Ocumension Therapeutics
歐康維視生物

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

2023 Environmental Social and Governance Report

About the Report

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

Reporting scope

The Report covers Ocumension's principal operations in China, wherein the key performance indicators (KPIs) in environmental area mainly cover the Group's office buildings and laboratories in Shanghai, Suzhou, Beijing and Hangzhou as well as Suzhou manufacturing plant, and the KPIs in social area mainly cover the Company and all its subsidiaries in China. The reporting period is from 1 January 2023 to 31 December 2023 (Reporting Period).

Reporting definition

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

Access method

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

Reporting principles

The Report is prepared in accordance with the *Environmental, Social and Governance Reporting Guide* (the ESG Reporting Guide) set out in Appendix C2 to the Rules Governing the Listing of Securities on the Stock Exchange of Hong Kong Limited.

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

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

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

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

Consistency: The Report adopts the same data disclosure and statistical methods as the 2022 Report did to ensure the comparability of information.

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

Table of Content

About Ocumension

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

Our mission

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

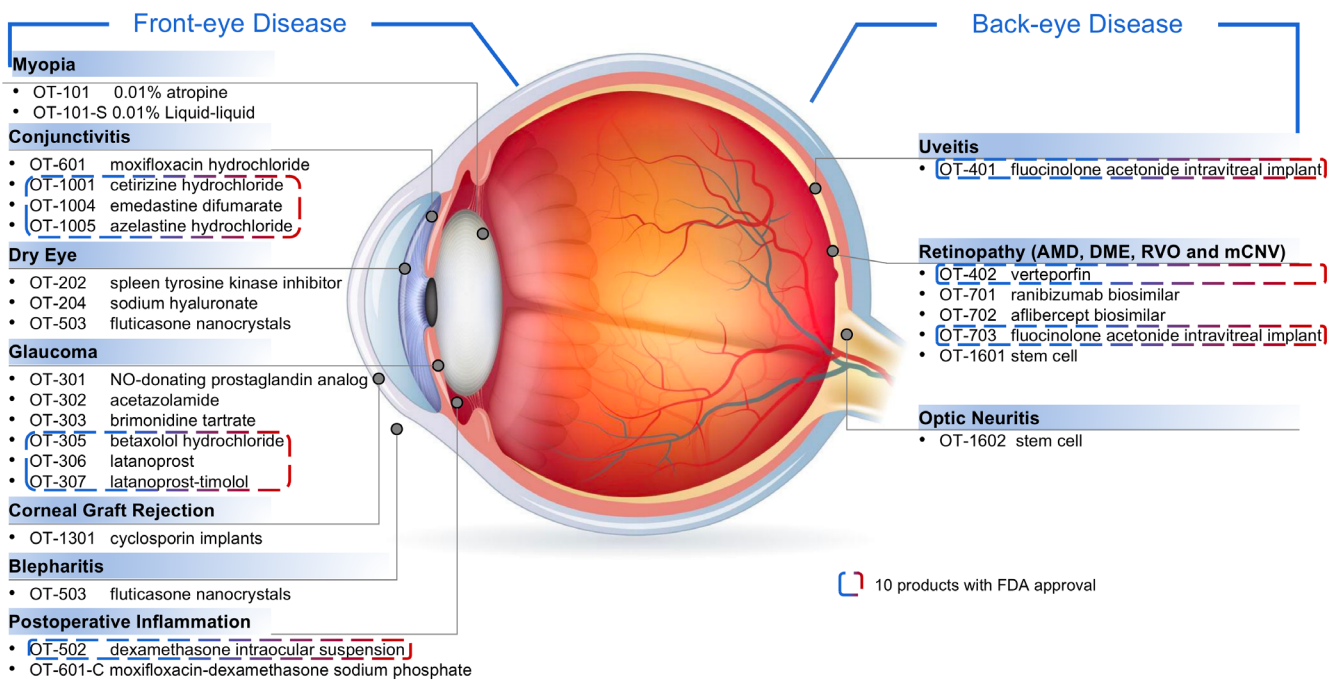
Our vision

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

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

As of the end of 2023, the Group had 25 drug assets for both front and back of the eye that constitute a complete product line of ophthalmic drugs, of which 5 products had entered phase III clinical trials. In December 2023, OT-401 (product name: YUTIQ®), our core product for the treatment of chronic non-infectious uveitis, was included in the National Reimbursement Drug List for Basic Medical Insurance, Work-Related Injury Insurance and Maternity Insurance (2023)《國家基本醫療保險、工傷保險和生育保險藥品目錄（2023年）》lately released by the National Healthcare Security Administration, and was approved for marketing.

Product pipelines



Key ESG Performance of 2023

Total energy consumption
12,635.03 MWh

Energy consumption intensity
51.29 MWh per million RMB revenue

Year-on-year decrease
53.38%

Total water consumption
54,647.8 tonnes

Total water consumption intensity
221.81 tonnes per million RMB revenue

Year-on-year decrease
64.33%

Total hazardous waste emission
21.77 tonnes

Hazardous waste emission intensity
88.37 kg per million RMB revenue

Year-on-year decrease
2.56%

Total workforce **444**
up **11.6%** year on year

Approximately **47.5%** of the workforce was female,
an increase of **1.8%** year on year

Workforce trained
99%

Training hours
18,314 hours

Suppliers **981**
an increase of **13.5%** year on year

Registered trademarks
243

Patents
26

Customer complaints
1

Awards and Honours

In February 2023

Ocumension was awarded the **2023 Top Human Resources Management Awards** by 51job.

In November 2023

Ocumension was awarded the title of **Top 20 Chinese Pharmaceutical Listed Companies in ESG Competitiveness in 2023** by Healthcare Executive.

In December 2023

Ocumension was awarded the title of **Excellent Enterprise** of Wuzhong District in Suzhou.

ESG Governance

The Board announcement

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

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

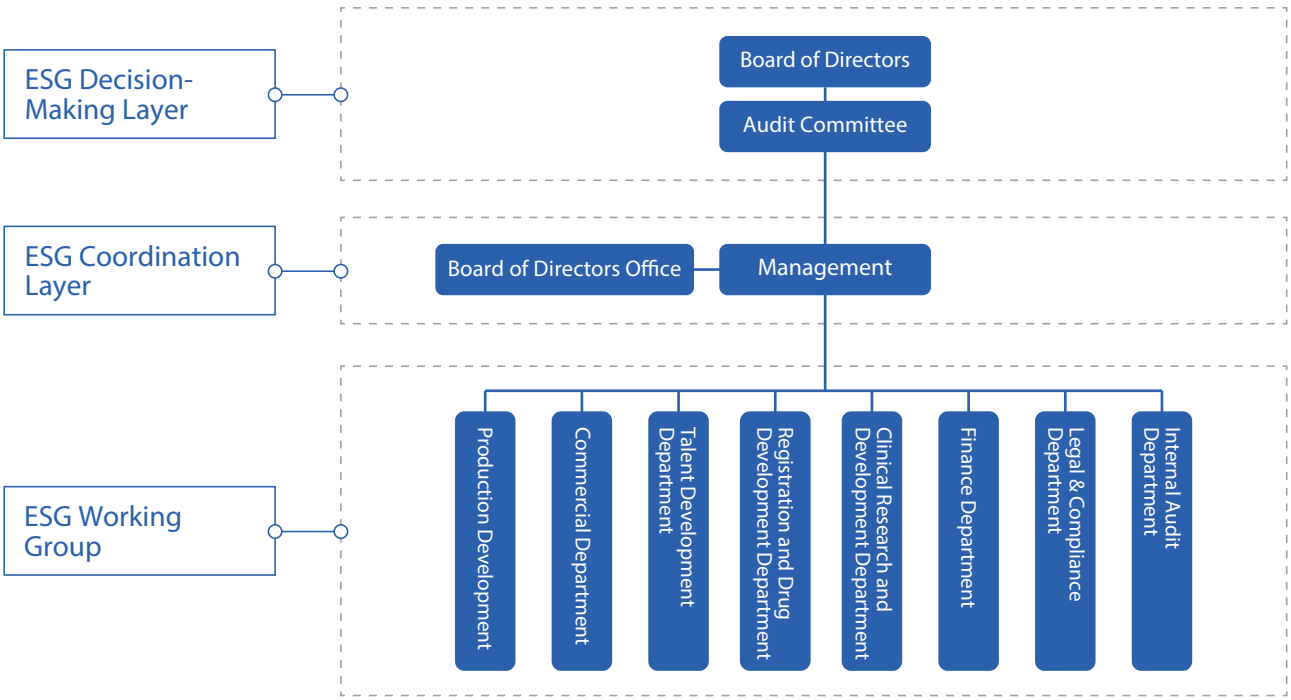
Looking to the future, the Group will continue to adhere to the concept of sustainable development, actively fulfil corporate social responsibility, and continue to contribute wisdom and strength of human health.

ESG management strategy

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

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

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



Communication with stakeholders

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

Stakeholders	Expectations and concerns	Communication channels	Communication frequency
Government and regulators	Business ethics and integrity Payment of taxes Industry cooperation and development	Compliance management Voluntary taxation Complying with national policies Continuous R&D and innovation Risk analysis and reporting Timely reporting of adverse events Active participation in government projects	Multiple times per year
Shareholders and investors	Business ethics and integrity Return on investment Standardised management and governance Information disclosure	Announcements and circulars Financial reporting Shareholders' meeting Roadshow Investor meetings	Multiple times per year
Employees	Employee rights and benefits Employee training and development Occupational health and safety	Regular meetings and training Employee care activities Internal websites	Multiple times per month
Customers/ patients	Product quality and safety Product innovation and development Protection of rights and interests of customers and patients Responsible marketing and customer satisfaction	Daily communication and meetings Training courses Academic seminar R&D cooperation Service hotline and email	Multiple times per month
Partners/ suppliers	Technical exchange and communication Loyal implementation of agreements performance Industry cooperation and development Sustainable supply chain management	Daily communication and meetings Business visits to factories Audit and performance assessment	Multiple times per month
Peer companies/ industry associations	Product quality and safety Industry cooperation and development Listening to patient feedback	Industry exchange Benchmarking	Multiple times per year
Media	Product quality and safety Community welfare	Official website Daily communication	Multiple times per year
Community	Community welfare	Public welfare activities	Multiple times per year

