

# sirnaomics

Advancing RNAi Therapeutics

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 2257



# 2023

ENVIRONMENTAL,  
SOCIAL AND  
GOVERNANCE REPORT





# Table of Contents

	Page
INTRODUCTION	2
MESSAGE FROM THE CHAIRMAN	4
ABOUT THE GROUP	5
SUSTAINABILITY STRATEGY	7
COMMITMENT TO INNOVATION AND QUALITY	17
RESPONSIBLE OPERATION	22
TALENT CARE AND DEVELOPMENT	29
CO-BUILD A GREEN ENVIRONMENT	35
COMMUNITY INVESTMENT	43
APPENDIX	46





# Introduction

## ABOUT THIS REPORT

Sirnaomics Ltd. (the “**Company**”) and its subsidiaries (collectively “**Sirnaomics**”, or the “**Group**”) is an RNA therapeutics biopharmaceutical company with product candidates in preclinical and clinical stages, focusing on the discovery and development of innovative drugs for indications with medical needs and large market opportunities. With the mission of developing novel therapeutics to alleviate human suffering and advancing patient care in areas of high unmet medical need, the Group continues to develop a strong portfolio of intellectual property (“**IP**”) with an enriched product pipeline by consistently focusing on its two guiding principles: Innovation and Global Vision with a Patient Centered focus.

The Group acknowledges that it is of exceptional importance to integrate environmental, social and governance (“**ESG**”) initiatives into our business operation. Adhering to responsible development as our business philosophy, the Group is committed to formulating and implementing ESG measures, therefore creating positive influences on our community.

The Group is pleased to publish the latest ESG Report (the “**Report**”) demonstrating the Group’s commitment to sustainability development. The Report summarizes the Group’s ESG management approaches, practices and performances during the financial year ended December 31, 2023 (the “**Reporting Period**” or “**2023**”), unless otherwise specified. The Report should be read in conjunction with the Group’s Annual Report 2023, which covers a comprehensive review of the Group’s financial performance and corporate governance practices.

## REPORTING SCOPE

Unless otherwise stated, the reporting scope of the Report mainly covers the Group’s major subsidiaries which made a material contribution to the Group results of operations and operations that are under the Group’s direct operational control, namely Sirnaomics, Inc. (“**US Sirnaomics**”) and RNAimmune, Inc. (“**RNAimmune**”) located in U.S., Sirnaomics Biopharmaceuticals (Suzhou) Co., Ltd. (“**Suzhou Sirnaomics**”), Sirnaomics Biopharmaceuticals (Guangzhou) Co., Ltd. (“**Guangzhou Sirnaomics**”) and RNAimmune Vaccine (Guangzhou) Co., Ltd. (“**Guangzhou RNAimmune**”) located in Mainland China, and Sirnaomics (Hong Kong) Limited (“**HK Sirnaomics**”) located in Hong Kong.

## REPORTING STANDARD

The Report is prepared in accordance with the requirements stipulated in the Environmental, Social and Governance Reporting Guide (the “**ESG Reporting Guide**”) as set out in Appendix C2 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Report has also been prepared with reference to the Global Reporting Initiative (“**GRI**”) Standards. The Report has been reviewed and approved by the board of directors of the Company (the “**Board**”) in March 2024.

Given the ESG Reporting Guide that underpins the preparation of the Report, the content of the Report has been determined and summarized according to certain reporting principles. The Group has compiled the Report in accordance with the following reporting principles.

## Materiality

- Materiality directs ESG management by prioritizing ESG topics of greater significance to the Group and relevant stakeholders. As such, the Group applied the principle of materiality by performing a materiality assessment based on result analysis of stakeholder engagement and peer benchmarking. Please refer to the sections headed “Stakeholder Engagement” and “Materiality Assessment” for further details.

## Quantitative

- Information regarding the standards, methodologies and conversion factors applied in the calculation of relevant environmental and social key performance indicators (“KPIs”) is disclosed in the Report and explicated corresponding purpose and impacts. Comparative data is provided for ease of reference when analyzing changes in ESG performance. Please refer to relevant sections in the Report for details.

## Balance

- The Report presented the Group’s environmental and social performance on an impartial basis to provide an objective reporting disclosure for readers.

## Consistency

- The methodology adopted for disclosing key environmental and social KPIs is consistent with that of the previous reporting periods, therefore allowing meaningful performance comparison.

The reporting principles are intended to underlie all aspects of the disclosed ESG information. The application of these reporting principles ensures the content of the Report is accurate, objective, transparent and comparable.

## CONTACT US

Building a trusted relationship with stakeholders is vital for the Group’s business sustainability. Your feedback is highly appreciated and facilitate the Group to enhance its management for the best interests of relevant stakeholders. You may provide your comments on the Report or towards the Group’s performance in respect of sustainability via email to [ESG@sirnaomics.com](mailto:ESG@sirnaomics.com).



## Message From the Chairman

Founded in 2007, Sirnaomics' mission is to become a fully integrated international biopharmaceutical company, leveraging our deep experience in RNA therapeutics and novel delivery platform technologies. Capitalizing on our dual proprietary delivery platforms, we have built an enriched clinical pipeline initially focuses on therapeutics for oncology and fibrosis, and expanding to anticoagulant therapies, cardiometabolic disease, complement-mediated diseases, viral infections and medical aesthetics.

We have built an international professional team for the discovery and development of RNAi therapeutics. Currently we are focused specifically on the U.S. and Asia markets, which are supported by our research and development (“R&D”) capabilities and manufacturing facilities in both regions. We are adopting a clinical development strategy to conduct clinical trials for our product candidates initially in the U.S. then extending to Asian countries, and finally reaching to regulatory approvals in multiple markets around the globe.

To enhance living standards and promote human wellbeing, the Group is committed to the principle of sustainability development. We strive for a balanced approach that considers the environment, society, and economy. The Board takes absolute responsibility for formulating our ESG strategy and continuously monitors key risks that could impact the sustainability of our business. Our ESG-related risk management and internal control systems provide a structured framework for policy formulation and effective implementation.

In the meantime, we are deeply concerned about climate change and recognize our responsibility in environmental protection. To address its impacts, we have conducted a comprehensive risk analysis using the globally recognized methodologies. We have established a robust environmental management system to identify and manage our operational impact on the environment, with the aim of minimizing our influence on the surrounding ecosystem. Furthermore, we have implemented a Work Plan for Greenhouse Gas Emission Control and are proactively responding to the growing concerns related to climate change.

The Group places great emphasis on creating social value and fostering cooperation for win-win development. We are committed to providing positive influence to our stakeholders. We prioritize the success of our employees' careers by offering fair and equal opportunities, creating a diverse and inclusive working environment, promoting their health and wellbeing, and enabling them to reach their full potential. When selecting suppliers and partners, we collaborate only with qualified and experienced entities to engage in high-quality R&D efforts, working together towards our shared goal of improving human wellbeing. Additionally, we actively engage in various public welfare activities to fulfill our corporate responsibility to society and contribute to the betterment of communities.

On behalf of the Board, I express sincere gratitude to my fellow directors, the management team, all employees, and stakeholders for their invaluable contributions to the sustainability development of the Group. Looking ahead, the Board will continue to guide the Group's development with a holistic vision. We remain committed to demonstrating professionalism in our R&D of new products, making significant contributions to human health and wellbeing.

# About the Group



The Group is an RNA therapeutics biopharmaceutical market player with product candidates in preclinical and clinical stages that focuses on the discovery and development of innovative drugs for indications with medical needs and large market opportunities. Sirnaomics is the first group to achieve positive Phase IIa and Phase IIb clinical outcomes in oncology for an RNAi therapeutics for the Group's core product, STP705, and the first to have a strong presence in both China and the U.S. in clinical-stage RNA therapeutics. The Group has built a professional international team for the discovery and development of RNAi therapeutics and mRNA vaccines and therapeutics, based on our proprietary drug delivery technology platforms.

The Group's key differentiating feature is our proprietary platforms for administration of RNA-based therapeutics: (1) Polypeptide Nanoparticle ("**PNP**") delivery platform for both local and systemic administration of RNAi therapeutics; and (2) our unique GalNAc-based RNAi delivery platform — GalAhead™ platform, which was developed for subcutaneous administration of siRNA drugs. These technologies build the foundation of our product pipelines. Through internal research and collaborations with prominent laboratories, the Group is moving towards its mission to develop novel therapeutics to alleviate human suffering and advance patient care in areas of high unmet medical need.

The Group's mission is to develop novel therapeutics to alleviate human suffering and advance patient care in areas of high unmet medical need. The Group has developed a strong portfolio of IP with an enriched product pipeline by consistently focusing on its two guiding principles: Innovation and Global Vision with a Patient Centered focus. Through the regular training provided to the Group's employees and supported by funding from institutional investors, corporate partnerships and government grants, the Group looks to accomplish its mission by partnering organizations that have the finest reputation for quality and by encouraging a real commitment from every employee.

## INDUSTRY RECOGNITIONS

Recognized by the Hong Kong Special Administrative Region Government, Sirnaomics and the Government will jointly promote the development of Hong Kong's innovation and technology ("**I&T**") ecosystem. Sirnaomics, together with its subsidiary RNAimmune and strategic partner EDIRNA Inc. ("**EDIRNA**"), were invited to attend the launch ceremony to become the first batch of strategic enterprise partners of the Office for Attracting Strategic Enterprises ("**OASES**"). Dr. Xiaochang Dai, Executive Director and Chief Strategy Officer of Sirnaomics, represented the Group at the launch ceremony to sign a Strategic Enterprise Partnership Agreement with OASES.

As an international financial center and an important hub of knowledge-based economy, Hong Kong provides an excellent business environment and a rich professional talent base. As the first RNA therapeutics pharmaceutical company to enter late-stage research and development in oncology field, the Group hopes to contribute to the development of Hong Kong's I&T by becoming a key corporate partner in Hong Kong, and to enhance further international influence of nucleic acid drug innovation and industrialization in Hong Kong and the Greater Bay Area.



