *Compliance Guide* to regulate report handling procedures and whistle-blower protection. The Group provides employees and partners with whistleblowing channels, such as phone number, email and letter, and accepts real-name or anonymous reports. In addition, the Group designates certain employees to manage reports, and keeps all reports and investigation materials confidential. In case of violations, the Group will impose disciplinary punishments, such as written warning, disciplinary suspension, demotion and dismissal on violators according to the severity of circumstances.

Besides, the Group has introduced the conflict-of-interest reporting mechanism to new employees, and has formulated internal regulations and reporting procedures to avoid conflicts between the interests of employees and those of the Group, as such case may affect their professional judgment when performing job duties or damage the rights and interests of the Group and its shareholders.

The *Compliance Guide* specifies that the strictest measures shall be taken to keep the information of whistleblower confidential, and that only investigators have access to the information of whistleblowers and reported contents. Unless explicitly consented and authorized in written by whistleblowers, or specified by laws and regulations to disclose the information of whistleblowers and reported contents said to state authorities, the Group will not unveil such information and contents to any individual or organization. The Group prohibits retaliation against whistleblowers, and offers assistance and support to whistleblowers as much as possible, including but not limited to paid vacations and job transfer.

In 2022, the Group had no incidents related to corruption, bribery, extortion, fraud and money laundering, and was not involved in lawsuits regarding these incidents said.

# **Information Security and Privacy Protection**

The Group attaches great importance to information security and privacy protection. To this end, it strictly complies with applicable laws and regulations, such as the *Data Security Law of the People's Republic of China*, the *Personal Information Protection Law of the People's Republic of China*, and the *Cybersecurity Law of the People's Republic of China*. In order to

guarantee internal data security, the Group has formulated management regulations, such as the *Information Security Management and Confidentiality Policy*, the *Data Backup and Recovery Management*, and the *Computerized System Introduction Management*. And it has worked out operation procedures including the *Computerized System Qualification & Validation*, the *Computerized System Change Control*, and the *Risk Assessment for Computerized System*.

The Group has implemented the hierarchical management of technical secrets. And its departments have assigned full-time personnel to manage their respective technical secrets by setting technical secret levels and limited access to technical secrets. Besides, the Group has set authority on data use and access to data in the file server to ensure its safe and reliable operation, and avoid abnormal data deletion and secret divulging. Unless required for work, it is not allowed to disseminate any electronic documents across departments in principle, or to lend or circulate them to third parties. When cooperating with third parties, the Group shall sign non-disclosure agreements with its partners, or stipulate confidentiality articles in contracts to avoid any risks of divulging secrets.

The Group has organized information security training for its employees to improve their awareness of information security and protection, and guarantee information security for business development. New employees are required to watch the training video titled *Information Security Awareness and Security Practices*, and learn related training materials so that they actively pay more attention to information security.

During the reporting period, the Group had no incidents related to serious information leakage or theft, or missing of materials concerning customers and subjects.



# Product and Service Responsibility

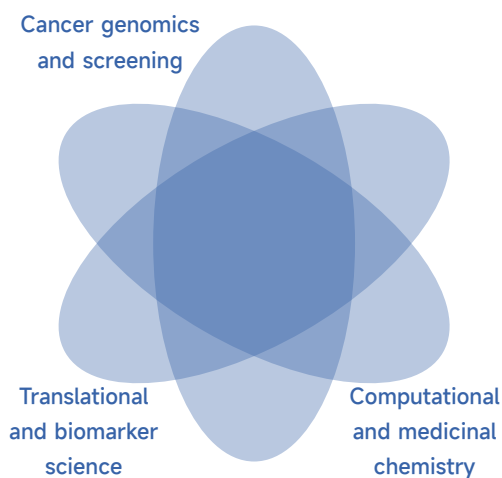
## R&D and Innovation

### >> R&D and Innovation

R&D and innovation is of great importance to the long-run development of the Group and its continuous improvement in competitiveness. The Group has formulated the *Management Regulations on R&D Projects in Abbisko*, specifying the allocation of management responsibilities for R&D projects, application for project approval and staged evaluation procedures, project implementation management, expense management, and R&D document management.

The Group has set up an innovation-driven discovery platform to leverage the experience of its R&D team. The platform boasts integrative competence in cancer genomics and screening, computational and medicinal chemistry, translational and biomarker science, thus helping the Group discover high-quality assets effectively.

### Abbisko Innovation-driven Discovery Platform



- Cancer genomics and screening: The Group has completed genomic sequencing for over 400 cancer cell/model samples, conducted more than 400 tests in biochemistry, biophysics and cytology, and finished over 20 screening items.
- Computational and medicinal chemistry: The Group has established a compound library that was designed and synthesized independently, and consists of more than 3,700 molecules, and a virtual compound library housing over 12 million molecules.
- Translational and biomarker science: The Group has developed over 300 cell and in vivo models, and completed over 300 in vivo studies.



The Group has pooled more R&D and innovation investment in small molecule precision therapy and small molecule immuno-oncology to advance the R&D progress of products under development, and has concentrated its efforts on figuring out the new therapies catering to the major medical needs of China and globally. Since the establishment, the Group has developed 15 candidates, with 7 embracing clinical development. In 2022, three innovative drug programs of the Group, namely, Pimicotinib (ABSK021), Irapagratinib (ABSK011), and Fexagratinib (ABSK091) ushered in the clinical proof of concept stage, with positive preliminary results. Among them, the highly selective CSF-1R inhibitor ABSK021 passed the breakthrough therapy designation by the Center for Drug Evaluation (“CDE”) of China National Medical Products Administration (“NMPA”) to treat the tenosynovial giant cell tumor (“TGCT”) that is inoperable. In 2022, the potent small molecule FGFR inhibitor ABSK091 passed orphan drug designation by the U.S. Food and Drug Administration (“FDA”) to treat the gastric carcinoma.

### Abbisko R&D Pipeline

Assets	Target	Indication	Mono/Combo	Discovery	IND Enabling	Phase I/IIa	POC (i)	Pivotal	Partner	Rights		
ABSK021 Pimicotinib	CSF-1R	TGCT	Monotherapy	[Progress bar]							Global	
		Solid tumors	Monotherapy/ Combination therapy	[Progress bar]								
		cGvHD	Monotherapy	[Progress bar]								
		ALS	Monotherapy	[Progress bar]						Partner		
ABSK043	PD-L1	Multiple tumors	Monotherapy	[Progress bar]						Sperovision	Global	
ABSK011 Irapagratinib	FGFR4	FGF19+ HCC	Monotherapy Combination therapy (ii)	[Progress bar]							Global	
ABSK091 Fexagratinib	pan-FGFR	FGFRalt UC	Monotherapy Combination therapy (iv)	[Progress bar]						Partner	AstraZeneca	Global
		Other solid tumors	Monotherapy/ Combination therapy	[Progress bar]								
ABSK061	FGFR2/3	Solid tumors	Monotherapy	[Progress bar]							Global	
ABSK121	pan-FGFR mut.	Solid tumors	Monotherapy	[Progress bar]							Global	
ABSK012	FGFR4 mut.	RMS and other solid tumors	Monotherapy	[Progress bar]							Global	
ABSK071	KRAS	Solid tumors	Monotherapy	[Progress bar]							Global	
ABSK112	EGFR Exon20	NSCLC	Monotherapy	[Progress bar]							Global	
ABSK131	Undisclosed	Multiple tumors	Monotherapy	[Progress bar]							Global	
ABSK141	Undisclosed	Multiple tumors	Monotherapy	[Progress bar]							Global	
ABSK081	CXCR4	TNBC	Combination therapy (iii)	[Progress bar]						Partner	X4	Greater China
		WHIM	Monotherapy	[Progress bar]								
ABSK051	CD73	Multiple tumors	Monotherapy	[Progress bar]							Global	
ABK3376	EGFR	EGFRm NSCLC	Monotherapy/ Combination therapy (v)	[Progress bar]						艾力斯	Ex-China	
ABSK151	Undisclosed	Non-oncology	Monotherapy	[Progress bar]						礼来	Shared	