Materiality assessment

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

Identify ESG issues

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

Determine the materiality

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

Verify the assessment results

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

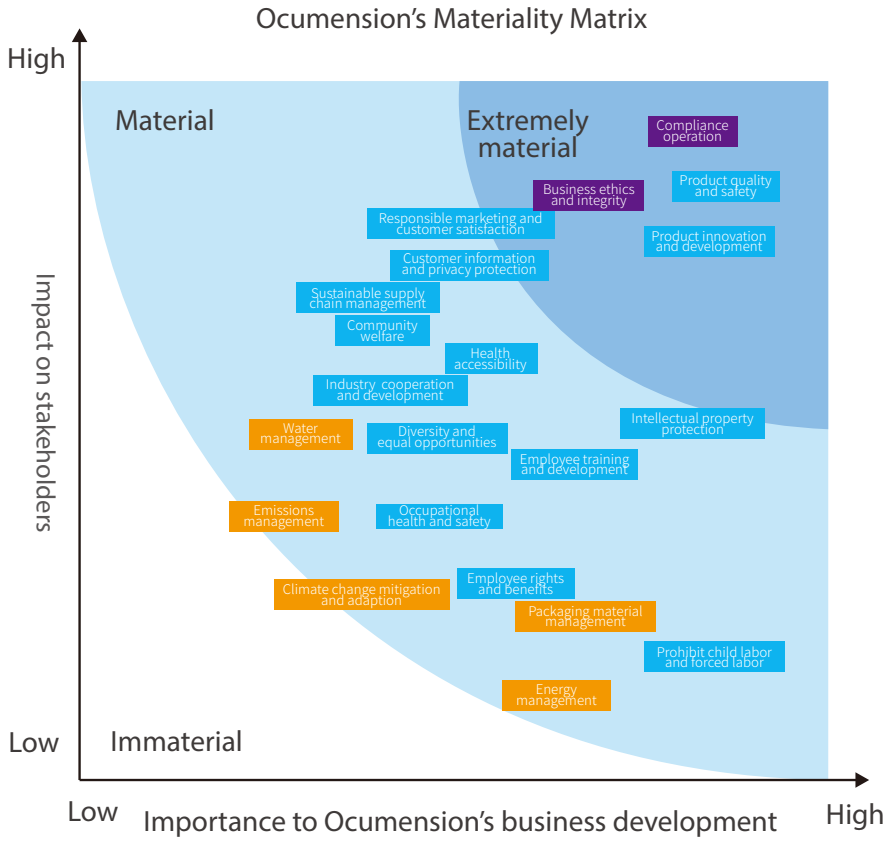
In 2023, the Group identified a total of 21 material ESG issues and assessed them using survey questionnaires. The specific materiality assessment is as follows:

Environmental topics

Social topics

Governance topics

Results of materiality assessment



Accessible Innovation and Reliable Quality

Contribution to the SDGs

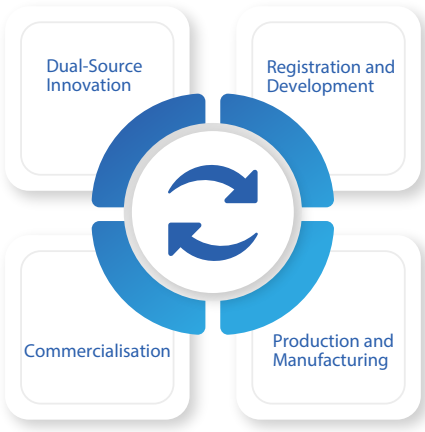
Ocumension is committed to offering comprehensive, superior and accessible treatment solutions to Chinese ophthalmic patients. We vigorously leverage our extensive resources in ophthalmic sectors to explore, identify, develop and produce ophthalmic medicines. Meanwhile, we are committed to the well-being of ophthalmic patients and their accessibility to optimal healthcare by building a responsible supply chain, strictly controlling the full life-cycle of products and offering premium products and services.

Health accessibility

With the responsibility of "guarding vision, restoring colour sensation, and preventing colours from becoming memories", we are committed to building a comprehensive drug portfolio for the treatment of major ophthalmic diseases by pursuing dual-source innovation strategies through authorised introduction/acquisition or internal R&D, We strive to develop, manufacture and commercialize innovative quality products and leading treatments for Chinese patients with eye diseases.

- Independent R&D
  - —Research on new mechanisms
  - —Improve the use and compositions of drugs
- Authorised introduction
  - —The pioneered and best drugs of their kinds

- Mature commercial platform
  - —KOL network
  - —Global business development capabilities
  - —Continuously expanding sales teams
- Innovative and outstanding marketing strategies



- Optimised and innovative registration processes
  - —Approved new drug marketing application based on Real World Research data
- Efficient and excellent development strategy
  - —Apply for a clinical trial waiver and priority review
  - —Accelerate clinical approval with bridging trials

- The production site starts trial production
  - —Independently developed and licensed products are available
  - —Mass production of high-standard products by automated intelligent equipments

Responsible supply chain

The Group is devoted to building a more stable supply chain and ensure that cooperative projects are conducted in a compliant and productive manner. We has formulated *the Procurement Management Regulations* 《采購管理規定》,*Supplier Library Management Regulations*《供應商庫管理規定》 and the *Provisions on Factory Supplier Management* 《工廠供應商管理規定》 to impose standardised requirements on suppliers and the entire procurement process.. During the Reporting Period, we formulated the *Stakeholder Management Procedures*《相關方管理規程》to govern the environmental, health and safety management of external stakeholders for a responsible supply chain.

Our Supplier Management Committee is composed of the Group's Chief Executive Officer, Manufacturing Headquarters, Commercial Headquarters, Talent Development Headquarters and other departments, responsible for approving the preferred suppliers and implementing different management strategies according to the supplier classification. Our Purchasing Manager is responsible for all operations involved in supplier development, access and management.

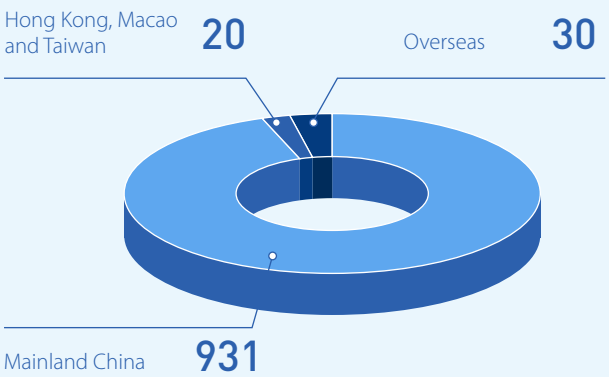
When selecting suppliers, we demand evidence-based, transparent processes, avoidance of subjectivity and potential conflict of interest. We consider product quality, industrial reputation, innovation ability, compliance and risk control and other factors. All suppliers must meet the supplier access requirements and provide business licenses, qualification certificates, and other access materials before they can be added to the Ocumension supplier pool. We assess and score suppliers, conducting a series of online reviews to ensure that suppliers are selected fairly, objectively, and comprehensively. During the Reporting Period, we audited a total of 165 newly-developed suppliers on their qualification.

We conduct supplier appraisals and annual performance assessments on a regular basis. Suppliers that have problems in quality, price, delivery period or service are required to implement corrective measures promptly on time and pass the supervision and inspection of the Group. During the inspection period, suppliers that fail to contract any business for 6 consecutive months will be put on the unqualified list. We conduct regular reviews of our suppliers, the frequency of which is determined by the type of purchases made, thus enabling effective and comprehensive supply chain management. We initiate on-site reviews immediately when there are any quality issues with critical materials or when there are significant changes to key factors that may affect quality, such as production conditions, processes, quality standards, and inspection methods.

The Group also pays attention to the performance of suppliers in terms of environmental protection and social responsibility and continuously strengthens the management of the suppliers' environmental and social responsibilities. We also pay attention to the environmental and social performance of suppliers in supplier access, daily management and audit, and remove suppliers that are implicated in major environmental accidents, use of child labour, and forced labour. In addition, we demand our suppliers to provide materials that comply with environmental requirements to ensure a sustained and stable supply of environmentally compliant materials, mitigating the negative environmental impact of the materials. We have established a closed-loop management mechanism for environmental, health and safety (EHS) issues of suppliers. With the mechanism, we assess the EHS performance of key and important suppliers by means of questionnaires, carry out on-site audits according to suppliers' EHS management, and follow up their corrective measures. During the Reporting Period, we worked with suppliers on pilot deliveries using plastic boxes instead of cardboard ones, thus avoiding waste with recycled cardboard boxes and prompting suppliers to perform their responsibility of environmental protection.

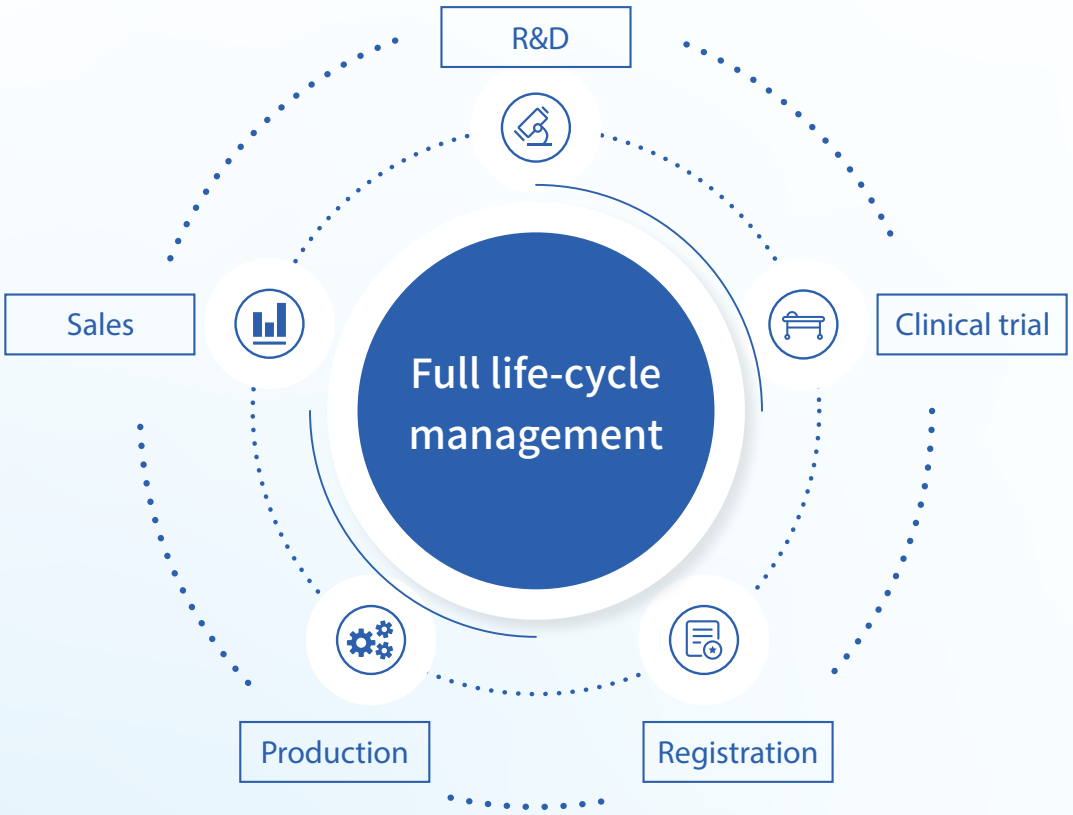
We conduct annual supply chain risk assessments to maintain the stability of our supply chain. During the Reporting Period, we identified risk factors such as regional conflicts, energy crises and single sourcing. Accordingly, we responded proactively to these risks and assured stable supply by such means as organising meetings for strategic stockpiling and selecting alternative suppliers.