## About the Group

As a leading biopharmaceutical company in RNA therapeutics, we are committed to driving innovation in the industry and introducing new therapies to the market. We have established an R&D center in Hong Kong to consolidate the Group's strengths which will be a strong asset in helping Hong Kong become Asia's leading RNA Medicine Port.



The Company's stock has been selected as a constituent stock of the following index series by Hang Seng Indexes Company Limited, with effect from September 5, 2022:

Hang Seng Composite Index;  
Hang Seng Stock Connect Hong Kong Index;  
Hang Seng Stock Connect Hong Kong MidCap & SmallCap Index;  
Hang Seng Stock Connect Hong Kong SmallCap Index;  
Hang Seng SCHK Mainland China Companies Index;  
Hang Seng Healthcare Index;  
Hang Seng Small Cap (Investable) Index

The inclusion on the Hang Seng Composite Index enables our shares to become eligible for southbound trading on the Hong Kong Stock Connect, which is a channel that facilitates stock trading and investment between Hong Kong and a broader base of Chinese investors in mainland China. This allows the Company to expose to more diversified investors, to improve stock liquidity, and to promote the Company's reputation in the capital market.

## ESG GOVERNANCE

Sirnaomics has developed an ESG Policy that outlines its approach and priorities regarding ESG factors. The policy aims to address the diverse needs in different markets and implement appropriate practices across the Group's operations. To uphold its reputation as a responsible business, Sirnaomics has established a robust ESG management structure, which includes representatives from the Board, the ESG Working Group, and various departments. This structure strengthens the Group's ESG governance and ensures that ESG principles are fully integrated into its business value chain.

The Board is actively involved in the strategic planning of Sirnaomics' ESG initiatives, providing guidance for the company's long-term sustainability development. With the assistance of the ESG Working Group, the Board oversees the Group's performance and regularly reviews and updates ESG risk management approaches and initiatives. It also offers strategic guidance in identifying ESG-related risks and material issues. Additionally, the Board approves ESG reports. Sirnaomics aims to set multiple applicable ESG targets within its overall ESG framework, enabling the use of measurable tools to enhance its ESG performance. For instance, Suzhou Sirnaomics has set a specific target to reduce carbon dioxide emissions within its facility by 10% by 2032 compared to 2021 levels, effectively controlling carbon emissions.

The ESG Working Group, authorized by the Board, comprises representatives with diverse expertise, taking into account the Group's organizational structure and operational mechanism. These representatives utilize their knowledge and skills to facilitate ESG governance, management, and performance improvement. The ESG Working Group advises on ESG issues and ensures the implementation of relevant internal policies throughout Sirnaomics' business value chain. By providing insights from various departments, the ESG Working Group assists in formulating ESG strategies, identifying and analyzing significant ESG risks and opportunities, and reporting on the latest ESG market trends, industry practices, and developments. Furthermore, the ESG Working Group facilitates stakeholder engagement, materiality assessments, and the annual disclosure of ESG reports. It regularly reports observations and provides recommendations on the Company's ESG performance to the Board.



# Sustainability Strategy

Individuals from various departments play a crucial role in implementing the ESG policy as formulated by the Board and the ESG Working Group. It is essential for different department units to monitor the progress and achievements related to the determined initiatives during daily operations. These departments also conduct regular stakeholder engagement and materiality assessments, collect relevant ESG performance data for reporting and review, and coordinate the preparation of the Group's annual ESG report.



## STAKEHOLDER ENGAGEMENT

Sirnaomics recognizes the utmost importance of gaining trust and support from stakeholders in order to facilitate its sustainability development. To strengthen the formulation of its ESG strategy, the Group prioritizes gaining a comprehensive understanding of stakeholders' expectations, concerns, and perspectives related to its business and ESG management practices. During the Reporting Period, Sirnaomics identified key stakeholder groups, including the Board and senior management, shareholders and investors, employees, customers and clinical trial participants, suppliers, partners, government and regulatory bodies, as well as communities and the public. This inclusive approach encompasses individuals and organizations that directly or indirectly impact or are affected by Sirnaomics' operations.

To establish effective communication, Sirnaomics has implemented a robust mechanism to ensure regular two-way engagement with its key stakeholders. By acknowledging the varying levels of dependency and influence on the Group's business, Sirnaomics aims to build long-term partnership and engagement based on loyalty and mutual trust. The Group actively engages with stakeholders and values their input on ESG governance structure, internal control systems, approaches to ESG-related issues, and long-term policy formulation.

# Sustainability Strategy



Sirnaomics has adopted specific communication channels to ensure meaningful interactions and high-quality exchanges with its stakeholders. The below table sets forth the adopted communication channels for stakeholder engagement to ensure building quality communications.

Stakeholders	Expectations and concerns	Communication channels
<b>The Board and senior management</b>	<ul style="list-style-type: none"> <li>— R&amp;D progress</li> <li>— Compliance operation</li> <li>— Financial performance</li> <li>— Risk management mechanism</li> <li>— Stakeholder communication</li> </ul>	<ul style="list-style-type: none"> <li>— Company website</li> <li>— Social media</li> <li>— Training and seminars</li> <li>— Industrial seminars</li> <li>— Meetings</li> </ul>
<b>Stakeholders and investors</b>	<ul style="list-style-type: none"> <li>— Investor communications</li> <li>— Investment returns</li> <li>— Risk management mechanism</li> <li>— Financial performance</li> <li>— Business innovation</li> <li>— R&amp;D progress</li> <li>— Anti-corruption</li> <li>— Compliance operation</li> </ul>	<ul style="list-style-type: none"> <li>— Annual general meetings or extraordinary general meetings</li> <li>— Financial reports</li> <li>— Press releases and announcements</li> <li>— Company website</li> <li>— Telephone hotline and email</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>— Employee compensation and benefits</li> <li>— Equal employment opportunities</li> <li>— Occupational health and safety</li> <li>— Employee development and training</li> </ul>	<ul style="list-style-type: none"> <li>— Company website</li> <li>— Social media</li> <li>— Employee notice boards</li> <li>— Training activities, seminars, and briefing</li> <li>— Daily communication and meetings</li> <li>— Performance reviews</li> <li>— Intranet and policies</li> </ul>
<b>Customers and clinical trial participants</b>	<ul style="list-style-type: none"> <li>— Quality and safety of products and services</li> <li>— Consumer rights and privacy protection</li> <li>— Customer satisfaction and complaint handling</li> <li>— Protection of animal rights</li> <li>— Protection of IP rights</li> <li>— Business integrity and ethics</li> <li>— Responsible marketing and labelling</li> </ul>	<ul style="list-style-type: none"> <li>— Routine communications</li> <li>— Company website</li> <li>— Social media</li> <li>— Feedback from front-line employees</li> <li>— Patient services</li> <li>— Informed consent form</li> </ul>

# Sustainability Strategy

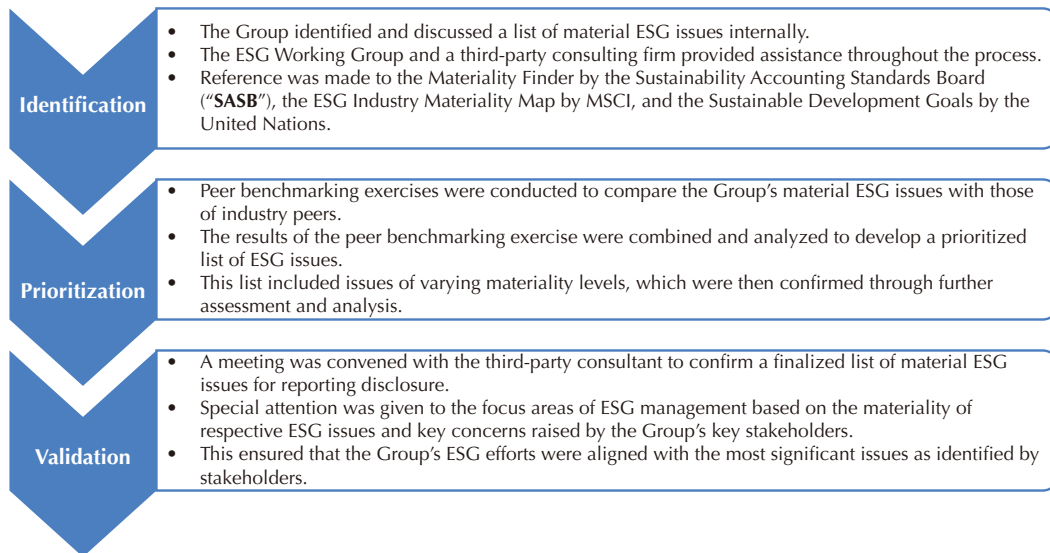
Stakeholders	Expectations and concerns	Communication channels
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>— On-time payment</li> <li>— Fair and open procurement</li> <li>— Stable business relationship</li> </ul>	<ul style="list-style-type: none"> <li>— Supplier management meetings and events</li> <li>— Tendering process</li> <li>— On-site visits</li> <li>— Routine communications</li> <li>— Company website</li> <li>— Social media</li> </ul>
<b>Partners (e.g. academia and institutions)</b>	<ul style="list-style-type: none"> <li>— Quality and safety of products and services</li> <li>— Compliance operation</li> <li>— R&amp;D capabilities</li> <li>— Exchange and cooperation</li> <li>— Stable business relationship</li> </ul>	<ul style="list-style-type: none"> <li>— Regular communications and meetings</li> <li>— Company website</li> <li>— Social media</li> <li>— On-site coaching and inspection</li> <li>— Performance evaluation</li> </ul>
<b>Government and regulatory bodies</b>	<ul style="list-style-type: none"> <li>— Compliance operation</li> <li>— Environmental protection</li> <li>— Production safety</li> <li>— Quality and safety of products and services</li> <li>— Equal employment opportunities</li> <li>— Protection of IP rights</li> </ul>	<ul style="list-style-type: none"> <li>— Company website</li> <li>— Written or electronic correspondences</li> <li>— Routine inspections</li> </ul>
<b>Communities and the public</b>	<ul style="list-style-type: none"> <li>— Environmental protection</li> <li>— Social and public welfare</li> <li>— Timely and adequate information sharing</li> <li>— Industry development</li> <li>— Protection of animal rights</li> </ul>	<ul style="list-style-type: none"> <li>— Company website</li> <li>— Social media</li> <li>— ESG reports</li> <li>— Press releases and announcements</li> <li>— Community activities</li> </ul>