Abbreviations: HCC = hepatocellular carcinoma; RMS = rhabdomyosarcoma; FGFRalt = FGFR altered; UC = urothelial cancer; NSCLC = non-small cell lung cancer; TGCT = tenosynovial giant cell tumor; cGvHD = chronic graft- versus-host disease; ALS = amyotrophic lateral sclerosis; TNBC = triple-negative breast cancer; WHIM = warts, hypogammaglobulinemia, infections and myelokathexis

Represents Phase Ib/II clinical trial    ii. In combination with anti-PD-L1 antibody atezolizumab with Roche    iii. In combination with anti-PD-1 antibody toripalimab with Junshi    iv. In combination with anti-PD-1 antibody tislelizumab with Beigene    v. In combination with Furmonertinib mesylate with Allist

The Group has made active efforts to build a high-quality R&D team to expedite its drug discovery, development and commercialization processes. To this end, the Group provides competitive compensation packages, upgrades its performance evaluation system, and fosters an innovation-driven culture to attract and retain business talents. By the end of the reporting period, the Group has invested RMB 378,746,400 in R&D, accounting for 70% of its gross expenditure. The Group has 189 R&D talents, accounting for about 81% of the total employees. Among them, 130 have obtained post-graduate degrees or above, and 43 holding Ph.D. degrees.

The Group is actively seeking cooperation opportunities with potential external partners, which is a supplement to its internal R&D abilities and maximizes the commercial value of its independent R&D projects.

## R&D collaborations between Abbisko and its external partners in 2022



Eli Lilly and Company (“Lilly”)

- The Group entered into a worldwide co-discovery collaboration with Lilly for the discovery, development and commercialization of novel small molecules against an undisclosed target in major diseases with critical unmet medical needs.



BeiGene, Inc. (“BeiGene”)

- The Group reached a collaboration agreement with BeiGene on the combination therapy of ABSK091 and Tislelizumab, an anti-PD-1 antibody developed by BeiGene, for the treatment of urothelial cancer. In May 2022, the Group obtained the investigational new drug (“IND”) approval of its combination therapy Phase II trial by the NMPA.

The R&D and innovation efforts of the Group have been widely recognized by the public. In 2022, the Group was granted the Best Start-UP Award by the Second China International Vaccine Innovation Summit (HVIS). And it was included in the list of Top 100 China Pharmaceutical Innovation Enterprises released by the *Healthcare Executive*. Besides, it was granted the “Zhangjiang Life Science Industry New Prominent 2022 Prize”.

## » Intellectual Property Protection

In accordance with applicable laws and regulations, such as the *Patent Law of the People’s Republic of China*, the *Trademark Law of the People’s Republic of China*, the *Copyright Law of the People’s Republic of China*, the *Anti-Unfair Competition Law of the People’s Republic of China*, the Group has formulated management measures, such as the *Intellectual Property Management Measures*, and the *Implementation Measures for Patent Protection and Risk Control*, clarifying management requirements in patents, trademarks, copyrights, domain names and trade secrets and regulating the intellectual property management.

The Group has formulated and implemented the patent strategy in terms of innovation/creation and incentive, patent layout and management, and patent protection to strengthen intellectual property management and protection.

When it comes to innovation/creation and incentive, the Group encourages its employees to devote themselves to innovation and creation by awarding and commending on-duty inventors or designers, and protecting the fruits of their innovation. In the *Implementation Measures for Patent Protection and Risk Control*, the Group specifies the right of signature, the right to obtain award and remuneration, the right of priority in performance appraisal and promotion, and the obligations of on-duty inventors.

At present, the Group has rolled out its patent layout strategy in 15 countries or regions, such as China, the United States, Europe, Japan, South Korea and Russia to protect globally the patents of products developed by the Group. On this basis, the Group will further strengthen applications of the core patents in India, the Philippines and other ASEAN countries, South American countries, Mexico and other region, as an effort to improve the overseas patent protection system for basic patents and surrounding patents.

In terms of patent protection, the Group will conduct global intellectual property search on products and technologies before the introduction of new products, the establishment of new projects and the application of new technologies in order to evaluate intellectual property risks and avoid the direct or indirect infringement of intellectual property of other parties. At the same time, the Group respects the intellectual property of other parties in cooperation and has a due diligence mechanism on third-party technology cooperation in place to investigate the intellectual property status of its partners in detail. Also, the Group will strictly review the clauses related to intellectual property in contracts, and clarify the rights and obligations of both parties to protect trade secrets.

Besides, the Group strives to improve the employees' awareness of intellectual property risks through training and education. To be specific, the Group organizes R&D personnel to receive offline training once or twice every year. Also, the Group arranges induction training quarterly, which includes intellectual property courses. In addition, the Group provides targeted patent training for its top management, business, legal, financial, procurement, and administrative departments, and over 80% employees have received the training.

By the end of 2022, the Group has submitted over 200 patent applications related to oncology drugs, and own 51 granted patents, and had not been subject to administrative penalties or other intellectual property disputes for violations of relevant laws and regulations.

## » R&D Ethics

The Group abides by the pharmaceutical R&D ethics. In clinical trial programs, the Group always places the safety, rights and wellbeing of subjects in the supreme priority. In addition, the Group also attaches great importance to the management of experimental animals to protect animal welfare.

In accordance with applicable laws and regulations, such as the *Provisions for Drug Registration*, the *Good Clinical Practice*, the *Measures for Ethical Review of Biomedical Research Involving Human Subjects*, and *US 21 CFR Part 50/56/312*, and the ethics principles of *Declaration of Helsinki*, all the subjects of clinical trial will sign *Informed Consent Form* before their enrollment, which states their the right to be informed and the right to determine whether or not to participate in a clinical trial, turning down or withdraw from a clinical trial at any time is at the subjects' discretion, and their privacy, rights and interests are protected. In 2022, the Group issued the *Development, Review and Approval of Informed Consent Form* to ensure the contents of the Informed Consent Form comply with laws, regulations, ethics, and Good Clinical Practice.

In clinical trials, the Group place suppliers in control via *Good Clinical Practice (GCP)*, agreements and regular oversights, with the purpose to protect the rights and interests of subjects. According to agreements, suppliers are required to comply with ethics rules and the ethics principles within Good Clinical Practice. Prior to a clinical trial, the Group reviews the working plans of suppliers to ensure their compliance with the local ethical requirements. Besides, the Group reviews and approves activities in which ethics rules apply, such as the preparation of the Informed Consent Form, recruitment advertisements, and the initiation of clinical trial at investigator/institutions, protecting the rights and interests of subjects. The Group always maintain its supervision of clinical trial activities to ensure the safety, rights and interests of subjects are protected.

The Group complies with applicable laws and regulations, such as the *Regulations for the Administration of Affairs Concerning Experimental Animals*, the *Guidelines on the Ethical Treatment of Experimental Animals*, and the *Shanghai Regulations for the Administration of Affairs Concerning Experimental Animals*. In line with the *Plan Preparation and Review Policy for Animal Use*, and the *Incident Reporting Procedures for Animal Welfare*, the Group formulates the animal use plan.