As of 31 December 2023, we had **981** suppliers, including **931** suppliers in mainland China, mainly located in Shanghai, Beijing, Jiangsu, and Zhejiang.



Number of suppliers by geographical region

Life-cycle management



Ocumension has been focused on building an ophthalmic platform that integrates professional capabilities in the full cycle of ophthalmic drug development from R&D, production to commercialisation. Strictly adhering to the *Pharmaceutical Administration Law of the People's Republic of China*《中華人民共和國藥品管理法》, *Good Clinical Practice of Pharmaceutical Products*《藥物臨床試驗質量管理規範》, *Measures for the Administration of Drug Registration*《藥品註冊管理辦法》, and other laws and regulations on various quality control measures, we have formulated the *Quality Manual*《質量手冊》, the *Quality Risk Management Protocol*《質量風險管理規程》and other institutional documents to manage the entire life cycle of R&D, clinical trial, registration, production and sales of pharmaceuticals, ensuring that medicines are safe, effective and of controllable quality.

We are committed to establishing and developing fully integrated R&D capabilities, using them as an internal engine to promote our agenda of discovering, developing, and commercialising the most innovative and best-in-class treatments for patients with eye diseases in China. As of the end of the Reporting Period, our R&D team comprised 58 members, 4 of whom held medical doctorates and 33 of whom held master's degrees. The members possessed a full range of capabilities and multidisciplinary backgrounds from processes like the discovery of new medicine and preclinical studies to clinical trials and extensive professional knowledge in the fields of pharmacology, toxicology, traditional medicine and chemistry, and many members have more than 10 years of experience in the field of ophthalmology.

• Drug development

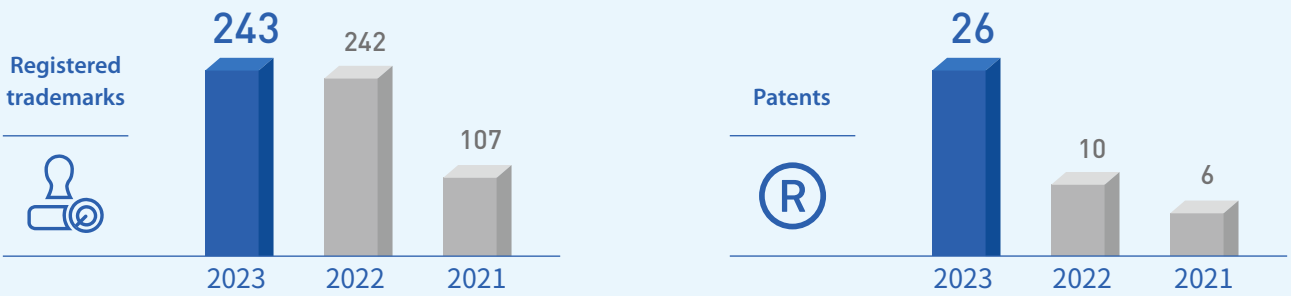
In the product design and R&D phase, we uphold the concept of Quality by Design (QbD). Based on a full understanding of the Quality Target Product Profile (QTPP) and Critical Quality Attributes (CQAs), integrating all key process parameters and the range of key process parameters involved in CQAs, to strengthen the understanding of and control over the pharmaceutical process and ensure continuous control over product quality.

We have owned an advanced Chemical, Manufacturing and Control (CMC) research laboratory to develop innovative and generic ophthalmic drugs, such as sterile solutions, gel suspensions, nano or microemulsions, etc. During the Reporting Period, we furnished our laboratory in the Suzhou manufacturing plant with above 100 world-class precision instruments (including such preparation equipment as small filling machines, ultrasonic generators and stirrers and such analytical instruments as high performance liquid chromatograph, gas chromatography and Malvern mastersizer.) and advanced scientific data management systems to enhance our pharmaceutical R&D capabilities and guarantee data reliability and traceability.

Laboratory

In the pre-clinical research phase of drugs, we strictly abide by the *Regulations for the Administration of Affairs Concerning Experimental Animals* 《中華人民共和國實驗動物管理條例》and other laws and regulations regarding experimental animals, adhere to high standards of ethical practice and scientific behavior in all experiments, and ensure that all work is done in compliance with relevant R&D ethics and animal ethics policies through monitoring and recording.

We know that strengthening the refined management of IP, controlling potential IP risks, and safeguarding the legitimate rights and interests of intangible assets are the basis for nurturing core competitiveness. In our *Compliance Manual*《合規手冊》, we have made detailed provisions on the ownership, transfer, application, filing, transfer and use of IP to enhance systematic IP protection. Where the Group's IP is infringed, the Group will take timely action to redrive IP protection through submission of objections, filing of lawsuits and other methods. As of 31 December 2023, the Group has registered 243 trademarks and owned 26 patents.



Number of registered trademarks and patents

• Clinical research and development

We have established a complete clinical R&D platform built with functions of clinical research and medical, clinical project management, data management and biostatistics, pharmacovigilance, etc., covering the entire clinical process from phase I to phase III and the Real World Research. For each clinical development project, we designate a project manager to formulate clinical development plans, design experimental plans, and supervise trial execution with project team members. To ensure the quality and efficiency of clinical trials, we also engage leading professional Contract Research Organizations (CROs) to conduct daily management and execution of clinical trials. In addition, we have developed a quality control system for clinical R&D focusing on quality and established a standard procedure to ensure clinical trials are effective, and formed a clinical research quality control team with members from various departments such as medicine, operations and pharmacovigilance for regular quality supervision and management of clinical trials.

To expand the scope and efficiency of our clinical trials, we collaborated with industry-leading research organizations to manage, conduct and support our pre-clinical studies and clinical trials. For the selection of CROs, we follow strict audit standards to assess them from their professional qualifications, research experience, industry reputation, adequacy of clinical trial equipment, and data management systems, etc. Further, we will sign a cooperation agreement with the CRO and reach agreements in terms of service, time limit, payment, IP and risk allocation.

In order to ensure the safety of clinical trials, we strictly implement the *Good Clinical Practice*《藥物臨床試驗質量管理規範》and other related requirements, and set up a post of pharmacovigilance specialist to be responsible for the monitoring, collection, analysis, investigation and reporting of all adverse drug reactions, and to cooperate with drug administration agency to conduct investigations. Our clinical teams communicate with contracted research organizations regarding adverse events in a timely manner during clinical trials. Our pharmacovigilance escalation system covers the entire pharmacovigilance workflow across the entire pharmaceutical lifecycle. At the same time, we ensure that our subjects' rights and interests are well protected by means of informed consent, regular reports of adverse reactions, purchase of patient insurance, and free drug treatment.

We attach importance to the capacity building of the clinical team and carry out various internal communication and training activities at the project and department levels, such as clinic research-related training, monthly clinical R&D meetings, etc., to ensure full coverage of clinical R&D staff. In addition, we encourage clinical R&D personnel to participate in external exchanges or professional vocational training activities. During the Reporting Period, we conducted learning and sharing sessions for our clinical R&D team and conducted monthly exchanges on regulations and policies, ophthalmology knowledge, project management and project experience. We also participated in external training sessions, including the DIA China 2023 and Forum on Chinese Pharmaceutical Quality Control Technology, to keep abreast of the latest laws and regulations, as well as the cutting-edge technology, and to enhance our professional competence.

• Product registration

We strictly comply with *Measures for the Administration of Drug Registration* 《藥品註冊管理辦法》 and take initiative in understanding the registration practices of regulatory bodies and communicate with the relevant regulator on the approval of new drugs for clinical research. We are committed to promoting the commercialisation of our drug candidates in China with maximum efficiency, using our extensive regulatory, commercial expertise, and the best regulatory channels. In March 2023, Ocumension's new drug for allergic conjunctivitis, OT-1001 (0.24% Cetirizine Hydrochloride), was filed for registration. The drug was prioritised for approval given its conformity to children's physiological characteristics as a novel type of medicine with new dosage form and specification.

• Production of products

With the quality policy of "Quality Focus, Continuous Improvement, Pursuit of Excellence", we have put in place a quality management system for outsourced production, self-production and commissioned production according to the regulatory laws and regulations, and relevant requirements of Good Manufacture Practice (GMP) for Pharmaceutical Products of the regions where the products are marketed, and formulated specific quality plans and targets. In 2023, we met our quality goals.

Ocumension's quality goals

- **100%** pass rate for internal quality sampling
- **100%** pass rate for market supervisory sampling
- Complaint rate of product quality ≤ **0.5%**
- **100%** satisfaction rate for handling customer complaints
- **0** product recall
- **0** quality incident

The quality director of the Group and the head of quality assurance in the Suzhou manufacturing plant are responsible for establishing, optimising and monitoring the Group's drug quality management system. They organise internal and external quality audits and management reviews to ensure the effective operation of the above system. Besides, they strictly abide by laws and regulations on drug quality management, standardise quality management during drug production, and assume such responsibilities as product release. The Group's production director and head of production management are in full charge of production arrangement. As an effort to guarantee the product quality, they must organise production and storage in accordance with the approved processes, conduct necessary verification, and ensure that production personnel are qualified for the job after training and that the production process complies with the requirements of GMP. In addition, we have established a Quality Management Committee, consisting of the plant manager and heads of essential departments. And regular quality analysis meetings are held to ensure the effectiveness of the quality system. During the Reporting Period, we held three external and one internal quality audits and rectified deficiencies discovered.