## MATERIALITY ASSESSMENT

The Group enlisted the expertise of a third-party consulting firm to conduct an annual materiality assessment, which aimed to identify the key ESG issues that hold significant materiality for both the Group and its stakeholders. During the Reporting Period, the materiality assessment was reviewed and updated, if necessary, to reflect current market trends, input from industry peers, and relevant reporting standards and tools. This iterative process enabled the Group to direct its formulation of ESG strategy and reporting disclosure, ensuring that timely responses are provided to the concerns raised by various stakeholders. Furthermore, Sirnaomics remains committed to continuously enhancing the process of identifying and determining ESG issues that are relevant to the Group's operations. The following working procedures were carried out during the Reporting Period:





# Sustainability Strategy

**Materiality Matrix**



Legend:

Colour	Sector
Light Green	Environment
Purple	Employment and Labor Practices
Light Blue	Product and Innovation
Orange	Supply Chain
Olive Green	Corporate Governance
Pink	Community

# Sustainability Strategy



Sector	#	ESG Issues
Environment	1	Energy management
	2	Waste management
	3	Use of water resources
	4	Greenhouse gases emissions
	5	Air pollutant emissions
	6	Responding actions to climate risks
Employment and Labor Practices	7	Employment practices and labor standard
	8	Employee compensation and benefits
	9	Diversity, Equity and Inclusion
	10	Training and career development
	11	Occupational health and safety
Product and Innovation	12	Quality and safety of products and services
	13	R&D and innovation
	14	Safety of and communication with clinical
	15	Protection of intellectual property rights
	16	Drug affordability and availability
	17	Privacy and information security
	18	Safeguard of animal welfare
Supply Chain	19	Consistency and sustainability of supply chain
	20	Fair and open procurement
	21	Supply chain environmental and social risk management
Corporate Governance	22	Business ethics
	23	Anti-corruption
	24	Strategic cooperation
	25	Critical incident risk management
Community	26	Community investment and relationships
	27	Promotion of biopharmaceutical industrial development





# Sustainability Strategy

The materiality of each ESG issue was evaluated internally and presented in the above materiality matrix. ESG issues of high materiality were positioned in the top right quadrant of the matrix. The results of the identified material ESG and the materiality matrix were validated by senior management and the Board. Based on the result of the materiality assessment and the reporting principle, the Report's disclosure primarily focused on the ESG issues categorized as highly material. For ESG issues of moderate and low materiality, the Group aimed to provide an overview of its management approaches to offer stakeholders a comprehensive understanding of its ESG practices. To ensure continuous improvement, the Group committed to reviewing its existing ESG strategies, policies, and objectives. This process aimed to optimize ESG performance and reporting disclosure, demonstrating the Group's dedication to ongoing enhancement in ESG management.

## CONTRIBUTIONS TO THE GLOBAL SUSTAINABLE DEVELOPMENT GOALS

In September 2015, the United Nations officially adopted the 2030 Agenda for Sustainable Development, and put forward 17 Sustainable Development Goals (“SDGs”). The 17 SDGs together with 169 corresponding targets aimed to end poverty, fight against inequalities and injustices, tackle climate change and build a common world by 2030. The breadth of the SDGs aims to reflect the complexity and scale of challenges to be addressed in the modern era, and guide the global sustainable development agenda for all individuals and aspects of businesses.

As a socially responsible enterprise, Sirnaomics recognizes the SDGs as an opportunity to enhance its commitment to sustainability. The Group aims to contribute to global and local sustainable development by leveraging partnerships and collaborations with governments and other enterprises across different fields.

On its own path towards sustainable development, the Group upholds its mission of developing novel therapeutics to alleviate human suffering and advance patient care in areas with significant unmet medical needs. After conducting a comprehensive review of the SDGs' relevance to its sustainability initiatives, the Group has identified three key areas of sustainable development that have been integrated into its operational strategy. By aligning with the SDGs and focusing on these key areas, Sirnaomics aims to make meaningful contributions towards sustainable development while fulfilling its mission in the healthcare sector.

# Sustainability Strategy



SDGs	Sirnaomics' contribution
<p><b>Goal 3: Ensure healthy lives and promote well-being for all at all ages</b></p> 	<p>Sustainable development necessitates ensuring healthy lives and encouraging well-being for all generations. The global spread of pandemics, acute and chronic diseases present a significant threat to human life and poses unprecedented challenges to public health.</p> <p>In line with its mission, the Group plays a crucial role by offering clinical trial services for new drug R&amp;D. This aids in expediting the introduction of innovative medical treatments, ultimately benefiting a greater number of patients and ensuring access to safe and high-quality medical care. The Group firmly believes that by providing effective and safe medical treatments, more individuals will have the opportunity to improve their health outcomes. This commitment is exemplified in the sections titled “Commitment to Innovation and Quality”, “Responsible Operation”, and “Community Investment”. These sections highlight the Group’s unwavering dedication to promoting the health and well-being of people globally.</p>
<p><b>Goal 8: Promote sustained, inclusive and sustainability economic growth, full and productive employment and decent work for all</b></p> 	<p>The Group recognizes that the progress of Sirnaomics is intricately linked to the collective efforts of its individuals. It highly values the dedication, expertise, diligence, and compassion of its employees. Consequently, the Group places a strong emphasis on sustainable economic growth and ensuring equality among all employees.</p> <p>The Group acknowledges and celebrates the milestones achieved through both individual endeavors and teamwork, as these achievements contribute to its overall business development. It actively promotes a healthy corporate atmosphere, aiming to create a harmonious working environment and a supportive operating platform where intelligence and dedication can thrive. Within this framework, the Group is committed to nurturing and developing talent. This commitment is exemplified in the section titled “Talent Care and Development”. It provides an insight into the Group’s dedicated efforts to cultivate and support its employees’ growth and professional development.</p>

# Sustainability Strategy

SDGs	Sirnaomics' contribution
<p data-bbox="240 448 582 610"><b>Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</b></p> 	<p data-bbox="699 448 1356 648">The Group firmly believes that scientific and technological innovation is the driving force behind its success. It has achieved remarkable strides in medical innovation and remains committed to fostering industrial growth in a sustainable and high-quality manner.</p> <p data-bbox="699 685 1356 1177">Recognizing the significance of sustainability and resilience in the industry, the Group places great emphasis on nurturing talent and facilitating industry-wide innovation. With a focus on sustainability, the Group actively promotes the growth and development of talented individuals while fostering a culture of innovation. It acknowledges the crucial role played by innovation and quality in driving industry advancement. This dedication to innovation and quality is exemplified in the section titled "Commitment to Innovation and Quality". It showcases the Group's unwavering commitment to enhancing industry development through continuous innovation and the pursuit of excellence.</p>



# Commitment to Innovation and Quality



## R&D AND INNOVATION

Guided by its mission to become a fully integrated international biopharmaceutical company, Sirnaomics leverages its extensive expertise in RNA therapeutics and novel delivery platform technologies to advance human health and well-being. The Group is dedicated to the rapid discovery, development, and potential commercialization of transformative therapeutics and vaccines for patients suffering from a wide range of rare and prevalent diseases.

To achieve its goals, Sirnaomics has assembled a highly skilled international team specializing in the discovery and development of RNAi therapeutics, mRNA vaccines, and therapeutics. These efforts are supported by the Group's proprietary drug delivery technology platforms. While the Group's target market is global, it currently focuses on the U.S. and China markets due to its R&D capabilities and manufacturing facilities in both countries. The Group follows a clinical development strategy, conducting initial clinical trials for its product candidates in the U.S. and subsequently expanding to global trials.

Sirnaomics is the exclusive owner of 1 issued patent and 27 pending patents and applications that cover our PNP delivery platform (without regard to any particular product or product family). These include two applications filed in China, 12 national stage applications stemming from the filing of an international (PCT) application in 2020 (including, among others, one Chinese application and one U.S. application), three PCT applications and three other U.S. non-provisional applications. We continue to develop and use the PNP delivery platform technology for selected indications. Sirnaomics licensed this technology to RNAimmune for use in its mRNA vaccine platforms. RNAimmune has 2 additional PCT and 3 additional U.S. Provisional applications relating to drug delivery.

In 2023, the GalAhead™ RNAi delivery platform advanced in the developing novel therapeutic products focused on complement-related and other diseases. The GalAhead™ platform is protected by two families consisting of 25 pending internationally filed patents. Sirnaomics owns 46 additional applications in 2023 that protect embodiments of the platform directed to specific molecular targets.

Looking ahead, Sirnaomics aims to solidify its position as a leader in RNA therapeutics by expanding the capabilities of its proprietary delivery platforms. This expansion will address existing challenges in the delivery of RNA interference triggers and mRNA, unlocking the full therapeutic potential of these technologies.



# Commitment to Innovation and Quality

## INTELLECTUAL PROPERTY PROTECTION

Sirnaomics is deeply committed to fostering innovation within the highly competitive biotechnology industry and prioritizing strong relationships with its stakeholders. Recognizing the critical role of IP rights in maintaining a competitive edge, the Group places significant importance on protecting these rights for its business and clients. This includes patents, trade secrets, and other proprietary information.