The Institutional Animal Care and Use Committee (IACUC) is responsible for reviewing animal use plans, and accepting and handling complaints about animal welfare incidents. Researchers shall submit the *Application Form for Experimental Animal Welfare and Ethical Review*, which shall clarify animal experiment design, set out principles to be followed during the experiment process, and detail the intervention means of unexpected symptoms.

## Abbisko Animal Welfare Management Measures



### The principles of the 3Rs (Replacement, Reduction and Refinement)

- Researchers shall submit the *Application Form for Experimental Animal Welfare and Ethical Review*, demonstrating the necessity of an animal experiment under the principles of the 3Rs (Replacement, Reduction and Refinement).



### Personnel

- All personnel engaged in animal experiments shall obtain the *Shanghai Training Certificate for Professional Skills of Experimental Animals*.



### Animal feeding

- Regularly feed animals with the original taste sunflower seeds of original taste and nutrient jelly regularly, and provide them with toys in their cages.
- If aggressive animals get wounded in fights, their wounds shall be disinfected with Iodophor and then be bandaged. And aggressive animals shall be provided with separate cages.
- Social animals shall not be separated to avoid depression.

# Product Quality Management

## >> Quality Management System

The Group has not engaged in volume drug production yet. Instead, it mainly produces candidates. At present, the Group employs the Contract Manufacture Organization (CMO) suppliers to develop and produce active pharmaceutical ingredients and finished products for clinical R&D purpose.

The Group complies with applicable laws and regulations, such as the *Drug Administration Law of the People's Republic of China*, the *Regulations for Implementation of Drug Administration Law of the People's Republic of China*, the *Pharmacopeia of People's Republic of China*, the *Provisions for Drug Manufacturing Supervision*, and the *Principles of Risk Assessment for On-site Inspection of Drug Manufacturing Enterprises*, as well as the *Good Manufacturing Practice (GMP)* and its appendices. And the Group ensures CMO suppliers abide by applicable supervision regulations, and the production standards, and guides for procedures and facilities of the Group.

The Group supervises and reviews the product quality management systems of CMO suppliers regularly to guarantee the quality of candidates. Material quality problems, if found, will be fully recorded and reported to the top management of the Group for review and handling to guarantee the quality safety of candidates. Besides, the Group organizes quality management training for all employees regularly every year to raise their attention to quality management. In 2022, the Group provided all employees with training related to GMP procedures and documents frequently, such as the *Recall Management Procedures*, the *Deviation Handling Procedure*, the *Corrective and Preventive Action(CAPA) Management*, the *Vendor Complaints Management Process*, the *DocuSign Electronic Signature*, and the *Management of Introducing Computer Systems*. In the future, the Group will continue to develop quality management systems and procedures concerning pharmaceutical R&D, non-clinical study, and commercialized production, and keep committed to producing new anti-neoplastic drugs that are safe, effective, high-quality and affordable by patients globally.

## » Candidate Labeling and Inspection Management

The Group has formulated *API and IMP Release Procedure for Clinical Use*, which details the release management requirements of bulk pharmaceutical chemicals, preparations, internal packaging and labeled (re-labeled) products of drugs for clinical trial purpose. All materials and products from bulk pharmaceutical chemicals to labeled (re-labeled) products shall meet the product release management requirements of the Group before clinical trial.

The Group has worked out the quality standards of raw materials, intermediate products and finished products, and verified the testing methods of materials fully to ensure the analysis methods validated and approved are applicable to the testing and release of materials. The examination and approval records of production process for outsourced products, release tests and reports, and the examination and approval of clinical drug labels shall be subject to detailed management processes. The whole production and testing for release shall meet GMP.

The Group entrusts qualified Contract Development and Manufacturing Organization (CDMO) suppliers to test all clinical samples in accordance with national laws and regulations, and applicable quality specifications. Besides, the Group organizes full supplier audits to ensure the testing procedures and data integrity of clinical samples produced by CDMO suppliers meet applicable legal provisions.

Unqualified outsourced products, if any, shall be subject to compliant investigations launched by the Group as per the Vendor Complaints Management Process. Where the defects of products are caused during CDMO release testing, the Group will identify these defects following applicable procedures, and organize investigations and impact evaluations per CDMO deviation procedures. Where it is verified that these products fail to meet the quality specifications of the Group, they will be deemed as unqualified products, and be stored separately in CDMO suppliers for final destroy.

## » Product Recall

During the reporting period, the Group had no commercialized products. But it has established a sound product Recall Management Procedure to make sufficient preparations of product launching. The Group will recall products if necessary in the future. In this case, it will coordinate competent departments to trigger investigations, make proper response decisions, and report the recall case to competent drug administrations by law. In 2022, the Group had no product recall incidents.

## » Drug Use Safety

Attaching importance to product safety, the Group has established a pharmacovigilance management system in accordance with applicable laws and regulations such as the *Pharmacovigilance Quality Management Regulations*, the *Management Regulations on Safety Update Reporting during R&D (for Trial Implementation)* and the *Management Measures for the Reporting and Monitoring of Adverse Drug Reactions*. The Group has set up a pharmacovigilance department. The department is responsible for monitoring, collecting, reporting and analyzing safety information of drugs for pre-marketing clinical trial purpose globally, conducting activities such as drug safety monitoring and risk management, and developing and updating drug safety indicators. At the same time, the Group has standardized the management procedures for the reporting and monitoring of adverse drug reactions to ensure that the information on adverse drug reactions is objectively analyzed, fed back and evaluated, and that drug risks are controlled timely and effectively. All these efforts are made to protect the safety of drug use.

# Supply Chain Management

The Group believes that it is crucial to establish good cooperation mechanisms with suppliers to ensure its efficient operation. Adhering to this belief, it maintains long-term partnership with suppliers based on mutual trust, and purchases goods and services in the principle of fairness and openness. The suppliers of the Group mainly include production suppliers and non-production suppliers, and procurement categories cover scientific research services, materials, equipment and general services. The Group actively establishes long-term and mutually-beneficial relationships with suppliers, and gives priority to local suppliers to contribute to the development of the local industry chain.

The Group has formulated the *Procurement Policy*, the *Third-party Control Policy* and the *Management Regulations on Third-party Quality*. These documents set out requirements related to supplier onboarding and evaluation, quality agreements and audit criteria. According to applicable supplier management regulations, the Group implements quality management in terms of onboarding and routine management to ensure the quality of suppliers.

During the supplier onboarding process, the Group evaluates suppliers from multiple dimensions by reviewing their background, qualifications and other relevant information to ensure they meet the project requirements. The Group has established a supplier pool in its system and evaluates the basic strength, and product/service delivery of suppliers according to the actual needs of projects. In case of procurement activities, the Group adheres to the principles of cost effectiveness, quality, timeline and fair competition in accordance with the *Procurement Policy*, requests for and compares quotations from different suppliers as needed, and follows such principles as competitive prices with high quality and lower prices with same quality. The Group forbids non-compliant operations to ensure fairness and impartiality.

In the daily management of suppliers, the Group takes proper quality management measures specific different suppliers to ensure the smooth R&D implementation of projects.