During the Reporting Period, our Suzhou manufacturing plant commenced its trial production. The plant was designed in line with Chinese, US and EU standards for quality management practices in pharmaceutical manufacturing and has been granted type A, B and C pharmaceutical manufacturing licenses in China and GMP Certification. We kept improving the Manufacturing Execution System (MES) to realize full process traceability for materials. Digital material approval records are generated in accordance with industry regulations and relevant workstation operating procedures, which ensured real-time and effective quality management. We are taking steady steps to achieve automated, digitalised and paperless plant operation for higher production efficiency. For product packaging, we have established the *Management Regulations for Inner Packaging Materials and Printing Packaging Materials*《內包裝材料及印刷包裝材料管理規程》to guide the management of the entire process from design to use of internal and external packaging materials, to avoid misuse of packaging materials or mislabeled information.

GMP regulation training

We have instituted a comprehensive quality training management system, developed the *Training Management Procedures*《培訓管理規程》to standardise the design, management and implementation of quality training. and conducted non-scheduled quality training and job training assessments to raise the quality awareness of staff, to ensure that they are capable of performing their tasks in line with the GMP requirements. During the period, we conducted 12 company-level quality trainings, including on "Quality System", "Registration Regulations and Key Points of On-Site Registration Verification" and "Basic Knowledge of Microbiology". We conducted over 200 department-level training sessions, attracting more than 1,300 times of participation of employees. In doing so, our employees whether from the quality department or from other departments in the Group became more competent both professionally and technically. During the Reporting Period, we formally enforced the TMS system, which is well-designed and effective, to comprehensively manage the quality training in terms of instructors, courseware, quizzes, training matrix and positions/personnel.

• Client Service

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

We strengthened our contacts with customers through various marketing activities. By using the WeChat platform "Easy Vision" and "Ocumension Therapeutics", we carried out doctor training and patient education, further promoting our products.

To better manage customer relationships and increase customer satisfaction for sustainable corporate development, we launched the CRM system during the Reporting Period. The system enables information sharing and analysis across departments within the Company and assists business divisions in fully understanding customer demands and market trends to optimise their service strategies.

Customer management

Further improve the customer management system by optimising the treatment concept of doctor customers and refining the classfication of doctor customers.

Customer training

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

Patient education

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

1)Responsible marketing

The Group strictly complies with relevant laws and regulations such as the Advertising Law of the People's Republic of China《中華人民共和國廣告法》, the Interim Measures for the Examination and Administration of Advertisements of Drugs, Medical Devices, Health Food and Formula Foods for Special Medical Purposes《藥品、醫療器械、保健食品、特殊醫學用途配方食品廣告審查管理暫行辦法》and refers to the RDPAC Code of Practice《RDPAC行業行為準則》issued by the R&D-based Pharmaceutical Association Committee, China Association of Enterprises with Foreign Investment (RDPAC), and formulated the rules and regulations such as the Guidelines for the Promotion of Pharmaceutical Products《藥品推廣準則》, the Provisions for the Promotion of Pharmaceutical Materials《藥品宣傳資料規定》, the Regulations on the Release of Company Publicity Materials《對外發佈公司宣傳資料規定》, thus carrying out strict control over the marketing information published by various channel and ensuring the accuracy of marketing content.

All drug publicity materials shall be submitted through internal systems and reviewed by the Marketing Department, Clinical Research and Development Department, Legal & Compliance Department, etc. It needs to confirm that exaggerative, assertive or other expressions that violate the relevant provisions of the *Advertising Law of the People's Republic of China*《中華人民共和國廣告法》and contents of suspected fraud and inducement are not used, before they can be produced and used for publicity. We have strict codes of conduct for our sales and marketing staff and provide Regular compliance marketing trainings to keep the staff informed of the latest relevant laws, regulations and policy requirements.

2)Complaints and recalls

We have formulated *User Complaint Feedback and Handling Procedures*《用戶投訴回饋及處理規程》 to standardize produce complaint handling process, evaluate complaints and track the whole process. We categorise the clinical complaints, pharmacy complaints, and commercial complaints on Ocumension's products and agency products into serious user complaints, important user complaints and general user complaints according to their severity. All complaints received should be registered in a timely manner and handled by the Quality Department, which will require relevant responsible departments to make effective rectifications according to the investigation and handling process. If necessary, we will promptly notify the regulatory authorities. During the Reporting Period, the Group received 1 customer complaint regarding product dosage, which was properly resolved.

In accordance with the Administrative Measures for Drug Recalls《藥品召回管理辦法》and the Good Manufacture Practice for Pharmaceutical Products《藥品生產質量管理規範》, we have set up the Product Recall Management Regulations《產品召回管理規程》to standardize the workflow of product recall and ensure that products can be promptly and comprehensively recalled in case of quality problems or forced recalls, to safeguard the health and life safety of patients. According to the level of product safety risks and hazards, the recall of medicines is categorised into three levels. In detail, within 24 hours for level one recalls, 48 hours for level two recalls, and 72 hours for level three recalls, the notification of the recall shall be issued to the relevant distributors and end users to stop the sale and use of recalled products. After initiating medicine recalls, in the first level, drugs shall be recalled within 1 day, the second level within 3 days, and the third level within 7 days. The Group will submit the Medicine Safety Hazard Investigation and Assessment Report and the Product Recall Plan to the drug administration agency for documentation. When there is no product recall, we conduct a simulated recall every 3 years to examine the effectiveness of the recall process. During the Reporting Period, the Group had no product recalls due to safety and health reasons.

Information security and privacy protection

We strictly comply with the laws and regulations like the Cybersecurity Law of the People's Republic of China《中華人民共和國網絡安全法》 and the Personal Information Protection Law of the People's Republic of China《中華人民共和國個人信息保護法》, and have formulated the Provision of Management Information Systems《信息系統管理規定》and the Electronic Equipment Management Regulations《電子設備管理規定》the and the Management Procedures of Data Backup and Recovery《數據備份及恢復管理規程》and the Management Procedures for Data Server and Server Room《數據服務器和機房管理規程》, optimize the configuration and use of electronic equipment and software and avoid losses to the employee or the Group due to improper use to safeguard the Company's information security. In addition, strict requirements on information security and confidentiality are stipulated in the Compliance Manual《合規手冊》and the Employee Handbook《員工手冊》.In the meantime, we strengthen the awareness of information protection and reduce the risk of information leakage by providing training on information security and privacy protection. In 2023, we conducted 4 IT training sessions for new employees, lecturing on the way to identify sensitive information and the way to ensure information, network and data security.

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

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

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

Information system management personnel conduct annual inspections of information technology security in various departments, including whether there are any hidden risks in the local area network, whether user password settings are following the regulations, etc. In addition, information system management personnel are responsible for the supervision, data backup, virus prevention, and physical security of network and software systems within the Group to eliminate safety hazards. Meanwhile, we set the file server's three-level authorisation of read-only, read-write, and administrator to improve the efficiency of corporate file management while ensuring security. We also seek to safeguard the integrity and confidentiality of our data and trade secrets by maintaining the physical security of our premises, and the physical and electronic security of our information technology systems. During the Reporting Period, we organised drills against phishing emails for the staff to raise their awareness of information protection and reduce the risk of information leakage. We regularly drill for data disaster backup and restoration every year to prevent business interruption caused by major system problems. During the Reporting Period, we organised 1 drill for data disaster backup and restoration.

Diversity and Inclusion for Our Employees

Contribution to the SDGs

Talent management is vital to enterprise for continued growth and success. Ocumension respects and values every employee and we have continuously improved our employment management system to comprehensively safeguard the rights and interests of our employees. We are committed to grow together with employees and achieve each other, and we build an equal, inclusive and harmonious career development platform, while constantly improving occupational health and safety management and the happiness index of our employees. By doing so, we help our employees to make their careers. and are committed to building an employment partnership with mutual growth and success.

Standardised employment

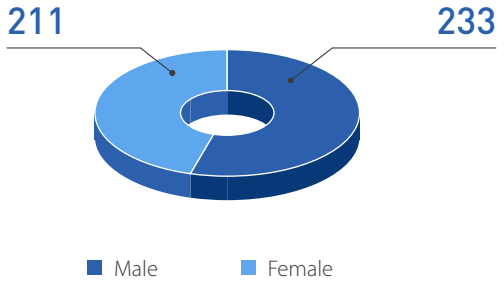
Ocumension always follows the principle of legal compliance in employment and strictly abides by and implements relevant laws and regulations such as the *Labour Law of the People's Republic of China*《中華人民共和國勞動法》, the *Labour Contract Law of the People's Republic of China*《中華人民共和國勞動合同法》, the *Provisions on the Prohibition of Using Child Labour*《禁止使用童工規定》, and has formulated the *Employee Handbook*《員工手冊》to protect the rights and interests of its employees in concrete actions.

Ocumension treat each employee fairly, advocates a diverse and inclusive corporate culture and promotes the philosophy of fair treatment for every employee, ensuring that employment and career development opportunities for the employees are not undermined by factors such as age, gender, geographical location or appearance. In the recruitment process, we have set up diversified recruitment methods such as campus recruitment, online recruitment and social recruitment to cover a wider variety of talents. In the training and promotion process, we treat every employee fairly and equitably to ensure that every employee can make their career in an inclusive, diversified and harmonious culture.

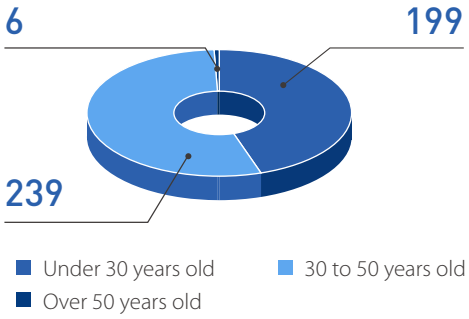
Ocumension values labor rights, prohibits the use of child labour and forced labour. We keep standardising our management process for staff hiring. For instance, we authenticate the identity of candidates by collecting compliance information and signing employment contracts in line with legal standards with all employees to eliminate any employment of child labour and forced labour. In the event of the employment of child labour or forced labour, the Group will conduct an investigation in accordance with established procedures. Once any violation of the law is confirmed, it will be handed over to the relevant judicial authority, and we will terminate the labour contract. During the Reporting Period, the Group had no violations involving child labour or forced labour.

As of 31 December 2023, The Group employs **444** people, all of whom are full-time employees, of which approximately **47.52%** were female.