To ensure the security of its operations and enhance information security technology, the Group continuously strengthens its measures. In compliance with laws and regulations, the Group has implemented comprehensive policies<sup>1</sup> for obtaining and safeguarding proprietary IP protection. These protections encompass the Group's drug candidates, discoveries, product development technologies, inventions, improvements, and know-how, whether developed internally or acquired through licensing agreements.

Our employees across the Group assume responsibility for scrutinizing and executing patent acquisitions, trademark registrations, managing IP disputes and lawsuits, and establishing and maintaining IP archives. They also provide relevant training to employees to raise awareness of IP protection, strengthen the IP management system, and mitigate potential risks.

In its dedication to safeguarding valuable intangible assets and fostering innovative development, the Group enters into Confidentiality, Intellectual Property, Non-competition, and Non-Solicitation Agreements with its employees. These agreements outline provisions concerning IP rights ownership, trade protection, confidentiality obligations, and non-competition and non-solicitation requirements.

When engaging in commercial or technical collaborations with external parties such as corporate collaborators, scientific collaborators, sponsored researchers, contract manufacturers, consultants, and advisors, the Group carefully defines IP right clauses and clarifies the ownership of IP rights within the agreements.

In addition to contractual measures, the Group employs other appropriate precautions to protect the confidentiality of its proprietary information. Physical and technological security measures, such as password encryption for important documents, restricted access to Group facilities, and regular upgrades of the cybersecurity system, are implemented.

These extensive measures enable the Group to effectively safeguard its intellectual property rights, prevent infringement, and mitigate the risk of litigation related to third-party IP rights. By upholding a strong commitment to IP protection, Sirnaomics ensures the continued success of its innovative endeavors and maintains the trust of its stakeholders within the biotechnology industry.

<sup>1</sup> Including but are not limited to the Management System of Technical Secrets and Commercial Secrets, Procedures for the Administration of Intellectual Property Rights, and Procedures for the Administration of Enterprise Patents.

# Commitment to Innovation and Quality



## QUALITY AND SAFETY CONTROL OF PRODUCTS AND SERVICES

In addition to ensuring operational compliance, Sirnaomics places great emphasis on maintaining strict quality and safety standards for its products and services. Sirnaomics has established an internal chemistry, manufacturing, and controls (“**CMC**”) team dedicated to expanding its in-house manufacturing capacity. Concurrently, the Group’s analytical science team operates to develop products and services using a scientific, up-to-date, and commercially oriented approach.

The Group’s top priority is ensuring the quality of its products. Throughout the development lifecycle of all product candidates, the Group adopts advanced analytical techniques and tools. This includes the development and validation of analytical methods for drug substances and drug products, technical transfer of process and analytical methods, establishment of specifications, testing and release of each batch, and quality control and assurance.

To test and validate compliance with predefined standards, Sirnaomics has developed a comprehensive quality control system and established a dedicated Quality Control and Assurance team. The Group adheres to Good Manufacturing Practice (“**GMP**”) standards and other applicable domestic and international regulations to monitor and standardize its system’s strategies, practices, and operations. The quality control system covers all aspects of the Group’s manufacturing operations, as illustrated in the diagram below:



A set of relevant regulatory requirements and internal guidelines are circulated that the Group’s employees should guarantee the production qualifications, facilities and processes of suppliers or contractors when working with third parties during clinical trials or manufacturing, such as contract manufacturing organizations (“**CMOs**”). Prior to selecting and finalizing any suppliers, Sirnaomics is significantly cautious about its product quality and qualifications when conducting the comprehensive and standardized review.



## Commitment to Innovation and Quality

During the Reporting Period, no recalls were recorded due to safety and health issues. This achievement can be attributed to the Group's robust internal control implementation and relevant policies that ensure the supply of high-quality and safe products for clinical patients.

### STRATEGIC COOPERATION

In addition to continuous investment in building its in-house research capacity, Sirnaomics actively seeks strategic collaborations with leading biotechnical and pharmaceutical enterprises, as well as top research institutions and universities. These collaborations play a crucial role in expanding the Group's capabilities in innovative research and enhancing its future market competitiveness.

In July 2023, Sirnaomics established a strategic partnership with EDIRNA, an early-stage biotech company focused on RNA-Editing therapeutics, providing an initial funding and an exclusive licensing of Sirnaomics proprietary delivery technologies for advancing EDIRNA's proprietary "Edit-to-Cure Therapeutics™" platform, targeting diseases with high unmet clinical need. By combining EDIRNA's expertise in RNA editing with Sirnaomics' delivery technologies, both companies aim to accelerate the development of innovative therapies and address critical medical challenges.

#### Ongoing Strategic Collaborations with Key Industry Partners

Strategic Collaboration with Tianjushi and NaiLii	In September 2023, Sirnaomics, Tianjushi Engineering Technology Group Co., Ltd., and Shanghai NaiLii Fluid Equipment Co., Ltd. entered into a strategic collaboration with the aim of jointly establishing commercial facilities for multiple proprietary PNP formulations, including STP705, in the Greater China region. Leveraging strategic collaboration Tianjushi's comprehensive project construction solutions and industrialization capabilities, as well as NaiLii's expertise in pharmaceutical equipment manufacturing. Sirnaomics intends to develop an internationally leading industrial base for peptide nucleic acid nanomedicines in the Greater China region. This collaboration aims to create a hub for the industrialization and innovation of nucleic acid interference drugs in the Greater China region.
Licensing Arrangement with Walvax	In April 2021, Suzhou Sirnaomics, US Sirnaomics and Walvax Biotechnology Co., Ltd. entered into a co-development and license agreement to co-develop siRNA drugs STP702 targeting the influenza virus.
Collaboration with Innovent	In January 2020, US Sirnaomics entered into a collaboration agreement with Innovent Biologics (Suzhou) Co., Ltd. to develop a combination therapy consisting of STP705 and sintilimab, an anti-PD-1 monoclonal antibody, for use in advanced cancers, including NSCLC in the U.S.



# Commitment to Innovation and Quality



Collaboration with Shanghai Junshi	In January 2020, US Sirnaomics entered into a collaboration agreement with Shanghai Junshi Biosciences Co., Ltd. to develop a combination therapy consisting of STP705 and Shanghai Junshi's anti-PD-1 monoclonal antibody, toripalimab for use in advanced melanoma, SCC and other agreed clinical applications in mainland China, Hong Kong, Macau, Taiwan and the U.S.
Licensing Arrangement with the University of Maryland	In December 2020, US Sirnaomics and the University of Maryland entered into a patent license agreement to license to US Sirnaomics certain patent rights related to a provisional patent application for improved delivery of mRNA with polymers.

# Responsible Operation

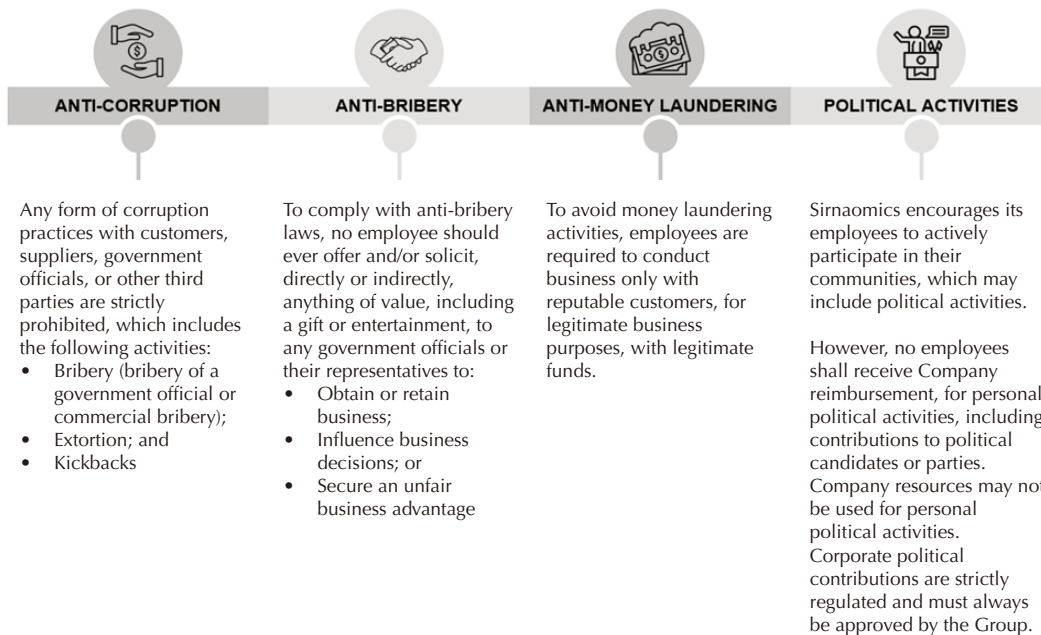
## BUSINESS ETHICS

### Anti-corruption

#### Policy and System

The Group maintains a steadfast commitment to upholding high standards of business ethics and personal conduct among its employees. Every employee is expected to adhere strictly to the Employee Handbook, which encompasses professional and ethical standards in all business activities.

In line with its dedication to ethical practices, the Group fully complies with all applicable laws and regulations in the jurisdictions where it operates. Regardless of their geographic location or place of business, all Sirnaomics employees are required to comply with the U.S. Foreign Corrupt Practices Act (“FCPA”). To reinforce this commitment, the Group has implemented comprehensive Anti-Corruption, Anti-Bribery & Anti-Money Laundering Policies. These policies provide clear guidelines and regulations regarding employee behavior, including areas such as business gifts, international trade control, and political activities –



Furthermore, the Group maintains strict oversight of its relationships with suppliers. Contracts with suppliers explicitly stipulate the requirement for compliance with applicable anti-corruption laws in the jurisdictions where both parties operate. By fostering a culture of integrity and compliance, Sirnaomics aims to ensure that all business dealings are conducted with the highest ethical standards, promoting transparency and accountability throughout its operations.