### Abbisko Supplier Management Measures

Supplier types	Measures
Suppliers subject to the Good Manufacturing Practice (GMP), and the Good Laboratory Practice (GLP)	<p>Suppliers shall receive written or field audits according to the contribution of their materials or services to the quality of finished products, and the extent and possibility of impact on patents' safety. The Group sets different audit criteria for suppliers according to the quality supervision regulations on different types of materials, and applicable laws and regulations. In the light of material type and audit results, audits may be organized at different intervals ranging from one to five years.</p> <p>The Group signs quality agreements with suppliers, and evaluates their performance regularly.</p>
Suppliers subject to GCP	<p>The Group specifies cooperation contents and delivery quality in the agreements signed with suppliers, and requires suppliers to comply with GCP requirements.</p> <p>Suppliers shall prepare the work plans for clinical trial activities they undertake, setting out job duties, methods, processes, and personnel and technical requirements. Abbisko's functional departments are responsible for reviewing and approving these work plans, and supervising their implementation.</p> <p>During the implementation of internal and external projects, the clinical operation department is responsible for field or remote quality control.</p> <p>The Group evaluates the quality management systems of suppliers via quality questionnaires, and arranges audits for the activities of projects that suppliers undertake according to project or project risks and quality evaluation results.</p> <p>The Group requires suppliers to report quality incidents, reviews their preventive and corrective measures, and traces the implementation of these measures.</p>

In order to create a better environment for the next generation, good performance in environmental and social responsibilities will be highlighted in the selection and onboarding criteria of suppliers. The regular assessments of existing suppliers will add the environmental and social responsibility indicators. Suppliers undertaking environmental and social responsibilities will be given priority to continue cooperation. Suppliers providing environmentally-friendly products or services that meet standards or requirements, and their green products and services will be the first choice of the Group.

We pay high attention to risk management of business ethics in procurement. In order to request our suppliers to operate with integrity and strictly follow the principles of fairness, impartiality and openness, we strictly prohibit commercial bribery during business activities or cooperation and require the ethics terms included for all suppliers' agreements. We shall not accept any form of valuable gifts and obtain unreasonable business opportunities or benefits for others through any improper ways. When the supplier bribes to the relevant personnel of the Company or conducts improper competition behavior such as offering other improper benefits, we will permanently disqualify and block the supplier immediately once detected. A whistleblowing policy is in place for employees, suppliers or customers to raise concerns so that the company can make investigation and monitor the risks timely.

## Customer Service Management

### » Customer Relation Management

The Group underlines the delivery of high-quality services to customers. To this end, the Group has formulated the standard processes related to complaints to ensure that clinical-related product complaints are handled in accordance with regulatory requirements. At the clinical stage, the users or their guardians of drugs for clinical trials may provide comments or complaints to the Group through the Informed Consent Form, drug labels and local investigators/institutions.

Meanwhile, the relevant functions of the Group have established pathway for receiving, communicating and handling safety incidents and complaints about products for clinical trials with dedicated personnel. Upon receiving inquiries, complaints or questions about adverse drug reactions, the responsible functions will promptly follow up and handle complaints, and assure that all comments and complaints will be investigated, responded to and followed up timely and properly. Through thorough investigation and analysis, the Group will identify the root causes of any potential product defects, and develop corrective and preventive actions to prevent similar incidents in the future. In 2022, the Group received no complaints from customers.

### » Responsible Marketing

In 2022, the Group neither commercialized and sold products, nor released any product advertisements to the public. The Group promises to strictly comply with laws and regulations related to advertising and labeling in the future, such as the *Advertising Law of the People's Republic of China*, the *Drug Administration Law of the People's Republic of China*, the *Measures for the Categorized Administration of Prescription and Non-prescription Drugs*, the *Measures for the Examination of Drug Advertisements*, and the *Provisions on the Administration of Drug Instructions and Labels*, ensuring well management of advertisement and marketing.

The corporate requires all product and business information unveiled to the public be strictly reviewed to avoid any false or misleading product descriptions, and ensures that the regulators, and the public have access to accurate, complete, truthful and rigorous product and academic information.





# Talent Development Responsibility

## Rights, Interests and Benefits of Employees

### >> Employment

In accordance with applicable laws and regulations, such as the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Protection of Minors*, the *Employee Handbook* is prepared considering the management needs of the Group to provide the requirements on recruitment, dismissal, remuneration, promotion, working hours, holidays, anti-discrimination, equal opportunities and benefits, in order to fully protect the rights and interests of employees and build an efficient talent team.

The Group advocates diversity, inclusion and equal opportunity in recruitment, and work and living of its employees, and is committed to fostering a diverse and inclusive environment. The Group undertakes to offer equal opportunities for all employees in terms of recruitment, career development, promotion, training and rewards following the principles of "openness, equality, fair competition and priority to the best employees", and forbid discrimination on grounds of nationality, race, religion, gender, age, marital status, sexual orientation, and referrals.

## Protection of the Basic Rights and Interests of Employees in Abbisko



### Employment and dismissal

- Sign standard labor contracts with all employees on a voluntary basis, and ensure both parties are fully aware of their rights and obligations.
- Develop management regulations including the *Employee Handbook*, clarifying the standard process for handling the resignation of employees, and others.



### Remuneration and promotion

- Stay committed to providing competitive remuneration and benefits for employees; adhere to the principles of multi-track development, performance orientation, combination of short-term and long-term incentives, fairness and equity, and salary adjustment with job transfer; encourage employees to do their best and improve their work enthusiasm through various channels.
- Make salary adjustments according to the operation performance of the Group and the market remuneration standard, and referring to the *Annual Employee Remuneration Adjustment Summary Sheet and Guidelines*.
- Reward employees for their short-term contributions in the form of annual performance bonus or other bonuses.



### Working hours and holidays

- Advocate employees to improve efficiency and complete tasks meeting quality and quantity requirements timely; apply for overtime (if needed) in advance to the line manager for approval.

For the purpose of legal employment and no child labor and forced labor, the Group has established the Recruitment Guidelines. As specified in this document, all applicants shall present information such as identity card, educational background and work experience for review by the Group and verification by a professional verification organ as needed to avoid relevant risks.

In case of violations of labor rules, the Group will take measures to protect the legitimate rights and interests of employees. For example, if it is found any underage workers join the Group, the Group will immediately report them to labor administrations for registration. During the reporting period, the Group had no incidents related to employment and dismissal, working hours and holidays, promotion and equal opportunities, anti-discrimination, diversity and labor rules, and no lawsuits filed regarding the incidents said.

## >> Employee Care and Communication

The Group provides benefits for all employees, carries out caring activities to ensure work life balance, and organizes various communication activities to continuously enhance their sense of happiness and belonging.

## Abbisko Employee Benefits and Care Measures



### Employee benefits

- Paid annual leaves, marriage leaves, prenatal leaves, maternity leaves, breastfeeding leaves, statutory holidays, and unpaid personal leaves
- Social security fund (including pension insurance, medical insurance, work injury insurance, unemployment insurance and maternity insurance) and housing fund in accordance with the applicable laws of China
- Commercial insurance, and benefits and gifts for holidays



### Work-life balance

- Regular cultural activities for employees, such as birthday parties, holiday celebrations and team building activities
- Funds dedicated to sports, which are used for the rental or purchase of sports venues, sports equipment and consumables



### Communication with employees

- Corporate website, president's email, corporate WeChat account and all-hands meeting of employees

# Occupational Health and Safety

## >> Prevention of Occupational Disease Risks

Abbisko is committed to providing employees with a healthy and safe working environment, and strictly complies with applicable laws and regulations, such as the *Law of the People's Republic of China on Work Safety*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*, the *Fire Control Law of the People's Republic of China*, and the *Regulations on the Safety Administration of Hazardous Chemicals*. In line with these laws and regulations, Abbisko has established a systematic safety management system focusing on prevention of occupational diseases, and laboratory safety in order to guarantee the occupational health and safety of employees.

Attaching importance to the occupational health and safety of employees, the Group has established a good occupational health and safety management system centering on identification of occupational disease risks, routine protection measures, and safety training for employees in order to foster a healthy and safe working environment.