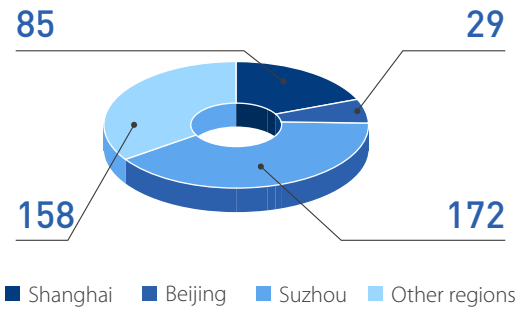
Total workforce by gender (Unit: person)



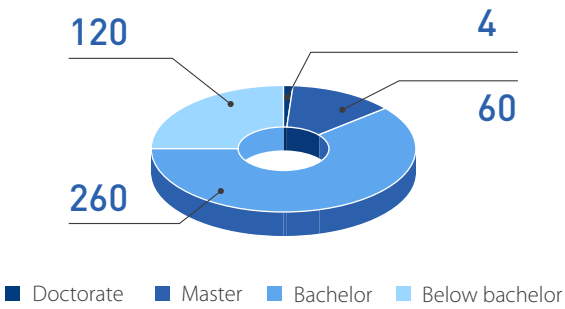
Total workforce by age group (Unit: person)



Total workforce by geographical region (Unit: person)

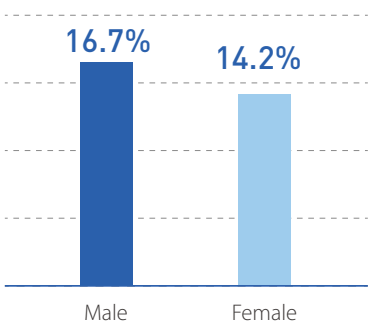


Total workforce by educational background (Unit: person)

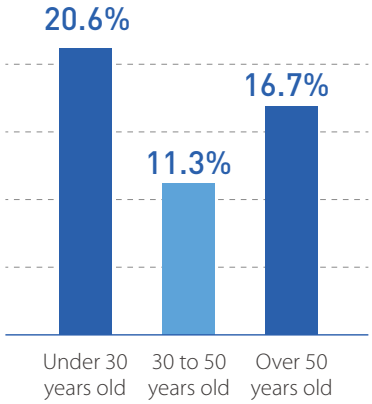


The turnover procedures are followed in strict accordance with labour contracts and laws and regulations. During the Reporting Period, the Group's turnover rate was **15.5%.**

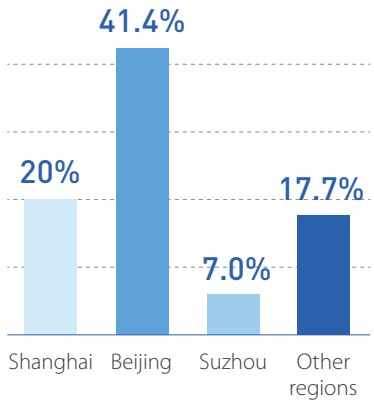
Employee turnover rate by gender



Employee turnover rate by age group



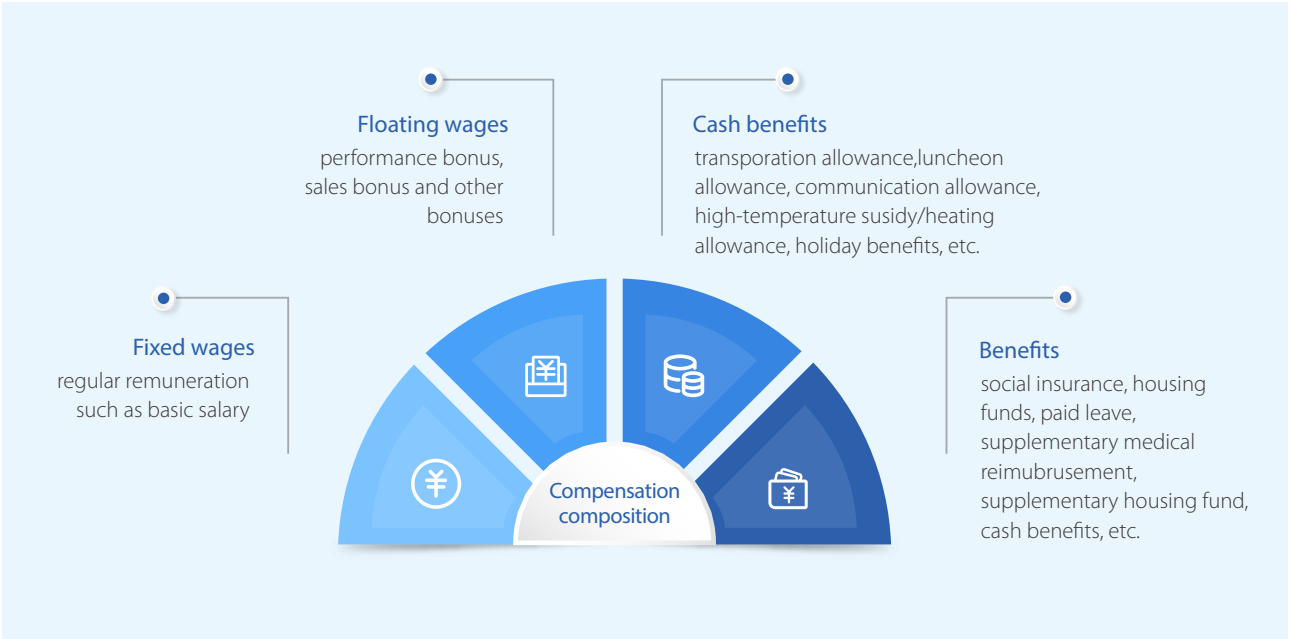
Employee turnover rate by geographical region



Compensation and benefits

• Compensation composition

In consideration of "responsibilities and performance, personal abilities, and in line with external market levels", we have formulated and implemented the *Measures on Remuneration Management*《薪酬管理辦法》to constantly improve our remuneration structure and provide our employees with attractive emoluments and benefits in the market to effectively attract, motivate, and retain talent.



• Employee incentive plan

Ocumension offers a comprehensive employee incentive plan for its employees. In order to encourage employees to stick to their posts and actively participate in various important activities and projects for the development of the Group. We have updated the *Implementation Plan for the CEO Special Contribution Award*《CEO特別貢獻獎勵實施方案》, further clarifying the amount of the bonus and how it will be paid. In 2023, three employees received the CEO Special Contribution Award. Ocumension awards all eligible employees based on its share option scheme for employees to further attract, motivate, and retain talents.

• Working hours and leaves

We have formulated the *Leave Management System*《假期管理制度》to protect the employees' right to leave. Employees of the Group enjoy a variety of holidays such as weekends, national holidays, paid annual leave, marriage leave, maternity leave, and home leave, etc. To improve employees' work efficiency in a fairer way, we updated the *Overtime Policy*《加班政策》 during the Reporting Period, by adjusting the position scope under the working hour system and the minimum unit for compensatory leave. If overtime is required based on business conditions, employees shall submit a written application letter for overtime, and they can apply for compensatory leave or receive overtime pay as appropriate.

Apart from work, we foster a comfort and welcoming working environment through a wide variety of employee activities to significantly make our employees happier. During the Reporting Period, we organised a variety of staff activities to boost their happiness, such as fun sports meeting, quarterly birthday party, Parent-Child Activity on Children's Day and so on.

Fun sports meeting

Quarterly birthday parties for our staff

Parent-Child activity on Children's Day

Christmas celebration

Afternoon tea

• Employee communication

As employee voice matters, we collect our employees' reasonable suggestions and opinions in various ways, such as Direct Communication with the General Manager, youth forum and satisfaction surveys. During the Reporting Period, the Group held 5 sessions of Direct Communication with the General Manager for all employees. Every employee could anonymously communicate with the CEO at zero distance. After the communication, the matters of concern were fed back to all staff via email with immediate rectifications. The Group carries out regular satisfaction surveys and sets up employee windows for reasonable suggestions in the Suzhou plant, to solicit employees' opinions and ameliorate their working conditions.

Health and safety

Ocumension pay great attention to the occupational health and safety of our employees.We strictly abide by laws and regulations such as the *Labour Law of the People's Republic of China*《中華人民共和國勞動法》, the *Work Safety Law of the People's Republic of China*《中華人 民共和國安全生產法》, and the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*《中華人民共和國職業病防治法》. We have formulated internal management systems such as the *EHS Goal Indicators and Assessment Management Procedures*《EHS目標指標和考核管理規程》 and *Common Personal Protective Equipment Manual*《常見個人防護用品》. During the Reporting Period, we obtained Level 3 certification for work safety standardisation. Thanks to its outstanding work safety performance, the Suzhou manufacturing plant was awarded the title of "Excellent Enterprise" of the Wuzhong Economic and Technological Development Zone in Suzhou in 2023.


荣誉证书
HONORARY CREDENTIAL
苏州欧康维视生物科技有限公司：
在二〇二三年度安全生产工作中主体责任落实到位，被评为：
"优秀企业"
特发此证，以资鼓励！
苏州吴中经济技术开发区化工集中区管理办公室
二〇二三年十二月八日

The Suzhou manufacturing plant awarded the title of "Excellent Enterprise" in 2023

The Group has established an EHS Committee at our Suzhou manufacturing plant for decision-making on major safety matters and approval of critical EHS documents. With a sound governance structure and oversight from senior management, we take concrete actions to ensure effective health and safety management across Ocumension. During the Reporting Period, the Group prepared and revised the *Project EHS Management Procedures*《項目EHS管理規程》 and the *EHS Performance Assessment Plan*《EHS績效考核方案》. In these documents, the Group put forward the requirements of EHS full life-cycle management on goal setting, phased actions and final achievement of the EHS goals, and clarified the requirements for the annual EHS goal assessment and for the supervisory assessment of daily management. Besides, the Group specified relevant assessment method and detailed rules of rewards and punishments, to get employees engaged in the work safety management and to improve the EHS management system. We continued to optimise the assessment of machinery safety and the management of safety facilities. To visualise EHS issues, we put up warning notices and signs in each area for risks disclosed in the assessment.

Occupational Health and Safety

- The Group has formulated the Mnagement Procedures for Hazard Identification and Risk Evaluation (《危險源辨識、風險評價管理規程》) and established a clear procedure for identifying, evaluating and taking effective control measures.
- The Group conducts regular risk identification, assessment and control for occupational health and safety to mitigate the risk of safety accidents and exposure to occupational health risks.
- The Group provides employees with protective gloves, protective glasses, safety shoes, insulation boots, protective face screens and other personnel protective equipment for the work safety of the employees.

Hazardous Chemicals

- The Group has improved the Chemical Management Regulations (《化學品管理規程》) to mitigate the environmental impact and occupational health and safety risks of the chemicals.
- The Group assesses existing and new chemicals and rectifies any non-compliance with environmental emission, industrial hygiene and occupational health requirements on site.
- All new employees are required to receive professional training prior to accessing and handling hazardous chemicals. The employees also receive annual chemical training and hazard training.