During the Reporting Period, the Group was not aware of any incidents of non-compliance with the relevant laws and regulations in relation to bribery, extortion, fraud and money laundering. In addition, there were no legal proceedings concluded against the Group's issuer or its employees in relation to corrupt practices during the Reporting Period.

## ***Implementation of Measures***

To foster a culture of integrity and combat unethical practices, the Group strives to enhance employees' awareness of integrity and anti-corruption measures. Efforts are made to bridge the knowledge gap regarding relevant legislation by providing comprehensive information to employees. The Anti-Corruption, Anti-Bribery & Anti-Money Laundering Policies are effectively communicated to all employees, and upon onboarding, employees are required to sign an acknowledgment of receipt of these policies.

To further discourage and address fraudulent behaviors and misconduct, the Group's Audit Committee has established a Whistleblowing Policy. This policy clearly outlines the reporting methods, scope of reporting, and safeguards for whistleblowers. The Group diligently evaluates each complaint received and determines if a thorough investigation is warranted. Typically, an investigator from the Internal Audit and Control ("IAC") is appointed, except in cases involving an IAC employee. If the report suggests a potential criminal offense, the case is referred to the Audit Committee. The Audit Committee, in consultation with the Group's General Counsel or external legal advisors, decides whether authorities should be involved for further action. Confidentiality of the whistleblower's identity is strictly maintained to protect the legitimate rights and interests of all parties involved, both internally and externally.

To ensure the effectiveness of the Whistleblowing Policy, the IAC regularly reviews all complaints received twice a year and reports any patterns of improprieties or alleged misconduct to the Audit Committee for appropriate action. The Manager of IAC is responsible for monitoring and reviewing the use and effectiveness of this policy on an ongoing basis. Any proposed changes to the policy require submission to the Board through the Audit Committee for approval, ensuring a robust governance framework to address potential issues and promote ethical conduct within the Group.

## **Privacy and Information Security**

The Group places utmost importance on data security and privacy protection for its employees, clinical trial participants, and other stakeholders. This commitment extends to safeguarding personal information, medical records, personal data in clinical trials, and other sensitive information. To ensure the protection and non-disclosure of user data, the Group has implemented robust internal procedures and controls to prevent data leakage and loss.



## Responsible Operation

Employees are required to adhere to the Information Security Policy and safeguard the confidentiality of the Group's data and information. The Group has specified confidentiality requirements in the Employee Handbook, requiring employees to strictly abide by the Group's confidentiality system and not to disclose the important content of company documents and commercial secrets. Also, the Group requires employees to maintain the Group's image after resignation, and to keep company secrets in accordance with the provisions of the Confidentiality Agreement.

By prioritizing data security and privacy protection, enforcing confidentiality measures, and providing ongoing training and updates, the Group demonstrates its unwavering commitment to ensuring the integrity and protection of sensitive information.

During the Reporting Period, the Group did not experience any material information leakage or loss of user data.

### **Drug Availability and Affordability**

While the Group is in a transitional phase towards product commercialization, it recognizes the significance of ensuring accessibility and affordability of medicine to those in need, which aligns with its mission and guiding principles. As the Group progresses towards the successful commercialization of its products, it intends to foster academic engagement and education surrounding its offerings. This will be achieved by establishing collaborations with key opinion leaders, hospitals, and renowned doctors through avenues such as clinical trials, R&D partnerships, and participation in academic conferences.

By forging these relationships, the Group aims to penetrate the market responsibly and expand the availability of its products. Furthermore, the Group is committed to complying with relevant regulations and guidelines to promote fair and reasonable pricing. In the U.S., the Group will adhere to the Patient Protection and Affordable Care Act, while in China, it will follow the Opinions on Advancing Drug Price Reform and the Opinions on the Reform of the Review and Approval System for Drugs and Medical Devices. These measures are intended to enhance the affordability of the Group's products, thereby benefiting patients and ensuring equitable access to healthcare.

## **ETHICS IN R&D**

### **Ethical Standards in Clinical Trials**

The Group is dedicated to conducting clinical trials that address legitimate scientific inquiries and needs. All clinical research endeavors are carried out in strict adherence to relevant laws and ethical principles, including the Good Clinical Practice ("GCP") guidelines for drugs. When recruiting researchers, individuals must have completed GCP training, committed to complying with GCP requirements, and pledged to protect the privacy of study subjects. Only researchers who have obtained ethical approval and secured informed consent from subjects are permitted to administer clinical research drugs.



The GCP guidelines establish comprehensive standards for the processes involved in clinical trials. These standards ensure the credibility and accuracy of data and reported results, while safeguarding the rights, safety, well-being, and confidentiality of trial participants. Before commencing any clinical trial at an institution, the study plan must undergo review and approval by an Institutional Review Board (“**IRB**”) or other independent organizations. The IRB is responsible for ongoing review and reapproval of the study, which must occur at least once a year.

In the U.S., the Group submits the new clinical protocol and any protocol amendments to the Food and Drug Administration (“**FDA**”) for review. An IRB has the authority to suspend or terminate the approval of a clinical trial conducted at its institution if it determines that the trial is not being conducted in accordance with its requirements or federal regulations governing human subject research. The IRB may also take such action if the product under investigation is associated with unexpected serious harm to subjects, posing a risk to patient safety.

Similarly, in China, different phases of clinical trials must receive approval from the National Medical Products Administration (“**NMPA**”) and the ethics committee, while also complying with national GCP guidelines. The Group strictly adheres to the latest national GCPs, which require sponsors of a clinical trial to provide investigators and the clinical trial institution with appropriate legal and economic insurance or guarantees related to the nature and level of risks associated with the trial. By adhering to these stringent guidelines and regulations, the Group ensures the ethical conduct and safety of clinical trials, protecting the well-being of participants and maintaining the integrity of the research process.

## **Safety of and Communication with Clinical Trial Participants**

Sirnaomics attaches great importance to ensuring the safety and communication of clinical trial participants. The Group established the Protection of the Subject’s Right to Know and Privacy Policy to ensure compliance with relevant laws and regulations, including International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use Good Clinical Practice (“**ICH GCP**”), Clinical Practice for Drug Clinical Trials, Measures for the Administration of Drug Registration, as well as the guiding principles and requirements of standard operating procedures (“**SOPs**”). This policy serves to fully guarantee the rights of clinical trial participants throughout the entire research process.

Before the screening phase and initiation of treatment in clinical trials, the Group’s researchers provide comprehensive and detailed explanations to participants regarding the nature, importance, impacts, and risks of the trial. Prior to participants joining the trial, researchers or their authorized representatives must obtain signed and dated informed consent from the participants. They engage in thorough communication, ensuring participants are well-informed about the background, purpose, and process of the clinical research project. Participants are made aware of the dosage, drug cycle, and potential side effects of the investigational drug.



## Responsible Operation

To safeguard the health and well-being of clinical trial participants, the Group conducts regular inspections of clinical trials and closely monitors the operations while maintaining comprehensive documentation. The Group ensures that the sponsor of the clinical trial purchases insurance coverage for participants. In the event of any adverse events resulting from the clinical trials, the sponsor is responsible for covering the costs of treatment and providing reasonable economic compensation in accordance with applicable laws and regulations. Through these rigorous measures, the Group demonstrates its commitment to protecting the rights, safety, and privacy of clinical trial participants. By adhering to established guidelines and regulations, the Group aims to conduct clinical trials in an ethical and responsible manner, prioritizing the well-being of the participants.

### Animal Welfare

Sirnaomics strives to adopt relevant management procedures to maintain the standards of animal welfare. We strictly abide by all applicable laws and regulations regarding animal testing. Furthermore, we provide comprehensive training on compliance and regulations related to the ethical use of animals, as mandated by various regulations and standards. These trainings aim to enhance employees' awareness of animal care and welfare. Additionally, our experiment protocols encompass specific equipment specifications and requirements that are crucial for ensuring the protection and well-being of animals involved, including but not limited to the below:

- Application of Specific Pathogen Free (“SPF”)-level animal rooms at Suzhou Institute of Systems Medicine as certified by the AAALAC International and licensed by the Animal Management Committee of Jiangsu Provincial Department of Science and Technology;
- Any changes involving the use and care of animals across the experiment setting must be reviewed and approved by the IACUC Committee before implementation; and
- Animal welfare and the relevant operation details are in compliance with AAALAC standards.



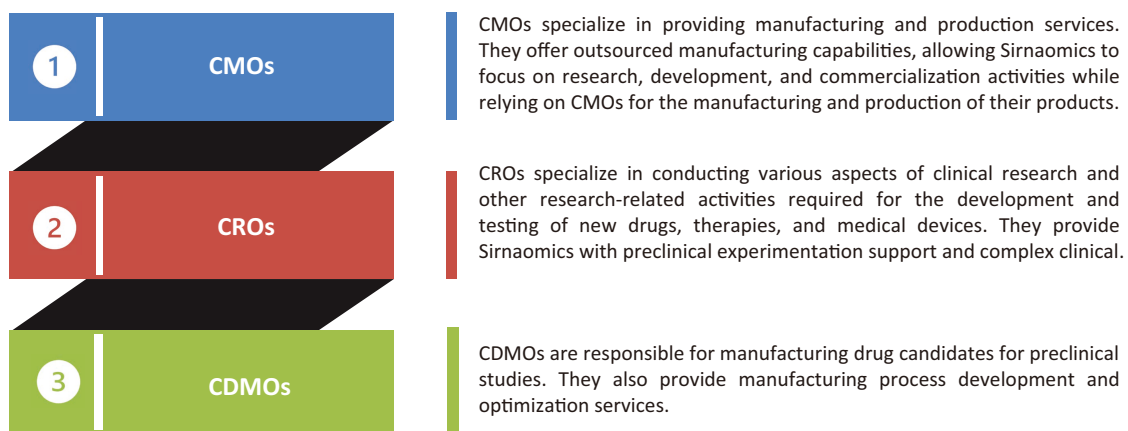
## SUPPLY CHAIN MANAGEMENT

### Supply Chain Management

The Group assumes ownership of the drug candidates and acts as the sponsor for the associated clinical development activities. We undertake comprehensive management of the drug candidate's entire lifecycle, encompassing R&D, manufacturing, and future commercialization. Key decisions regarding the overall development strategy, clinical trial plans and protocols, as well as funding, are made by the Group.