## Occupational Health and Safety Management System of Abbisko



### Identification of occupational disease risks

- Arrange qualified third-party testing organization regularly to conduct all-around health checks, risk identification and monitoring test of occupational hazard factors in the workplace of the Group to ensure that hidden hazards are solved.
- Main source of occupational hazard factors: volatilization of chemicals



### Routine protection measures

- Establish the *Occupational Disease Prevention and Control Responsibility System*; organize employees in positions exposed to occupational hazard to receive full physical examinations specific to their jobs; arrange pre-job, on-job, job-transfer and off-job physical examinations.
- Provide employees with high-quality personal protective equipment, such as goggles, masks, lab coats, and protective gloves.



### Safety training for employees

- Strengthen the popularization of information related to occupational health protection such as the occupational disease prevention and control responsibility system and the monitoring test results of occupational hazard factors.
- Arrange pre-job occupational health training and regular on-job occupational health training for employees; popularize occupational health knowledge; urge employees to comply with occupational hazard prevention and control laws, regulations, national standards, industry standards, safety protective equipment use and operating procedures; require employees in special positions to receive safety training and pass the exam before work.

## >> Laboratory Safety Management

As the Group operates a number of laboratories in which various kinds of chemical reagents and complex equipment are used, it keeps enhancing laboratory safety management to ensure the safe use of hazardous chemicals. In order to strengthen the management of environment, health and safety (“EHS”) in the laboratories, and protect employee safety and company property, the Group has established a laboratory safety management system, and has published the *Laboratory Safety Manual* as a safety reference for all laboratory personnel to prevent and reduce chemical safety accidents.

The Group now has set up a BSL-2 laboratory. The BSL-2 lab and affiliated facilities have been certified and accepted by Shanghai Health Commission. To ensure laboratory safety, the Group has strengthened equipment safety management, routine safety protection, hidden hazard management and safety training.

## Abbisko Laboratory Safety Management Measures



### Equipment safety management

- The BSL-2 laboratory is equipped with facilities and devices per applicable technical specifications, including delivery windows, buffer rooms, sinks, eye washer, UV lamp, bio-safety cabinets, emergency lighting, and autoclaves.
- The laboratory is provided with safety supplies such as spill-kits, eye washer, emergency shower, fire extinguishers, yellow sand, and fire blankets.



### Routine safety protection

- Employees are required to wear lab coats, masks, gloves, goggles and other protective equipment before entering the laboratory.



### Hidden hazard management

- Strengthen the supervision and management of accident risks: Organize safety inspections includes daily inspections, pre-holiday safety inspections and joint inspections across departments; supervise the implementation of the EHS system by departments; identify and correct the unsafe behaviors of employees and the unsafe state of chemicals timely.
- Analyze and trace the rectification of safety problems timely after safety inspections.
- Require employees to stop work immediately after finding lab safety risks during work, take emergency or correction measures accordingly, and report the cases to the Operation Department timely.



### Safety training

- Operators shall receive internal and external safety training to master general work safety knowledge.
- The laboratories shall post up the safety operation procedures of laboratory personnel and the laboratory emergency response plan.
- All employees shall receive safety training regularly to acquire required work safety skills and pass the exam before work, master laboratory management requirements and keep familiar with all risk points and control measures in their positions.

## »» Emergency Response and Drills

Abbisko has established an effective emergency response system. Based on the system, the Group is able to respond to accidents during production, and organize and allocate human and material resources quickly to avoid or reduce the loss of accidents to the greatest extent.

In case of general accidents, the Group requires the heads of departments involved to report accidents timely, launches accident investigations, analyzes accident causes, works out improvement measures and notifies relevant departments. In case of major accidents, the Group will immediately report them to the competent departments and seek for external professional rescue. Besides, the person chiefly in charge of the Group will make emergency decisions according to the conditions and damage severity of accidents, and command the emergency rescue team to carry out rescue.

The Group arranges training of fire-fighting knowledge and skills regularly, and organizes drills in accordance with fire-fighting and emergency evacuation plans to improve its emergency response competence.

During the reporting period, the Group had no work-related deaths, and no loss of working days due to occupational injuries.

# Employee Training and Development

## >> Employee Training

The Group always adheres to the “employee-oriented” human resource management principle, and pays attention to expanding the knowledge and skills of employees. To improve the overall quality of employees catering to the business development needs, the Group has built the Training Management System and worked out systematic annual training plans and development schemes for the growth of employees and for the high-quality development of the Group.

The Group provides employees with professional training, leadership training and onboarding training regularly, and organizes training effect evaluation through examination, appraisal and survey means to continuously improve training quality.

### Abbisko Training System of Pharmaceutical Employees



Orientations

- Trainees: new employees
- Training courses: general training and professional skill training, covering general corporate information, rules and regulations, general knowledge of work, employee benefits, and legal knowledge
- Frequency: once quarterly
- 2022 highlights: training for four times; trainees: over 60 new employees who joined the Group for less than three months



Training of professional skills

- Trainees: all employees
- Training courses: overview of new drug R&D, and laws and regulations
- 2022 highlights: training for four times; trainees: over 100 employees per training activity



Leadership training

- Trainees: middle managers
- Training courses: team management, and employee incentive
- 2022 highlights: training for three times; trainees: 35 employees per training activity

## >> Employee Promotion and Development

The Group provides equal, fair and transparent promotion channels for employees to ensure their promotion and career development. According to the characteristics of employees and job needs, the Group offers several career paths for management, R&D and function promotion directions, leaving more development opportunities for employees. At the same time, the Group regularly evaluates its employees based on the performance targets to ensure that all employees have fair and equal promotion opportunities.



# Environmental Protection Responsibility

## Environmental Management System

Through practical actions, Abbisko is committed to practicing the corporate philosophy of green development. The Group complies with applicable local and national laws and regulations, such as the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution*, the *Law of the People's Republic of China on Prevention and Control of Water Pollution*, and the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*. In line with these laws and regulations, the Group has established an environmental management system.





The Group has assigned the Operation Department to take charge of environmental management affairs, and has published management regulations, such as the *Management Regulations on Hazardous Waste*, and the *Abbisko Management Regulations of Dangerous Chemicals*, to enhance environmental management.

In accordance with applicable laws and regulations, such as the *Environmental Impact Assessment Law of the People's Republic of China*, the *Regulations on the Administration of Construction Project Environmental Protection*, and the *Regulations on Environmental Impact Assessment of Planning*, the Group entrusts qualified third parties to monitor the environmental conditions in terms of air, noise and waste water around the facilities of the Group regularly. Besides, the Group employs qualified agency to conduct environmental impact assessments for its new, re-construction and expansion projects. In 2022, the Group had two new projects under environmental impact assessment.





For emergency management of environment incidents, the Group has regularly identified the environmental risk sources, established the *Environment Emergency Response Plan*, set up an emergency response team, and provided emergency rescue facilities. Besides, the Group regularly organizes emergency drills in order to enhance the response to environmental emergencies.

Besides, the Group actively identifies environmental impacts related to its business operation, including the use of resources and pollutant emissions. In 2022, based on its operational reality, the Group undertakes to control greenhouse gas emissions, electricity consumption and water consumption at a lower level, while further improving the identification and statistics of waste sources and striving to reduce the amount of non-hazardous and hazardous waste generated. During the reporting period, the Group had no major accidents that violated applicable environmental protection laws and regulations, and impacted the environment and natural resources.