Special Equipment

- The Suzhou plant has established a special equipment management team for Ocumension's special equipment. The tasks of the team include regular annual inspections, annual inspection of safety accessories, preparation and maintenance of technical files, supervision of special equipment maintenance and accident management of special equipment.
- The supervisors and operators of special equipment must be 100% certified, whose scanned copies should be archived by the EHS management department for future reference.

Emergency Response Management

- The Group has perfected the Emergency Response Management Regulations (《應急響應管理規程》) to ensure "always ready, prompt action and solid protection" against any emergencies.
- The Group has established an emergency response team. The team attends regular training on emergency response organised by Ocumension as well as formulates emergency rescue plans and completes preparations for drills.

In addition, we arrange annual health check-ups for all employees at the company's expense. From the date of incorporation to the end of the Reporting Period, there was no work-related fatality. In 2023, the Group lost 0 working days due to work-related injuries and there were no major safety accidents or occupational disease incidents.

Awareness promotion

To reduce safety hazards and incidents from their sources, we conduct a series of training and awareness campaigns to consistently improve the safety awareness and safety skills of our staff. The EHS management department conducts relevant training for employees with both offline training and online learning platform. The department requires the participants to pass relevant examinations to guarantee the effectiveness of the training. We carry out multiple drills such as hazardous waste leakage drills, personnel injury accident drills, plant-wide fire evacuation drills and live fire extinguisher drills, and a series of activities for the production safety month. With the drills and activities, we have stressed the importance of "Observing the Work Safety Law of the People's Republic of China and acting as the Person Primarily Responsible for Production Safety" while constantly enhancing staff safety awareness and emergency response capabilities to create a culture for safety.

To foster a stronger EHS culture, we launched a self-learning course of "EHS Column" on the online learning platform in 2023. This course is designed for independent learning of employees, who can take quarterly exams and those excelling in the exams will be awarded incentives.

Fire fighting drills

Development and training

Ocumension always regards the common development of the enterprise and employees as one of its important responsibilities. Fully respecting employees' needs, we formulate and continue to update the *Post Management Measures*《崗位管理辦法》 and the *Annual Promotion Policy*《年度晉升制度》 to refine the employee development system and encourage employees to improve their quality and ability. Meanwhile, we have established diversified promotion channels and a constraint mechanism to demote and promote employees based on their performance, with the intention to develop clear career paths for employees based on scientific analysis.

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

The Company constantly polishes its training system and provides employees with a formal and comprehensive orientation and daily training in an attempt to encourage employees to fully unleash their potential and realise their self-worth. Our training on the Dragon and Fish Plan helps employees gain a better understanding of the business of the Company and the work content and process of each department, and also facilitates our identification of high-potential talents to efficiently build a talent pool. We have formulated the *Management Measures for Panda Project*《「熊貓項目」管理辦法》, to encourage our colleagues to sign up as learning partners for new employees to help them get familiar with their work objectives and content, and to mobilise them to take an active part in the communication and collaboration between departments. In addition, we provide different types of training such as high-level training, external training and online training to ensure that our employees have a well understanding of the Company's policies and procedures, overall planning as well as basic knowledge of products and ophthalmic diseases.

• New recruit training

During the Reporting Period, the Group organised a total of 3 new recruit training to introduce the knowledge of common ophthalmic diseases, ophthalmic market conditions, product lines, therapeutic areas and effect mechanism of products, compliance requirements and basic information of each department.

Recruit training for new employees

• Professional training

We carried out a number of online and offline training internally and externally on expertise about fundus diseases. Through learning relevant basic disease knowledge, epidemiological clinical manifestation, clinical data interpretation and product characteristics summary, the trainees mastered the characteristics and marketing focus of the fundus diseases related products.

Internal training

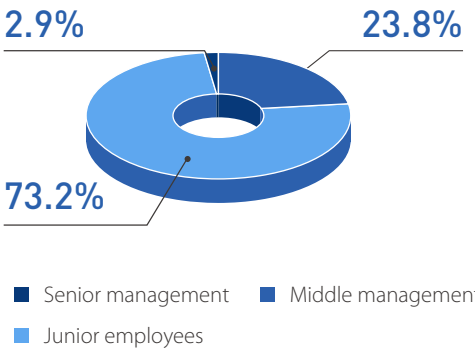
In 2023

The training ratio of the employees of the Group was **99%**

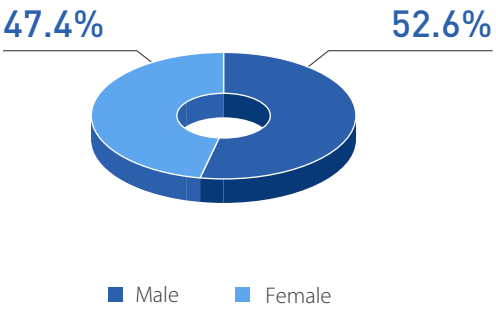
The total training hours for the year were **18,314** hours

The average training time was **41.2** hours per person

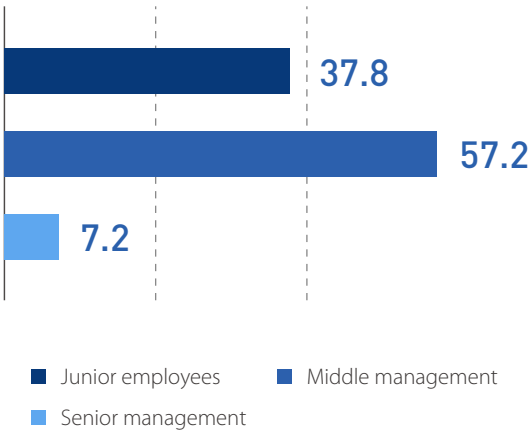
The percentage of employees trained by emoloyee category



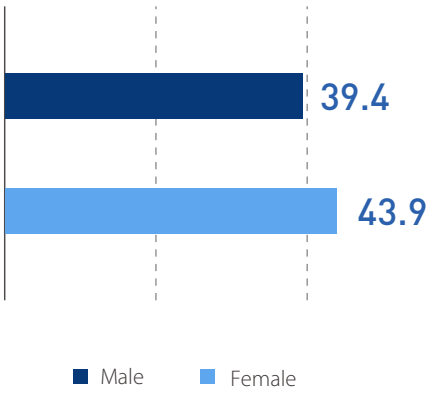
The percentage of employees trained by gender



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



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



Business ethics

Adhering to operation compliance and business ethics, Ocumension strictly abides by the Criminal Law of the People's Republic of China《中華人民共和國刑法》, the Pharmaceutical Administration Law of the People's Republic of China《中華人民共和國藥品管理法》, the Anti-Unfair Competition Law of the People's Republic of China《中華人民共和國反不正當競爭法》and other laws and regulations, and it has established a sound risk identification and compliance management system, and strictly prohibits bribery, extortion, fraud and money laundering. In 2023, the Group had no cases involving corruption.

We have established a compliance committee led by the CEO to guide, supervise, and coordinate the compliance management of the Group. We have formulated the *Internal Audit Requirements*《內部審計規定》to clarify the responsibility and authority of the Internal Audit Department, and the independence requirements for the department, as well as the internal audit methods and standards. Through the establishment of *Risk Management Manual*《風險管理手冊》, *Contract Management Regulations*《合同管理規定》and *Guidelines for the Promotion of Pharmaceutical Products*《藥品推廣準則》and other policies, we can effectively identify, actively manage, and prevent compliance risks. By implementing the 6-step risk management procedures, i.e., risk identification, risk assessment, risk response, risk testing, risk monitoring and risk reporting, we formulate targeted risk response measures based on the prioritisation of risks, and conduct a reassessment of the residual risks. We have stipulated the behaviour of the functional personnel of the Group in contact with suppliers, partners, media and any other organisations, groups and individuals other than the medical professionals in the *Guidelines for Contact with Non-medical Professionals*《與非醫療專業人士接觸準則》. If employees collude with distributors or conduct false sales, they will be considered serious violations of company rules and regulations, and the Group can unilaterally terminate the labour contract according to relevant laws and regulations.

We ensure the standard implementation of all kinds of operation activities through daily compliance supervision, reporting, cultural promotion, and implementation and carried out compliance evaluation for each employee, the compliance evaluation result and disciplinary notice of the previous month will be announced to all employees before the end of each month. If violations occur during the review and supervision process, they will be included in the compliance assessment and the employees involved will be punished. The assessment score of the superior leader will also be deducted to a certain degree due to joint liability.

The Group has set up a compliance office for all employees to receive compliance consultation and compliance reports submitted by all employees. We keep confidential information related to compliance consultation and compliance reports as well as employee information. No employee will be punished by the Group or retaliated by others as a result of a compliance report. For those who retaliated, the Group will punish them in accordance with the relevant rules and regulations. We have established whistle-blowing channels for both internal and external stakeholders and introduced relevant terms in the agreement template of the Company.

Reporting channels mainly include

Internal reporting email
compliance@ocumension.com

Internal reporting hotline
+86-21-2289-3633

External stakeholder reporting email
complaintbox@ocumension.com

In 2023, the Internal Audit Department conducted an annual risk assessment and audit work. With respect to the internal control deficiencies identified during the audit process, we made audit recommendations, tracked it for checks to ensure 100% completion of rectification and reported the results to the Audit Committee and the Manager layer regularly.

The Group attaches great importance to the compliance awareness and ideas of all employees. By developing compliance training plans and organising effective compliance training on a regular basis, the Group deepens all employees' understanding of the importance of legal compliance and risk prevention and normalizes regular compliance education. In 2023, the coverage of our compliance training was 100%. Meanwhile, through diversified training by email, online platform, etc., including basic training and testing on the *Guidelines for the Promotion of Pharmaceutical Products*《藥品推廣準則》, *Compliance Manual*《合規手冊》, compliance system, and guidelines for clinical and academic promotional meetings. We familiarise employees with the necessary compliance knowledge, compliance policies as well as risk prevention and control requirements. All new joiners are required to complete the training on Compliance Manual《合規手冊》within one month upon getting on board, and sign a *Letter of Commitment on Compliance Manual*《合規手冊承諾書》through e-mail and online training programmes. In 2023, we conducted anti-corruption training for the Board based on the *Compliance Manual*《合規手冊》, the *Staff Anti Fraud Training*《全員反舞弊培訓》, the *Guidelines for Directors' Integrity Affairs*《董事誠信實務指南》, and the *Guidelines for Affairs of the Listed Company Anti-Corruption System*《上市公司防貪系統實務指南》, to jointly promote a clean and honest industry atmosphere.