However, the Group does rely on third-party suppliers for the provision of materials and equipment necessary for the research, development, manufacturing, and commercialization of its drug candidates. We source raw materials, technical services, equipment, and infrastructure construction services from reputable and qualified suppliers to support our business operations.

We collaborate with CMOs, contract research organizations ("CROs"), and contract development and manufacturing organizations ("CDMOs") for the procurement of materials, and the support from technical and consulting services. The involvement and roles of third-party service providers in the development of novel molecule drug candidates are typically standardized and similar among different projects.



The smooth functioning of our operations and the progress of our R&D efforts heavily depend on the uninterrupted supply of materials from our suppliers. Any disruption in production or the inability of our suppliers to meet our quantity requirements could significantly impact our operations and impede the advancement of our drug candidates. Furthermore, the quality of the raw materials and equipment provided by our suppliers is of utmost importance to us. Inadequate or substandard supplies of materials and equipment could hinder the R&D of our drug candidates, expose us to product liability claims, or have other adverse effects on our operations. Therefore, maintaining a stable and sustainable supply chain is crucial for the seamless continuation of our business operations.



# Responsible Operation

## Assessing Suppliers' Environmental and Social Risks

The Group has implemented a Sustainability Supply Chain Policy that emphasizes the consideration of social, ethical, and environmental performance of its various suppliers throughout the procurement and tendering processes. In line with our commitment to sustainability, we conduct an annual review of our supplier list, adhering to the following guiding principles:

- All suppliers are aware of the environmental, social and ethical issues relevant to their operations and have established minimum standards for these issues;
- The major suppliers and suppliers with higher risks shall have management systems in place to address associated issues and risks;
- Probity and accountability standards are maintained during the review;
- Discrimination is minimized against small and medium enterprises or local vendors, if such vendors could meet the needs of the Group;
- The accuracy of the information provided by suppliers is ensured through audit, third party verification or similar processes; and
- Priority to environmentally and socially responsible suppliers who promote environmentally preferable products and services shall be selected, if all other conditions are equal for the Group.

Any material violation of environmental or other social laws and regulations may lead to the termination of supplier contracts. Through the above review procedures, the Group could minimize the potential environmental and social risks in the supply chain. Such policies and practices are subject to regular review by corresponding departments and shall be updated from time to time when appropriate.

In 2023, the Group had 45 major suppliers, including 25 located in the U.S., 16 located in China and 4 located in other countries, and all major suppliers are subject to the above evaluation and monitoring regularly.



# Talent Care and Development



Sirnaomics owes its leading position and success to its diverse and experienced workforce. In order to attract and retain top talent, the Group is committed to upholding respect for all individuals and embracing workplace diversity as an integral part of our daily operations. During the Reporting Period, the Group has strictly adhered to applicable labor laws and regulations<sup>2</sup>, and was not aware of any incidents or violations of the relevant labor laws and regulations relating to compensation and dismissal, recruitment, and promotion, working hours, rest periods, equal opportunities, diversity, antidiscrimination and other benefits and welfare. We have maintained a vigilant approach, closely monitoring any regulatory updates in the regions where we operate to ensure ongoing compliance with evolving requirements.

## EMPLOYMENT PRACTICE

With reference to the laws and regulations of the operational regions, the Group has formulated the Employee Handbook, detailing the management approaches regarding remuneration and dismissal, recruitment and promotion, working hours, rest days, compensation and employee welfare and benefits, so as to ensure all employees understand their legitimate labor rights and interests.

The Group has implemented standardized human resources management mechanisms through the development of the Employee Handbook and the Human Resources Management Procedures. These resources serve to ensure that all employment practices align with the statutory requirements of the regions in which the Group operates. The Human Resources Department plays a crucial role in carrying out relevant assessments and interviews as part of the recruitment, resignation, and dismissal processes. For recruitment, a comprehensive evaluation is conducted, taking into account various criteria such as candidates' technical skills, competencies, personality traits, and occupational orientation. In our commitment to continuously enhance talent retention and development, the Group conducts exit interviews with departing employees. This practice allows us to gain insights into the reasons behind employees' decisions to resign and enables us to analyze and address any underlying issues. The overall employee turnover rate in 2023 was 72.4%<sup>3</sup>, more information about the Group's turnover rate can be found in the section headed "Quantitative Performance Summary".

<sup>2</sup> Including but are not limited to the Fair Labor Standards Act of the U.S., the Equal Employment Opportunity (EEO) laws of the U.S., Employment Ordinance (Cap.57) of the HKSAR, Employees' Compensation Ordinance (Cap.282) of the HKSAR, Mandatory Provident Fund Schemes Ordinance (Cap.485) of the HKSAR, the Labor Law of the PRC and the Labor Contract Law of the PRC.

<sup>3</sup> The relative high turnover rate can be attributed to the restructuring of the Group and the implementation of a cost-cutting strategy. The restructuring efforts were undertaken to enhance operational efficiency, streamline processes, and align our resources with the Group's long-term strategic objectives. As part of this restructuring process, roles were realigned to optimize the overall performance of Sirnaomics.



# Talent Care and Development

The Group is fully committed to upholding and safeguarding human rights, maintaining the highest standards of ethical behavior, and protecting labor rights across all operations. Our steadfast dedication to these principles is clearly outlined in the Employee Handbook and Human Rights Policies. We have implemented strict policies that unequivocally prohibit any form of child labor and forced labor within the workplace. To ensure compliance, the Human Resources Department conducts thorough identification and qualification checks for all job candidates and workers before the signing of contracts. In the event that any instances of child labor or forced labor are identified, immediate action is taken. The Group promptly terminates the relevant contract and initiates follow-up investigations to address the situation appropriately. During the Reporting Period, the Group was not aware of any material non-compliance with child and forced labor-related laws and regulations that would have a significant impact on the Group.

## **Diversity, Equal Opportunities and Anti-discrimination**

We recognize that the diverse backgrounds, knowledge, and experiences of our employees contribute to the exchange of ideas and ultimately drive the achievement of our business goals. As outlined in the Group's comprehensive ESG Policy, Sirnaomics places a strong emphasis on non-discriminatory employment practices and procedures. We firmly believe in creating a workplace that upholds equal opportunities for all individuals.

The Group has formulated various policies, such as the Equal Employment Opportunity Policy, to prevent any activities that may violate the principles of equal opportunity and anti-discrimination. We adhere to the principles of fairness and transparency during the entire employment procedures, including but not limited to recruitment, job assignment, remuneration, promotion, training, and termination. Regardless of race, color, religion, sex, sexual orientation, national origin, age, veteran status, physical or mental disability, marital status, genetic characteristics, traits historically associated with race such as hairstyle, or any other characteristic protected by law, only objective factors, such as qualifications and capabilities, should be considered in the decision-making process. Employees are strongly encouraged to report any incidents of discrimination, and the Group strictly prohibits any form of retaliation against individuals who report such incidents or participate in related investigations. We maintain a zero-tolerance approach towards discrimination in the workplace. To ensure a working environment free from discrimination, the Group enforces appropriate disciplinary measures, including immediate termination if necessary, against any employee found to be in violation of relevant policy. More information about the Group's diversity in workforce can be found in the section headed "Quantitative Performance Summary".

## **Employee Data**

As of December 31, 2023, the Group had 145 employees, more information about the Group's workforce can be found in the section headed "Quantitative Performance Summary".

# Talent Care and Development



## WORK-LIFE BALANCE

The Group is fully dedicated to protecting and preserving the rights of its employees. We have implemented robust provisions in the labor contract and Employee Handbook to ensure working hours, rest and leave, labor protection, and working conditions are well-defined and upheld.

One of our primary objectives is to discourage unnecessary overtime work and promote a healthy work-life balance for our employees. We firmly believe that a balanced approach contributes to their well-being and overall satisfaction. To support this, we provide a comprehensive range of holidays and leaves, including national holidays, paid annual leave, sick leave, bereavement leave, study leave, maternity and parental leave, as well as work injury leave.

Recognizing the positive impact of work-life balance on both employee motivation and the long-term sustainability of our business, we organize various activities that enrich the cultural lives of our employees. These initiatives contribute to creating a harmony and joyful work environment that fosters their well-being and satisfaction.

By prioritizing work-life balance and offering opportunities for cultural enrichment, we aim to enhance employee performance, foster a positive workplace atmosphere, and ultimately achieve enduring success for our organization.

### Case Study: Suzhou Sirnaomics' Mount Mogan Team Bonding Adventure



Suzhou Sirnaomics organized a successful team bonding activity with a two-day trip to Mount Mogan. The trip offered a refreshing break from the daily work routine and allowed everyone to connect on a personal level outside the office setting. Throughout the excursion, team members engaged in various activities such as hiking, team-building games, and group meals, which encouraged collaboration, communication, and mutual support. The shared experiences and challenges during the trip not only created lasting memories but also promoted a sense of unity and teamwork within the Suzhou Sirnaomics team. The Mount Mogan trip successfully reinforced the Company's commitment to nurturing a positive and cohesive work environment while fostering a spirit of adventure and collaboration among its employees.



# Talent Care and Development

## OCCUPATIONAL HEALTH AND SAFETY

### Ensuring a Safe Work Environment

Ensuring the occupational health and safety of our employees is a top priority at Sirnaomics. We are fully committed to providing a safe workplace for all our employees. To achieve this, we not only comply with but also exceed applicable health and safety laws and regulations.