Use of resources

<p><b>Energy:</b> </p> <p>Purchased power, gasoline and diesel</p>	<p><b>Water resource:</b> </p> <p>Municipal water supply and purified water</p>	<p><b>Raw materials:</b> </p> <p>Experiment reagents and raw materials of drugs for clinical trial purpose</p>	<p><b>Packaging materials:</b> </p> <p>Cartons</p>
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Emissions

<p><b>Exhaust gases:</b> </p> <p>Particulate matters, nitrogen oxides, sulfur oxides, volatile exhaust gas from raw materials, and exhaust gas generated in laboratories</p>	<p><b>Waste water:</b> </p> <p>Experimental and domestic waste water</p>	<p><b>Non-hazardous waste:</b> </p> <p>Domestic waste and laboratory waste</p>	<p><b>Hazardous waste:</b> </p> <p>Inorganic waste liquid, fluorescent tubes, organic waste liquid, waste drugs, activated carbon, general chemical reagents, empty glass reagent bottles, laboratory contaminated waste, and cell debris</p>
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# Use of Resources

## >> Energy Management

The Group, a bio-pharmaceutical business, consumes energy, such as power, gasoline and diesel for its vehicles, mainly in daily office work and R&D.

The Group complies with applicable laws and regulations, such as the *Environmental Protection Law of the People's Republic of China* and the *Energy Conservation Law of the People's Republic of China*. It actively sets energy consumption reduction objectives, and facilitates the implementation of various energy conservation and emission reduction measures.

Besides, the Group takes energy conservation and consumption reduction measures in terms of routine management, energy conservation awareness, and regular maintenance management in order to encourage employees to save energy in daily activities, and promote energy conservation and improved energy efficiency.



## Abbisko Management Measures of Energy Conservation and Consumption Reduction



### Routine management

- Advocate moderate use of air conditioners; formulate and implement rules for air conditioner management; set the person in charge of air conditioners in the office; turn off air conditioners half an hour before getting off work each day.
- Set air conditioners at 26° C in summer and below 20° C in winter; clearly specify the time of use.
- Require employees to turn down high energy-consuming equipment such as laboratory fume hoods to the lowest setting timely after experiments.



### Enhanced energy conservation awareness

- Post up energy saving posters and signs.
- Turn off lights and computers immediately after working hours.
- Check and turn off the power switches of all equipment in office areas and work stations before weekends and holidays.
- Enhance the energy conservation awareness of new employees in induction training.



### Regular maintenance management

- Arrange employees from the engineering department to conduct the maintenance, and inspection of air conditioners regularly in order to ensure energy efficiency.

## >> Water Resource Management

The water sources of the Group mainly include municipal water supply and purchased purified water, ensuring sufficient water needs of routine operation and we do not have any problems in obtaining water. In line with applicable laws and regulations, such as the *Law of the People's Republic of China on Prevention and Control of Water Pollution*, the Group strengthens water resource management by organizing regular inspections, using water-saving facilities, and enhancing water conservation awareness in order to save water resources while meeting the water needs of business operation.

The Group strictly monitors water consumption in office areas, installs water saving devices such as sensor taps, and regularly inspects and maintains the water piping network to reduce the waste of water such as water dripping and leakage. Moreover, the Group strengthens employees' awareness of water conservation by posting up water conservation signs and posters in office areas, promotes the reuse of water resources and avoids water waste.

## >> Management of Raw Materials and Packages

In 2022, the Group had no commercialized products. The main raw and auxiliary materials it used were laboratory reagents, the main packaging used is cartons and the main finished products it produced were clinical preparations.

# Waste Management

Waste generated by the Group includes exhaust gas, waste water, and solid waste in the process of operation. In line with the requirements specified by local governments and pollutant discharge standards, the Group makes efforts to discharge and dispose of pollutants meeting standards, and takes emission reduction measures according to its actual conditions. In the future, the Group will consider setting up a recycling mechanism and adopt the latest emission purification technology or equipment, to gradually reduce the amount of waste generated.

## Pollutant Types, Standards and Management Measures

Pollutant types	Standards and management measures
Exhaust gas	<ul style="list-style-type: none"> <li>• <b>Standards:</b> national and local air pollution emission standards, such as the <i>Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution</i>, the <i>Integrate Emission Standards of Air Pollutants</i> (DB31/933-2015), and the <i>Emission Standards for Odor Pollutants</i> (DB31/1025-2016)</li> <li>• <b>Treatment:</b> Discharge exhaust gases from laboratories through fume hoods in accordance with regulations; set micro-negative pressure in laboratories, and install exhaust gas treatment devices at the end of the ventilation system in each laboratory to treat exhaust gases meeting standards before discharge.</li> <li>• <b>Test indexes:</b> non-methane total hydrocarbons, ethyl acetate, methanol, tetrahydrofuran, acetonitrile, dimethylformamide, isopropanol, n-butanol, xylene, benzene series, odor concentration, and acetone, particulate matter (PM), nitrogen oxides (NO<sub>x</sub>), and sulfur oxides (SO<sub>x</sub>)</li> </ul>
Waste water	<ul style="list-style-type: none"> <li>• <b>Standards:</b> applicable laws, regulations and discharge standards, such as the <i>Law of the People's Republic of China on Prevention and Control of Water Pollution</i>, the <i>Integrated Wastewater Discharge Standard</i> (GB8978-1996), and the <i>Wastewater Quality Standards for Discharge to Municipal Sewers</i> (GB/T31962-2015)</li> <li>• <b>Treatment:</b> discharge to the municipal sewage network</li> <li>• <b>Test indexes:</b> pH, COD, BOD, SS and NH<sub>3</sub>-N</li> </ul>
Non-hazardous waste	<ul style="list-style-type: none"> <li>• <b>Standards:</b> applicable laws and regulations, such as the <i>Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste</i></li> <li>• <b>Types:</b> domestic waste and laboratory waste</li> <li>• <b>Treatment:</b> Entrust waste disposal service suppliers to conduct harmless disposal of domestic waste from office operation; recycle cartons, glass, plastic, paper, and other recyclable articles.</li> </ul>
Hazardous waste	<ul style="list-style-type: none"> <li>• <b>Standards:</b> applicable laws and regulations, such as the <i>Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste</i></li> <li>• <b>Management regulations:</b> <i>Abbisko Management Regulations on Hazardous Waste</i></li> <li>• <b>Types:</b> inorganic waste liquid, fluorescent tubes, organic waste liquid, waste drugs, activated carbon, general chemical reagents, empty glass reagent bottles, laboratory contaminated waste, and cell debris</li> <li>• <b>Management:</b> Supervise and manage the collection, storage, transfer and disposal of hazardous waste, and ensure that all hazardous waste is disposed of in accordance with the prescribed procedures; provide employees with necessary protection during the disposal process; store the different types of waste in separate storage points.</li> <li>• <b>Treatment:</b> Engage professional and qualified waste disposal companies for waste disposal.</li> </ul>

The Group always promotes green office. In the office areas, the Group erects garbage sorting guide signs to encourage employees to throw garbage by classification, and makes efforts to recycle domestic waste. Besides, the Group advocates online and paperless office, and the use of recyclable office supplies, such as pens with replaceable refills and toner cartridges.

# Mitigation of and Adaptation to Climate Change

Given the rising global temperature and frequent extreme weather, climate change has a significant impact on the operation of the Group and the life of employees. Actively responding to the national strategy of striving to peak carbon emissions before 2030 and achieve carbon neutrality before 2060, the Group pays close attention to the impact of its own business on climate and environment, and is committed to reducing carbon emissions during the operation.



## Governance structure

- The Group includes climate change issues into its material issues in social responsibility. And its Board of Directors supervises and manages climate change topics.
- Competent functional departments and business departments incorporate climate change management into their routine work.



## Strategy

- The Group actively identifies the main sources of greenhouse gas emissions. Its greenhouse gas emissions fall into Scope 1 and Scope 2 greenhouse gas emissions.
- The Group identifies the risks of climate change to its operation, and plans to include climate change risks and opportunities in the overall risk management.
- The Group strengthens environmental protection training for employees, supports low-carbon technologies, and takes energy conservation and emission reduction measures to make rational use of resources.