Low-Carbon Operation and Green Development

Contribution to the SDGs

ENERGY CONSERVATION

ENVIRONMENTAL PROTECTION

LOW CARBON

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

We identify and analyse potential environmental factors in a timely and comprehensive manner, and take measures to rectify problems. Meanwhile, we have formulated a series of scientific preventive measures and management systems such as *Management Procedures for Three Wastes Discharge and Noise Control*《三廢排放及噪聲控制管理規程》 the *Hazardous Waste Management System*《危險廢棄物管理制度》and *Emergency Response Plan for Environmental Emergencies*《突發環境事件應急處理預案》in light of the Group's conditions. We have established environmental protection ledgers and files, departments and individuals with outstanding achievements in environmental protection will be recognised and rewarded, and those who violate the regulations and cause environmental pollution accidents will take corresponding responsibilities.

The Group's Suzhou manufacturing plant has set up the EHS Committee, and formulated and revised multiple EHS-related policies in light of its own condition, such as the *EHS Management Manual*《EHS管理手冊》, the *Environment, Health and Safety Training Management Procedures*《環境、健康和安全培訓管理規程》 and the *Laboratory EHS Management Procedures*《實驗室EHS管理規程》. During the Reporting Period, we updated and revised the *EHS Goal Indicators and Assessment Management Procedures*《EHS目標指標和考核管理規程》 and added employee representatives to the EHS Committee, further consolidating the system to better govern the EHS management of the plant.

During the Reporting Period, the Suzhou manufacturing plant of the **Group gained ISO 14001 environmental management system certification.**

Resources management

Knowing that the world is facing a resource shortage, we are committed to promoting the concept of energy saving, emission reduction and water saving and taking various measures to strengthen the efficient use of resources. In July 2023, the rooftop of the Suzhou plant was paved with photovoltaic panels with an installed capacity of 1.2MW, which is expected to reduce CO_2 emissions by 1,245 tons per year.

In 2023

Power generation from photovoltaic amounted **573,871.4**kWh

Office

- Through publicity activities on energy and water saving, we encourage employees to develop self-awareness of resource-saving, and put up slogans on power and water saving as reminders for employees to switch office power and water equipment in a timely manner.
- We formulated *Regulations on Company Car*《公司用車管理規範》 to properly manage and allocate company cars as well as avoid wasting resources.
- The air conditioning system at the workplace is subject to centralised control for reasonable adjustment of ambient temperature, to avoid energy waste and equipment wear and tear caused by employees' forgetting to turn off the air conditioner.
- We encourage paperless office by minimising copy and printing, and advocate double-sided printing and wastepaper recycling to avoid unnecessary use of paper and reduce the amount of non-hazardous waste.

Suzhou manufacturing plant

- Formulate the Management Procedures for Energy Consumption Control《能耗管控管理規程》and regularly check the use of lighting, air conditioning and tap water in the plant.
- Adopt the centralised control model for the clean area to remotely turn off workshop lighting.
- Use human sensing and voice-activated lights for personnel channels, stairways, toilets and other public areas to reduce energy waste.
- Utilise clean energy of photovoltaic power on rooftop.
- Use LED tubes for all lighting devices to reduce power consumption.
- Control the air conditioner automatically according to the room temperature.

  Replace spray heads of stormwater tanks for greening irrigation.
- Replace disposable hats for workshop staff with reusable ones.

Case: Paving Sponge Floors in the Suzhou Plant for Sustainable Development

To conserve and utilise water resources to the greatest extent for a healthier ecological environment, the Suzhou plant of Ocumension was designed and constructed in accordance with the requirements of Sponge City by laying sponge materials on the floor. The project adopted an underground integrated rainwater treatment and reuse system. From fine-grained permeable asphalt concrete to rainwater-absorbing bricks, these special absorbent materials paved on the plant ground can rapidly absorb and filter rainwater into the ground, thereby reducing the standing water. The plant also constructed rainwater tanks and wells to collect filtered rainwater. The treated rainwater can be reused for greening irrigation, thus effectively saving water resources. At the same time, the system can also purify the rainwater and then reduce the impact of its pollutants on the environment, which has a positive impact on environmental protection and sustainable development.

Underground integrated rainwater treatment and reuse system

Materials for sponge floors

We have developed a detailed EHS training programme to help employees improve their environmental awareness and green skills. As part of the programme, we conduct regular environmental protection training sessions, covering topics on EHS laws and regulations, hazardous wastes, environmental pollution and prevention. During the Reporting Period, we launched a self-learning course of "EHS Column" on the online platform for further enhancement. The column contains over 40 sessions, covering a wide range of knowledge required for EHS management in the Company. Meanwhile, we have an incentive mechanism in place to motivate independent learning of employees by organising quarterly exams and granting rewards to those who excel in the exams. In 2023, we organised three training events of environmental protection on topics like ISO 14001 environmental management system and *Management Procedures for Three Wastes Discharge and Noise Control*《三廢排放及噪聲控制管理規程》, attracting more than 400 participants altogether.

In 2023, the Group's environment-related KPIs are shown as follows:

Environmental KPIs[4]	Unit	2023	2022
Total energy consumption[1]	MWh	**12,635.03**	17,489.73
Total direct energy consumption	MWh	**3,713.45**	10,027.35
Including: Petrol	MWh	**54.51**	55.14
Including: Natural gas[2]	MWh	**3,658.94**	9,972.21
Total indirect energy consumption	MWh	**8,921.58**	7,462.38
Including: Purchased electricity	MWh	**5,593.29**	7,462.38
Including: Purchased steam[2]	MWh	**3,328.30**	/
Energy consumption intensity	MWh per million RMB revenue	**51.29**	110.00
Total water consumption[3]	tonne	**54,647.80**	98,880.14
Total water consumption intensity	tonne per million RMB revenue	**221.81**	621.89

Notes

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

2. In June 2023, natural gas boilers were phased out and replaced by purchased steam in the Suzhou plant of the Group. Consequently, natural gas and water consumption slumped over last year, and the scope of disclosure was extended to purchased steam consumption.

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

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

Emissions management

We strictly comply with the Environmental Protection Law of the People's Republic of China《中華人民共和國環境保護法》, the *Law of the People's Republic of China on the Prevention and Control of Environment Pollution Caused by Solid Wastes* 《中華人民共和國固體廢棄物污染環境防治法》, the *Water Pollution Prevention and Control Law of the People's Republic of China* 《中華人民共和國水污染防治法》 and other laws and regulations. We formulate corresponding management policies and take preventive measures against emissions such as exhaust gas, wastewater, and solid waste to ensure stable and compliant discharge of pollutants. The emission-generating departments shall accept the guidance and supervision of the regulatory authorities, and effectively implement the emission management regulations. In the event of any environment-polluting emergencies in the laboratory, we require R&D personnel to confirm their severity and report to the EHS commissioner as soon as possible. The EHS commissioner will issue an early warning according to the situation and require the responsible persons to prepare emergency supplies and take timely measures to ensure the safety of personnel and minimise the pollution to the surrounding environment.

Adhering to the concept of sustainable development, we advocate green operations, and set up annual environmental goals to further reduce the impact of our operation and production on the environment. We take various measures to promote the prevention and control of all kinds of emissions. We use a two-stage activated carbon filtering and adsorption device to treat the laboratory waste gas, with a treatment efficiency of more than 80%. Based on the project environmental impact assessment report and the relevant national self-monitoring standards, we have prepared the environmental protection self-testing program, and entrusted third parties to conduct regular monitoring of waste gas, wastewater, rainwater and noise. We apply Fenton oxidation and coagulant sedimentation technologies to oxidise and degrade organic pollutants in the wastewater, thereby ensuring compliant discharge. In addition, by using online wastewater facilities, improving the identification of waste gas treatment equipment, upgrading the hazardous waste ledger and adjusting the classification of hazardous wastes, we ensure that all types of emissions are discharged under relevant standards. In 2023, all of our environmental goals were realised.

Suzhou Manufacturing Plant's Environmental Goals in 2023

- Discharge of wastewater and waste gas up to the standards, with a rate of **100%**
- Disposal of solid wastes in compliance with the standards, with a rate of **100%**
- **Zero** environmental pollution incident
- **Zero** governmental punishment

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

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

In 2023, the Group's waste-related KPIs are shown as follows:

Environmental KPIs [4]	Unit	2023	2022
Total hazardous waste emission[1]	tonne	**21.77**	14.42
Hazardous waste emission intensity	kg per million RMB revenue	**88.37**	90.72
Total wastewater	tonne	**5,138.79**	7,070.08
Total GHG emissions (Scopes 1 and 2)[2]	tCO_2e	**5,252.80**	7,246.23
Direct GHG emissions (Scope 1)	tCO_2e	**744.90**	2,007.33
Including: Petrol	tCO_2e	**13.33**	13.48
Including: Natural gas	tCO_2e	**731.57**	1,993.85
Indirect GHG emissions from energy consumption (Scope 2)	tCO_2e	**4507.90**	5,238.90
Including: Purchased electricity	tCO_2e	**3,189.85**	5,238.90
Including: Purchased steam[3]	tCO_2e	**1,318.05**	/
GHG emission intensity	tCO_2e per million RMB revenue	**21.32**	45.57

Notes

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

2. Based on the nature of the Group's business operation, our GHG emissions mainly consist of direct GHG emissions (Scope 1) from gasoline consumption of vehicles, consuming purchased natural gas during production and operations and energy indirect GHG emissions (Scope 2) from purchased electricity. purchased electricity during production and operations were calculated in accordance with the 2022 Average Emission Factor of China's Power Grid of 0.5703t CO_2/MWh issued by the Ministry of Ecology and Environment, while other greenhouse gas emissions were calculated according to the Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises 《工業其他行業企業溫室氣體排放核算方法與報告指南》.