Our approach to safety and health integrates considerations into the design, maintenance, and operations of our facilities. We have developed a Safety Standardization Policy that guides our occupational health and safety management practices. This policy covers various areas, including research and trial production safety, occupational health, risk identification, and emergency response.

To effectively manage occupational health and safety, we have implemented a comprehensive safety management system and established a Safety Committee. This committee consists of representatives from relevant departments at all levels, responsible for overseeing safety management. They monitor and ensure compliance with environment, health, and safety (“EHS”) laws and regulations. In the event of any identified EHS risks, the Safety Committee promptly implements mitigation measures to protect employees from potential dangers throughout our research and trial production processes.

Through our Risk Assessment and Management System, we identify, evaluate, and classify potential safety risks. This enables us to control and manage safety risks effectively with tailored approaches based on their levels of severity. We set safety production targets for relevant departments based on the analysis of risk assessment results. Regular safety inspections, audit checks, and performance reviews are conducted to ensure the effective implementation and maintenance of safety standardization in the workplace. Any safety issues that arise are addressed promptly with appropriate corrective measures.

To minimize exposure to key safety hazards, such as the use and handling of hazardous chemicals, we have developed policies and guidelines, including the Hazardous Chemicals Management Policy, Laboratory Maintenance & Safety Management, and Chemical Hygiene Plan. These resources assist in monitoring and managing the purchase, transportation, storage, and disposal of hazardous chemicals. Additionally, we have established other policies and safety manuals to address specific areas, such as fire safety, special operations, and contractor safety.



# Talent Care and Development



## Occupational Health

The Group has implemented an Occupational Health Management Policy and a Management System for Evaluating Occupational Hazard Factors in Workplaces. These measures aim to eliminate and reduce adverse influences on human health, including occupational diseases. As part of our commitment, we provide appropriate personal protective equipment to our employees and conduct regular inspections of our operational facilities. Additionally, designated employees who may come into contact with hazards undergo special health or medical examinations.

We understand the importance of education and training in raising employees' health and safety awareness. For instance, our comprehensive safety education program for new employees covers a three-level approach. This includes an overview of the Group's health and safety performance, an understanding of relevant laws and regulations, and in-depth focus on fire safety through case studies. Furthermore, we provide annual on-the-job training that covers relevant health and safety management procedures and hazard protection measures. This training ensures that employees are equipped with the necessary knowledge and skills to maintain a safe work environment.

To continually assess and address potential hazardous and safety risks, we conduct periodic occupational health-related inspections across our daily operations. If any deficiencies in safety management are identified, they are promptly rectified, and corresponding safety measures are implemented to prevent recurrence.

There were no work-related fatalities that occurred in the past three years including the Reporting Period, nor there were any lost days due to work injury. During the Reporting Period, the Group was also not aware of any material non-compliance with health and safety-related laws and regulations that would have a significant impact on the Group.

## TRAINING AND DEVELOPMENT

Sirnaomics continues to lead the emerging trends in business development by fostering a positive learning atmosphere and continuously enhancing employees' competencies and skills. The success of our Group relies on the performance of our employees at all levels. We firmly recognize the significance of talent development, particularly the ability to adapt to change, which is a core value instilled in our workforce.

To address this, we have implemented the Employee Training Policy, which aims to identify and meet the training needs of our employees through regular, specialized, and customized training programs. As outlined in our Employee Handbook, eligible employees are provided with financial incentives to attend designated external training and development programs. Additionally, we offer a wide range of internal on-the-job training sessions facilitated by experienced senior employees or third-party consultants. These sessions are designed to keep our employees up to date with evolving market trends and encompass various aspects of our business operations, such as overall management, project execution, and technical expertise. By doing so, we empower our employees to achieve their career development goals and enhance their work capabilities.

# Talent Care and Development

## Case Study: 2023 Training Highlights



- **Harnessing Innovation: Insights from Dr. Yang Lu's Journey in the Industry**

Dr. Yang Lu, the founder, Chairman of the Board, executive Director, President, and Chief Executive Officer of the Group, provided professional training to our employees. Dr. Lu established Suzhou Sirnaomics in 2008 to conduct R&D in RNAi-based therapeutics in China. In 2012, he further established Guangzhou Sirnaomics to focus on the formulation and manufacturing of novel RNAi therapeutic products. Dr. Lu's contributions and achievements have been recognized through numerous awards and grants for his innovative efforts and entrepreneurship. Dr. Lu's extensive experience within the industry provides valuable insights and knowledge to our employees. His participation in providing professional training not only benefits our workforce but also creates opportunities for knowledge sharing and cooperation across Sirnaomics.



- **Safeguarding Innovation: Mastering IP Protection in R&D**

Recognizing the significance of safeguarding IP rights, the Group organized a specialized legal training session focusing on IP protection in R&D to address the unique challenges and opportunities related to the topic. The training aimed to provide guidance on best practices in this area. The session emphasized the value of protecting innovations, inventions, trademarks, and trade secrets to ensure the Group's competitive advantage and foster a culture of innovation. The training was led by qualified legal professionals with expertise in IP protection. They shared insights, case studies, and practical strategies for effectively managing and safeguarding IP assets during the R&D process. The Group aimed to equip employees with the necessary knowledge and skills to navigate the complex landscape of IP protection in R&D.

In 2023, the average number of training hours was 34.2 hours and 71.3% of the Group's employees received training. More information about the average number of training hours for the Group's employees and percentage of employees who received training can be found in the section headed "Quantitative Performance Summary".

# Co-Build a Green Environment



The Group is dedicated to achieving environmental excellence and actively works towards minimizing the impact of its business activities on the environment and natural resources. We prioritize the adoption, development, and implementation of environmentally friendly materials, products, and processes whenever feasible, recognizing their potential for commercial applications. Furthermore, we encourage and provide support for conservation and environmental protection programs.

To effectively manage resource utilization, including energy, water, and other raw materials, the Group implements a range of initiatives. Operating units that have high consumption of these resources establish policies outlining specific control measures to achieve our environmental objectives. Where applicable, targets are set and regularly reviewed, and the results are assessed to ensure the effectiveness of emission control measures.

During the Reporting Period, the Group was not aware of any non-compliance with the relevant laws and regulations<sup>4</sup> that has a significant impact on the Group relating to air and GHG emissions, discharges into water and land, and generation of hazardous and nonhazardous waste.

## EMISSIONS MANAGEMENT

The Group recognizes the environmental impact of its operations, particularly in terms of emissions such as exhaust gas, GHG emissions, waste, and sewage. The Group strictly complies with the laws and regulations of the place and adheres to the emission limit standards by strengthening waste management to minimize the potential negative impact caused in the operation process. To effectively monitor and control emissions during the R&D and production processes, the Group has standardized its management through multiple formalized documents.

### Exhaust Gas

The Group generates various types of exhaust gas, including nitrogen oxides (“NO<sub>x</sub>”), sulphur oxides (“SO<sub>x</sub>”), particulate matters (“PM”) and volatile organic compounds (“VOC”), primarily resulting from the use of chemicals in our R&D centers and vehicle transportation activities. We are committed to adhering strictly to the exhaust gas emission standards mandated in the regions where we operate. To achieve this, we have implemented the Exhaust Gas Management System, which outlines comprehensive measures for preventing and controlling exhaust gas pollution. The system specifies treatment control requirements and clearly assigns responsibilities to respective departments, ensuring that our exhaust gas emissions consistently meet the prescribed emission standards.

<sup>4</sup> Including but not limited to the Water Pollution Prevention and Control Law of the PRC, Air Pollution Prevention and Control Law of the PRC, Solid Waste Environmental Pollution Prevention and Control Law of the PRC, the Energy Policy Act of 2005 in the U.S., etc.

# Co-Build a Green Environment

During the Reporting Period, the following air emissions data was recorded by the Group:

Indicators	Unit	2021	2022	2023
NO <sub>x</sub>	kg	2.90	79.0	3.68
SO <sub>x</sub>	kg	0.10	0.65	0.11
PM	kg	0.21	0.30	0.27
VOC	kg	160.80	28.92	18.90

## GHG Emissions

The regulation of carbon emissions has emerged as a shared responsibility within the international community. The Group recognizes its direct emissions, primarily originating from sources owned or controlled by Sirnaomics, such as fuel combustion in our owned vehicles and production facilities (“**Scope 1 emissions**”). Additionally, the Group’s indirect emissions predominantly result from the purchased electricity utilized (“**Scope 2 emissions**”). In response to environmental challenges, the Group is actively promoting the principles of energy conservation and emission reduction among employees, fostering a collective effort to minimize carbon emissions throughout the operations and development of Sirnaomics.

Using Suzhou Sirnaomics as an example, we actively respond to national objectives of achieving carbon emissions peak and carbon neutrality while accelerating the Group’s green and low-carbon development. To align our operations with these goals, Suzhou Sirnaomics has devised a comprehensive Work Plan for Controlling Greenhouse Gas Emissions, tailored to our specific operating context. This plan establishes clear emission reduction targets and outlines various action measures. For Suzhou Sirnaomics, a definite target is set that carbon dioxide emissions within the Suzhou Facility is expected to be reduced by 10% by 2032 as compared with 2021, to effectively control the total carbon emissions.