## Risk management

- The Group arranges regular inspections of facilities and equipment according to the climatic conditions of the places where the projects are located, organizes employees to conduct emergency rescue drills for flood control and typhoon prevention, and optimizes emergency response plans to ensure effective response in case of sudden disastrous weather.
- The Group actively adopts technologies related to energy conservation and emission reduction to reduce emissions at source.



## Targets and performance

- The Group checks greenhouse gas emissions inventory regularly to manage and reduce greenhouse gas emissions with reference to the *Greenhouse Gas Protocol developed by the World Resources Institute* and the World Business Council for Sustainable Development, and the ISO 14064-1 standard. The Group strove to maintain or phase down greenhouse gas emissions (Scope 1 and Scope 2) based on the indicator of intensity at Shanghai Headquarters set in 2021.
- The Group counts and discloses greenhouse gas emissions and emission concentration regularly to evaluate its performance in climate change management.

In the future, the Group plans to identify climate change risks and opportunities with reference to the recommendations proposed by the Task Force on Climate-related Financial Disclosures (TCFD) of the Financial Stability Board (FSB), and improve its management according to identification results in order to promote the realization of its carbon emission goals.



# Social Responsibility

## Advancing Industry Development

Abbisko aspires to develop into a leading biopharmaceutical company. It devotes itself to discovering and developing novel and differentiated therapies in cancers and beyond, addressing critical unmet medical needs of patients in China and the rest of the world. With the responsibility of promoting the development of the new drug industry in China, the Group actively participates in and sponsors academic conferences or seminars to propel the development of medicine and healthcare.

### Domestic and Foreign Conferences the Group Attended in 2022



## Volunteering Services of Employees

To contribute to the society, the Group encourages its employees to participate in volunteering services, and helps people in need via multiple channels. During the pandemic, the Group called on employees in Shanghai to take part in volunteering activities for residents in communities affected by COVID-19. The Group supports and encourages the volunteers via circulation and commendation. In 2022, the Group had 6 volunteers participating in community volunteering services to support epidemic prevention and control.

Amid rapid development, the Group is willing to undertake the responsibility of corporate social citizenship. In the future, it will engage in diversified public welfare practices to care for the socially disadvantaged group and create sustainable public welfare values.



# Key Quantitative Performance

## >> Economic Performance

Performance indicators	Unit	Y2022
R&D innovation investment	RMB 1,000,000	378.7

## >> Key Environmental Performance

Performance indicators	Unit	Y2021	Y2022
<b>Use of resources</b>			
Total area <sup>1</sup>	m <sup>2</sup>	—	10,807.76
Purchased electricity (Mainland China) <sup>2</sup>	MWh	1,941.43	2,403.94
Purchased electricity [Mainland China] intensity (per employee) <sup>4</sup>	MWh/per employee	12.13	10.27
Purchased electricity [Mainland China] intensity (per square meter) <sup>7</sup>	MWh/ m <sup>2</sup>	0.49	0.22
Gasoline consumption <sup>3</sup>	L	2,183.13	5,000.00
Gasoline Consumption intensity (per employee) <sup>4</sup>	L/per employee	13.64	21.37
Gasoline Consumption intensity (per square meter) <sup>7</sup>	L/ m <sup>2</sup>	0.55	0.46
Paper consumption	Kg	896.88	1,340.00
Paper consumption per employee <sup>4</sup>	Kg/Person	5.61	5.73
Total water consumption <sup>2</sup>	m <sup>3</sup>	1,381.00	4,092.20
Water consumption per employee <sup>4</sup>	m <sup>3</sup> /Person	8.63	17.49
<b>Emission management</b>			
Total non-methane hydrocarbon emissions	Kg	680	680
Waste water discharge	m <sup>3</sup>	1,242.90	3,682.98

Performance indicators	Unit	Y2021	Y2022
Chemical oxygen demand (COD) emissions (in waste water)	Tonnes	0.029	0.95
Biochemical oxygen demand (BOD) emissions (in waste water)	Tonnes	0.15	0.15
Suspended solid (SS) emissions (in waste water)	Tonnes	0	0.02
Total volume of non-hazardous waste	Tonnes	12.50	15.87
Non-hazardous waste volume per employee <sup>4</sup>	Tonnes/Person	0.08	0.07
Total volume of hazardous waste <sup>5</sup>	Tonnes	39	27.19
Hazardous waste volume per employee <sup>4, 5</sup>	Tonnes/Person	0.24	0.12
<b>Greenhouse gas emission management</b>			
Greenhouse gas emissions in Scope 1 <sup>2, 6</sup>	Ton CO <sub>2</sub> equivalent	5.91	13.35
Greenhouse gas emissions in Scope 2 <sup>2, 6</sup>	Ton CO <sub>2</sub> equivalent	815.40	1,009.65
Total greenhouse gas emissions (Scopes 1 and 2) <sup>2, 6</sup>	Ton CO <sub>2</sub> equivalent	821.31	1,023.00
Greenhouse gas emissions per employee (Scopes 1 and 2) <sup>4, 6</sup>	Ton CO <sub>2</sub> equivalent/Person	5.13	4.37
Greenhouse gas emissions per unit area (Scopes 1 and 2) <sup>7</sup>	Ton CO <sub>2</sub> equivalent/m <sup>2</sup>	0.21	0.095
<b>Environmental compliance management</b>			
Number of cases in which penalties are imposed due to violations of environmental protection laws and regulations	Case	0	0

## Notes:

1. Information Note: The total area includes office area and laboratory area, with the office including the Shanghai, Beijing and Hong Kong offices and the laboratory including the Shanghai and Wuxi laboratories.

2. Data description: In 2022, the purchased power quantity, total water consumption and the greenhouse gas emissions from purchased power increased compared with the data last year, as the Shanghai Greenland office building and the laboratory in Wuxi were put into service.

3. Data description: In 2022, the gasoline consumption increased compared with the data last year, as the Group added 1 shuttle bus for the shuttle service between two working locations in Shanghai.

4. Data description: The total number of employees counted at the end of the reporting period is used to calculate purchased electricity [Mainland China] intensity (per employee), gasoline Consumption intensity (per employee), non-hazardous waste volume per employee, hazardous waste volume per employee, paper consumption per employee, water consumption per employee, and greenhouse gas emissions per employee (Scopes 1 and 2).

5. Data description: In 2022, the laboratories' activities were affected by COVID-19, total volume of hazardous waste decreased compared with the data last year.

6. Data description: The calculation of Scope 1 GHG emissions refers to ISO 14064-1:2018 and the "General guideline of the greenhouse gas emissions accounting and reporting for industrial enterprises" (GB/T 32150-2015), and the emission sources calculated include gasoline emissions from own transport; the type of gas included in the calculation is CO<sub>2</sub>. The calculation of the emission factor for gasoline is based on the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Enterprises – Power Generation Facilities (2022)*, and the selection of calorific value is based on the "China Energy Statistical Yearbook 2021". In the calculation of greenhouse gas emissions in Scope 2, the emission factor of power is taken as 0.42 ton of carbon dioxide equivalent/MWh per the *Notice on Adjusting the Emission Factor Values in the Guidelines for Accounting of Greenhouse Gas Emissions* released by Shanghai Municipal Bureau of Ecology and Environment.

7. Data description: The total area recorded at the end of the reporting period is used to calculate purchased electricity [Mainland China] intensity (per square meter), gasoline Consumption intensity (per square meter) and greenhouse gas emissions per unit area.