3. In July 2023, the Suzhou plant of the Group started using purchased steam. Therefore, the GHG emission data therefrom was disclosed;

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

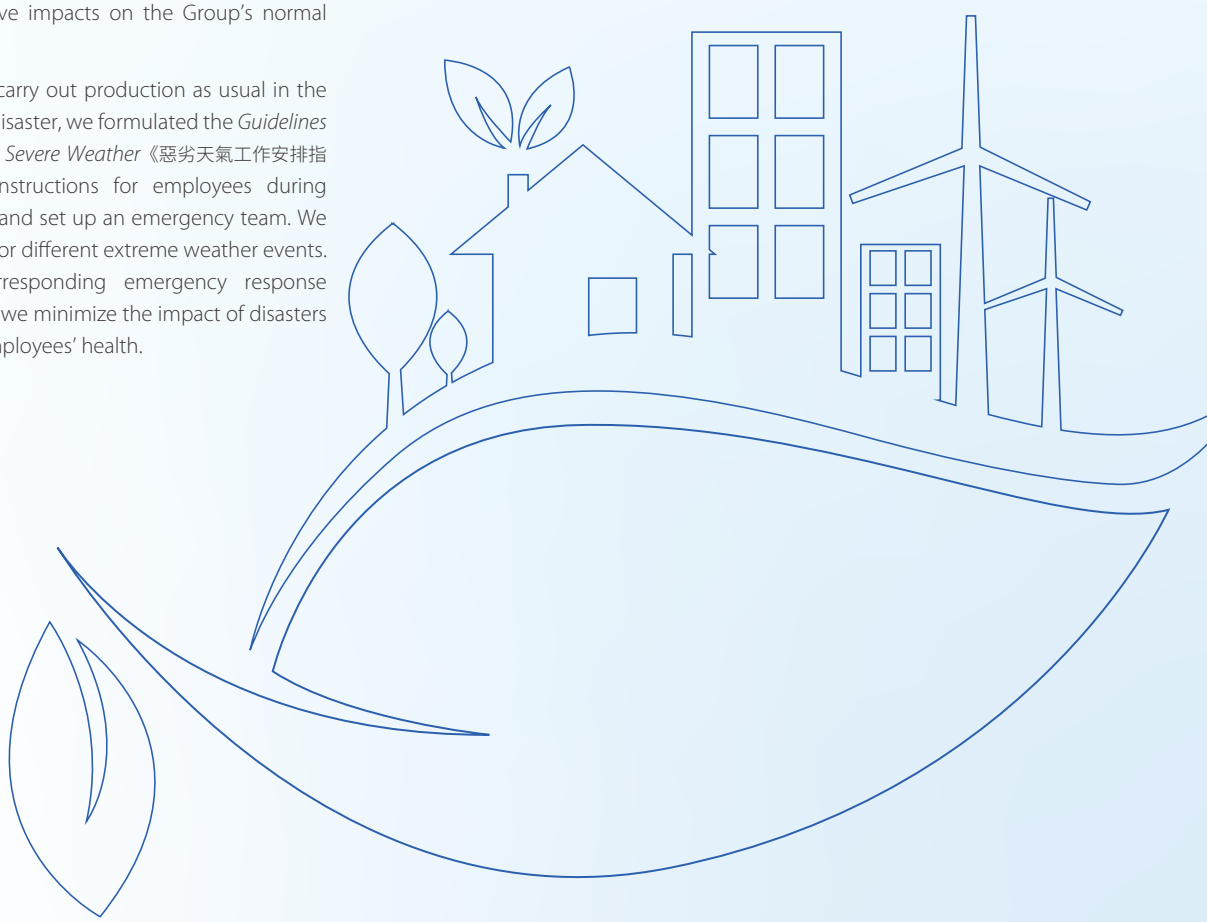
The environment and natural resources

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

Climate change

Aware of the potential impact of climate change on human health, global trade and green development, we take the initiative to identify the risk of climate change and learn about the impact of climate change, to enhance our ability to cope with climate change. After the assessment, we believe that extreme weather such as typhoons, thunderstorms, cold waves and frost, will have impacts on the Group's normal operation.

In order to operate and carry out production as usual in the event of a major natural disaster, we formulated the *Guidelines for Work Arrangements in Severe Weather*《惡劣天氣工作安排指引》to provide safety instructions for employees during extreme weather events and set up an emergency team. We have contingency plans for different extreme weather events. By optimizing the corresponding emergency response strategies and processes, we minimize the impact of disasters on the Group and our employees' health.



Giving Back to Community

Contribution to the SDGs

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

Patient education

Through the WeChat official account - Easy Vision, the Group provides patients with expert classrooms, consultation, patient communities and other services. Working together with the Department of Uveitis of Eye Hospital of Wenzhou Medical University, we have built the Putao Tang, a patient-caring platform, to give lectures on ophthalmic knowledge every month to help the patients resolve their concerns. Patients can learn about the common sense of eye protection, as well as the classification of and treatment plans for uveitis and other ophthalmic diseases through courses in Easy Vision. In addition, we have built a patient discussion community for patients with uveitis to share their experience in disease prevention and care, disease symptoms, treatment and recovery, and mind-building. By the end of 2023 the number of followers of the official account has exceeded 5,000.

In 2023, we invited renowned industry experts to share knowledge about ophthalmic diseases with patients and Dr. Tao Yong was one of them. The content shared by Dr. Tao was viewed 489 thousand times that day. During the Glaucoma Week, we participated in the Volunteer Clinic Event for Prevent Vision Loss from Glaucoma hosted by the Society of Ophthalmology of the Jiangsu Medical Doctor Association. At the event, we popularized the knowledge of glaucoma to help the public understand and scientifically prevent related diseases.

The number of followers of the official account has exceeded **5,000**

The content shared by Dr. Tao was viewed **489** thousand times that day

Patient support

Ocumension is dedicated to identifying, developing, and commercializing first- or best-in-class ophthalmic therapies. In 2023, the Group's core products OT-502 were subject to Real World Research in the Hainan Boao Lecheng International Medical Tourism Pilot Zone to provide support for the evaluation of the efficacy and safety for eye disease patients, and benefit more patients. In the process of collecting real-world data, we recruited many patients and provided them with free treatment drugs and support, with a total investment of over RMB 44 ten thousand.

A total investment of over RMB **44** ten thousand

Industry support

We promote industry innovation and development through industry collaboration. In 2023, Ocumension participated in, hosted or co-organized a number of industry exchanges in many provinces and cities across the country including projects of the national key R&D programme of the Ministry of Science and Technology of the PRC, industry exchanges and academic training programmes.

Ophthalmology Summit Forum

The Ophthalmology Summit Forum hosted by Ocumension grandly kicked off in April 2023, which brought together more than 200 experts and scholars to explore and share insights that facilitated industry exchanges. The forum presented the latest progress in multiple ophthalmologic fields of cataract, glaucoma, corneal diseases, fundus diseases and uveitis, and offered new solutions to common clinical problems. During the forum, experts and scholars discussed and shared their research results and experience.

Special Project of the Ministry of Science and Technology for Prevention of Myopia in Adolescents by the Eye Protection Institution

As Ocumension's first approved project of the national key R&D programme of the Ministry of Science and Technology of the PRC and one of the major special projects under the 14th Five-year Plan, the Research on Precise Prevention Technology and Demonstration Application of Myopia in Children focuses on the pathogenesis, treatment plan, and three-level prevention of myopia in children, and has established a comprehensive prevention and control system for myopia in children that is in line with the national conditions of China. It decreases the occurrence and development of myopia in Chinese children and reduces people's blindness and visual impairment.

In 2023, we continued this project and obtained a regional certificate of registration for low-concentration atropine sulfate eye drops. Also, we participated in the publication of the *Expert Consensus on Preparation of Low-Concentration Atropine Sulfate for Myopia Progression Control (2023)*《低濃度硫酸阿托品防控近視進展眼用製劑製備的專家共識(2023)》, and in the development of industry standards for low-concentration atropine sulfate eye drops. Meanwhile, the multicentre, randomized, controlled clinical trial on the prevention and control of myopia with low-concentration atropine sulfate eye drops has entered the final phase. This project is expected to provide practical assistance and support for the targeted prevention and control of childhood myopia in China.

Special Project of the Ministry of Science and Technology by Shanghai Jiao Tong University

In 2023, as a major special project of the national key R&D programme of Research on the Prevention and Treatment of Common and Frequently-occurring Diseases, the project: the Construction of Multidimensional Big Data-driven Precise Prevention of and Intervention Strategy for Common Blindness-related Ophthalmic Diseases in China continues, which was participated by the Group and applied under the initiative of Shanghai Jiao Tong University. The project will play a positive role in promoting the development and marketing of products for cataract, glaucoma, and myopia in China, and will make a social contribution to reducing blindness and visual impairment in the population.

Ophthalmology Summit Forum by Ocumension in April 2023

Training on fundus disease knowledge in October 2023

Appendix: Index for ESG Reporting Guide

Aspect	Description	Title of sections
A1	Emissions	Low-Carbon Operation and Green Development-Emissions management
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	
A1.1	The types of emissions and respective emissions data.	
A1.2	Direct (Scope 1) and energy direct (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	
A1.5	Description of emission target(s) set and steps taken to achieve them.	
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	
A2	Use of Resources	Low-Carbon Operation and Green Development-Resources management
General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	
A2.5	The total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	
A3	The Environment and Natural Resources	Low-Carbon Operation and Green Development- The environment and natural resources
General Disclosure	Policies on minimising the issuer's significant impacts on the environment and natural resources.	
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	
A4	Climate Change	Low-Carbon Operation and Green Development-Climate change
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	

Aspect	Description	Title of sections
B1	Employment	Diversity and Inclusion for Our Employees- Standardised employment, Compensation and benefits
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	
B1.2	Employee turnover rate by gender, age group and geographical region.	
B2	Health and Safety	Diversity and Inclusion for Our Employees- Health and safety
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards	
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	
B2.2	Lost days due to work injury	
B2.3	Description of occupational health and safety measures adopted and how they are implemented and monitored.	
B3	Development and Training	Diversity and Inclusion for Our Employees- Development and training
General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	
B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	
B3.2	The average training hours completed per employee by gender and employee category.	
B4	Labour Standards	Diversity and Inclusion for Our Employees- Standardised employment
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
B4.1	Description of measures to review employment practices to avoid child and forced labour.	
B4.2	Description of steps taken to eliminate such practices when discovered.	
B5	Supply Chain Management	Accessible Innovation and Reliable Quality- Responsible supply chain
General Disclosure	Policies on managing environmental and social risks of the supply chain.	
B5.1	Number of suppliers by geographical regions.	
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.	
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	

Aspect	Description	Title of sections
B6	Product Responsibility	Accessible Innovation and Reliable Quality- Life-cycle management, Information security and privacy protection
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	
B6.2	Number of products and service-related complaints received and how they are dealt with.	
B6.3	Description of practices relating to observing and protecting intellectual property rights.	
B6.4	Description of quality assurance process and recall procedures.	
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	
B7	Anti-corruption	Diversity and Inclusion for Our Employees- Business ethics
General Disclosure	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	
B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	
B7.3	Description of anti-corruption training provided to directors and staff.	
B8	Community Investment	Giving Back to Community
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport)	
B8.2	Resources contributed (e.g. money or time) to the focus area.	

Ocumension Therapeutics
歐康維視生物