## » Employment Management

Performance indicators	Unit	Y2021	Y2022
<b>Employment management</b>			
Total number of employees	Person	160	234
Number of female employees	Person	75	130
Number of male employees	Person	85	104
Number of full-time employees subject to labor contracts	Person	—	214
Number of full-time employees subject to labor dispatching	Person	—	20
Number of employees aged under 30	Person	30	45
Number of employees aged 30 to 50	Person	124	184
Number of employees aged over 50	Person	6	5
Number of employees working in Mainland China	Person	159	233
Number of employees working in Hong Kong, Macau and Taiwan (China), and overseas	Person	1	1
Number of junior employees	Person	118	203
Number of middle management employees	Person	32	22
Number of senior management employees	Person	10	9
Employee turnover rate <sup>1</sup>	%	13	18
Turnover rate of female employees	%	20	6
Turnover rate of male employees	%	7	12
Turnover rate of employees aged under 30	%	10	2
Turnover rate of employees aged 30 to 50	%	14	15
Turnover rate of employees aged over 50	%	17	1
Turnover rate of employees in Mainland China	%	13	18
Turnover rate of employees working in Hong Kong, Macau and Taiwan (China), and overseas	%	0	0
<b>Protection of employees' rights and interests</b>			
Number of employees who died caused by occupational injuries during the reporting period	Person	0	0
Working days lost due to occupational injuries	Day	0	0
Lost time injury rate (LTIR)	per 200,000 working hour	0	0

Performance indicators	Unit	Y2021	Y2022
Number of cases in which penalties are imposed due to violations of occupational health and safety laws and regulations	Case	0	0
Number of cases violating laws and regulations in terms of employment and dismissal, remuneration and welfare, working hours and holidays, as well as equal opportunities and anti-discrimination	Case	0	0

Notes:

1 Formula: Turnover rate of employees in a certain type = number of employees in this type leaving office/number of employees in this type (at the end of reporting period)\*100%.

## >> Employee training

Performance indicators	Unit	Y2021	Y2022
Proportion of employees receiving training <sup>1</sup>	%	100.00	100.00
Proportion of male employees receiving training <sup>1</sup>	%	53.12	44.44
Proportion of female employees receiving training <sup>1</sup>	%	46.88	55.56
Proportion of junior employees receiving training <sup>1</sup>	%	76.67	86.75
Proportion of middle management employees receiving training <sup>1</sup>	%	16.67	9.40
Proportion of senior management employees receiving training <sup>1</sup>	%	6.67	3.85
Average hours of training received by employees <sup>2,3</sup>	Hour	6.00	3.66
Average hours of training received by female employees <sup>2</sup>	Hour	6.00	3.69
Average hours of training received by male employees <sup>2</sup>	Hour	6.00	3.62
Average hours of training received by junior employees <sup>2</sup>	Hour	6.00	3.70
Average hours of training received by middle management employees <sup>2</sup>	Hour	6.00	4.18
Average hours of training received by senior management employees <sup>2</sup>	Hour	6.00	2.00

Notes:

1 Formula: Proportion of employees receiving training in a certain type = number of employees receiving training in a certain type (at the end of reporting period)/total number of employees (at the end of reporting period) \* 100%

2 Formula: Average hours of training received by employees in a certain type = total hours of training received by employees in a certain type/number of employees in a certain type (at the end of reporting period)

3 Data description: In 2022, the training events were affected by COVID-19, and average hours of training received by employees decreased compared with the data last year.



## » Supply Chain Management

Performance indicators	Unit	Y2021	Y2022
Total number of suppliers <sup>1</sup>	Number of suppliers	364	784
Number of suppliers in Mainland China	Number of suppliers	303	688
Number of suppliers in Hong Kong, Macao and Taiwan (China), and overseas	Number of suppliers	61	96

Note:

<sup>1</sup> Data description: The number of suppliers in 2021 is calculated based on the suppliers that signed contracts in the year. The number of suppliers in 2022 is calculated based on the cumulative number of historical contracts.

## » Communication with Communities and Development

Performance indicators	Unit	Y2021	Y2022
Total amount invested in community public welfare	RMB	0	0
Amount donated in charity activities	RMB	20,000	0
Total hours of volunteering services that employees participated in	Hour	0	35
Number of employees participating in volunteering services	Person	0	6

## » Anti-corruption and Anti-bribery Performance

Performance indicators	Unit	Y2021	Y2022
Number of completed corruption lawsuits filed against the issuer or its employees during the reporting period	Case	0	0
Number of employees receiving anti-corruption training	Person	155	100
Average hours anti-corruption training per employee	Hour	1.00	1.00
Average hours of anti-corruption training per director <sup>1</sup>	Hour	1.50	1.00

Notes:

<sup>1</sup> Data description: In 2022, the number of members in the Board of Directors decreased from 9 to 8.

# Index Table of The Hong Kong Stock Exchange's ESG Reporting Guidelines (Effective From 1 January 2022)

Aspects, General Disclosures and KPIs	Description	Section
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Mandatory Disclosure of Governance Structure		ESG Management
Reporting Principles		About the Report
Reporting Boundary		About the Report
<b>Part C: Comply or Explain Provisions</b>		
<b>A. Environment</b>		
<b>Aspect A1: Emissions</b>		
General Disclosure A1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental Management System Waste Management
KPI A1.1	The types of emissions and respective emissions data.	Environmental Management System Waste Management Key Quantitative Performance
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Quantitative Performance
KPI A1.3	Total hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Quantitative Performance
KPI A1.4	Total non-hazardous waste produced (in tons) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Key Quantitative Performance
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	Environmental Management System Use of Resources Waste Management

Aspects, General Disclosures and KPIs	Description	Section
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.	Environmental Management System Waste Management
<b>Aspect A2: Use of Resources</b>		
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KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Environmental Management System Use of Resources
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KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management System
<b>Aspect A4: Climate Change</b>		
General Disclosure A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Mitigation of and Adaptation to Climate Change
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.	Mitigation of and Adaptation to Climate Change

Aspects, General Disclosures and KPIs	Description	Section
<b>B. Social</b>		
<b>Employment and Labour Practices</b>		
<b>Aspect B1: Employment</b>		
General Disclosure B1	Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	Rights, Interests and Benefits of Employees Employee Training and Development
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	Key Quantitative Performance
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Key Quantitative Performance
<b>Aspect B2: Health and Safety</b>		
General Disclosure B2	Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Key Quantitative Performance
KPI B2.2	Lost days due to work injury.	Key Quantitative Performance
KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Occupational Health and Safety

Aspects, General Disclosures and KPIs	Description	Section
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KPI B3.2	The average training hours completed per employee by gender and employee category.	Key Quantitative Performance
<b>Aspect B4: Labour Standards</b>		
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KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

Aspects, General Disclosures and KPIs	Description	Section
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General Disclosure B6	Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy protection relating to products and services provided and methods of redress.	Product Quality Management Customer Service Management Information Security and Privacy Protection
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Quality Management
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Customer Service Management
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	R&D and Innovation
KPI B6.4	Description of quality assurance process and recall procedures.	Product Quality Management
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Information Security and Privacy Protection
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General Disclosure B7	Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Anti-corruption and Anti-bribery
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.	Anti-corruption and Anti-bribery Key Quantitative Performance
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption and Anti-bribery
KPI B7.3	Description of anti-corruption training provided to Directors and staff.	Anti-corruption and Anti-bribery Key Quantitative Performance

Aspects, General Disclosures and KPIs	Description	Section
Aspect B8: Community Investment		
General Disclosure B8	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.	Advancing Industry Development Volunteering Services of Employees
KPI B8.1	Focus areas of contribution (e.g. education, environment, labour demand, health, culture and physical education).	Advancing Industry Development Volunteering Services of Employees
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