During the Reporting Period, the GHG emissions of the Group are set out below:

Indicators <sup>1</sup>	Unit	2021	2022	2023
Scope 1 emissions <sup>2</sup>	tCO <sub>2</sub> e	17.28	27.64	19.36
Scope 2 emissions <sup>3</sup>	tCO <sub>2</sub> e	551.33	667.65	1,177.90
Total GHG emissions	tCO <sub>2</sub> e	568.61	695.30	1,197.26
GHG emissions intensity <sup>4</sup>	tCO <sub>2</sub> e/gross floor area in sq ft	0.0109	0.0131	0.0114



# Co-Build a Green Environment



## Notes:

1. The data is presented in terms of tonnes of carbon dioxide equivalent and is calculated by reference to, “The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standards” issued by the World Resources Institute and the World Business Council for Sustainability Development, “How to prepare an ESG Report — Appendix II: Reporting Guidance on Environmental KPIs” issued by the HKEX, 2020 National Average Emission Factors for Mainland China and Emission Factors for Greenhouse Gas Inventories published by the U.S Environmental Protection Agency.
2. Scope 1 emissions refer to direct GHG emissions from fuel combustion of unleaded gasoline in company-owned vehicles.
3. Scope 2 emissions refer to indirect GHG emissions from energy generated by the use of electricity purchased from local power companies.
4. The total GHG emissions during the Reporting Period have increased due to the occupation of new facilities with expanded floor area, resulting in higher consumption of purchased electricity and subsequent GHG emissions.

## Waste

The primary non-hazardous waste generated across Sirnaomics includes general office waste and industrial waste. To actively reduce the generation of general waste, the Group has implemented various waste reduction measures. These initiatives focus on promoting a paperless office environment, encouraging double-sided printing, and advocating for the recycling of office supplies. In our commitment to sustainability, the Group has also established recycling facilities to facilitate proper waste management. Recyclable materials such as carton boxes and metal waste are regularly collected and responsibly processed by qualified third-party recycling partners.

Additionally, the Group generates hazardous waste through chemical waste produced during R&D experiments and trial production, waste activated carbon from exhaust gas treatment equipment, and pharmaceutical waste. In compliance with relevant laws and regulations<sup>5</sup>, the Group has established a Hazardous Waste Management System and a Responsibility System for Hazardous Waste Managers. These systems ensure strict oversight of waste generation, collection, classification, labeling, recording, storage, transportation, and disposal. The aim is to prevent land pollution and safeguard personal health in line with environmental protection standards.

<sup>5</sup> Including the Law of the PRC on the Prevention and Control of Solid Waste Pollution and the Regulations on the Safety Management of Hazardous Chemicals, The Solid Waste Disposal Act in the U.S.



## Co-Build a Green Environment

All hazardous waste is required to be appropriately packed or stored in sealed containers within designated areas for temporary storage. Each storage container is securely labeled to accurately identify the waste and facilitate transportation. Furthermore, qualified waste collectors handle all hazardous waste for further treatment and disposal, while responsible departments maintain waste ledgers to monitor the disposal routes.

During the Reporting Period, the following hazardous and non-hazardous waste data were recorded by the Group:

Indicators	Unit	2021	2022	2023
Hazardous waste generated	tonnes	3.49	11.12	5.64
Hazardous waste intensity	tonnes/employee	0.02	0.05	0.04
Non-hazardous waste generated	tonnes	25.95	23.32	18.94
Non-hazardous waste intensity	tonnes/employee	0.15	0.10	0.13

Note:

1. The reported amount of hazardous waste generated in 2022 has been restated due to the Group refining its data collection scope and aligning the definition of hazardous waste across subsidiaries during the Reporting Period.

### Sewage

The Group generates sewage comprising both domestic wastewater and experimental wastewater. To ensure proper management of wastewater, the Group has established the Wastewater Management Regulations. These regulations standardize procedures for wastewater discharge, treatment, sampling, and testing before being released into the local municipal sewage system. At our R&D centers, an in-house wastewater treatment facility is installed to effectively process experimental sewage. This facility employs a combination of physical, chemical, and biological processes to treat the wastewater. To maintain water quality standards, a monitoring system for major water pollutants has been implemented. This system constantly inspects pollutant levels, including chemical oxygen demand, suspended solids, ammoniac nitrogen, and total phosphorus. By adhering to these measures, we ensure that the quality of the effluent meets local standards, thereby reducing the negative impact of sewage on the surrounding environment and safeguarding employee health.

# Co-Build a Green Environment



## RESOURCE MANAGEMENT

Energy, water, and raw materials constitute the primary resources consumed during the Group's operations. Recognizing the significance of responsible resource management, the Group continuously strengthens its efforts to enhance energy and resource efficiency in both R&D and production processes. Ultimately, the Group aims to reduce waste and promote sustainability resource utilization throughout its operations.

### Energy Consumption

The Group's energy consumption during its operations primarily stems from a limited amount of fuel used for company-owned vehicles and purchased electricity. To proactively manage energy usage, the Group consistently identifies potential opportunities for energy savings and efficiency improvements across all production aspects. To achieve this, the Group adopts standardized daily operating procedures that prioritize energy conservation. Regular monitoring of electricity consumption is conducted to identify areas for optimization and implement energy-efficient measures. Additionally, the Group actively promotes green office practices to further reduce energy consumption within office spaces. The Group recognizes the importance of employee engagement in energy conservation efforts. As part of this commitment, the Group encourages employees to plan vehicle routes efficiently, minimizing fuel consumption during their daily commutes.

During the Reporting Period, the total energy consumption of the Group is set out as below:

Indicators	Unit	2021	2022	2023
Direct energy consumption <sup>1</sup>	MWh	62.96	92.87	64.99
Indirect energy consumption	MWh	1,006.76	1,366.28	3,103.39
Total energy consumption	MWh	1,069.72	1,459.15	3,168.38
Energy consumption intensity	MWh/gross floor area in sq ft	0.0205	0.0276	0.0301

Notes:

1. Energy conversion is based on the Energy Statistics Manual published by the International Energy Agency.
2. The total energy consumption during the Reporting Period have increased due to the occupation of new facilities with expanded floor area for the operational requirements.



# Co-Build a Green Environment

## Water Consumption

The Group remains committed to enhancing water resource management, improving water utilization efficiency, and taking concrete actions to protect this valuable resource. To achieve these goals, the Group implements technical enhancements to equipment, thereby improving the utilization rate of water resources and minimizing unnecessary water usage. These measures ensure that water is used efficiently across the Group's operations. Furthermore, the Group actively promotes water conservation among employees, emphasizing the importance of mindful water usage in various areas such as laboratory testing, cleaning, and office work. By raising awareness and encouraging responsible water practices, the Group aims to instill a culture of water conservation throughout its workforce.

During the Reporting Period, the Group mainly used municipal water. The Group does not take water from areas of high water stress and all its operating sites have sufficient water supply. The Group therefore does not have any issues in sourcing water that is fit for purpose.

During the Reporting Period, the water consumption of the Group is set as below:

Indicators	Unit	2021	2022	2023
Total water consumption	m <sup>3</sup>	1,343.63	2,265.08	3,764.00
Water consumption intensity	m <sup>3</sup> /gross floor area in sq ft	0.0258	0.0428	0.0358

Note:

1. The total water consumption during the Reporting Period have increased due to the occupation of new facilities with expanded floor area for the operational requirements.

## Chemical Use

To prevent the wastage of raw materials, the Group conducts a thorough evaluation of experimental procedures conducted during the R&D phase. Scientific experiments are executed following the Group's SOPs, which ensures operational safety, enhances R&D efficiency, and promotes the efficient use of chemicals. In order to optimize resource utilization, the Group emphasizes prudent chemical procurement practices among employees. This includes avoiding excessive orders of chemicals and implementing a system for rotating the use of chemical inventories. By adhering to this approach, the Group ensures that chemicals are used before their expiration dates, minimizing waste and maximizing their utility.



# Co-Build a Green Environment



During the Reporting Period, the Group used approximately 93.61 g of chemicals for R&D purposes.

Indicators	Unit	2021	2022	2023
Total raw material consumption • chemicals	g	26.74	390.71	93.61

## Packaging Material

In 2021, the Group established a clinical manufacturing facility in Guangzhou to bolster its internal production capacity in support of pre-clinical toxicology research and early-stage clinical studies. In our operations, we primarily utilize vials and other packaging materials. We place considerable emphasis on the efficient and cost-effective utilization of packaging materials.

During the Reporting Period, the amount of packaging materials consumed by the Group's operation was 312.05 kg.

Indicators	Unit	2021	2022	2023
Packaging material consumption	kg	N/A	13,396.28	312.05

## THE ENVIRONMENT AND NATURAL RESOURCES

As a responsible enterprise, the Group remains dedicated to creating value for the industry's development and human health. Simultaneously, the Group upholds its commitment to environmental responsibility and endeavors to achieve a harmonious coexistence between humanity and nature. To ensure the fulfillment of environmental obligations, the Group has implemented a comprehensive environmental management system. This system enables the identification and management of environmental impacts throughout the operational processes, with a focus on minimizing the Group's influence on the surrounding environment. Given that the Group's products have not yet reached the commercialization stage, the current operational processes have not resulted in any significant adverse environmental impacts or natural resource depletion. However, the Group actively seeks opportunities to promote green chemistry in laboratory testing and clinical trial processes. By doing so, the Group aims to eliminate or reduce the use of hazardous substances, thereby minimizing the potential for chemical leakage and pollution in the environment.



# Co-Build a Green Environment

## RESPONDING TO CLIMATE CHANGE

Climate change is a global concern, and achieving carbon neutrality has become a shared objective among nations worldwide. In 2015, the adoption of the Paris Agreement marked a significant milestone, establishing a legally binding framework for reducing greenhouse gas (GHG) emissions. In alignment with this international effort, China has set ambitious targets to reach a carbon peak before 2030 and achieve carbon neutrality by 2060.

Recognizing the importance of addressing climate change, the Group actively references globally recognized framework. By doing so, the Group conducts a comprehensive assessment of climate-related risks, aiming to understand the potential financial and operational impacts on its business. This approach enables the Group to proactively identify and evaluate climate-related risks and opportunities.

To ensure a comprehensive evaluation of climate-related risks, the Group has taken the initiative to appoint an external consultant specializing in climate risk identification. This consultant has conducted a thorough assessment of various climate-related risks, encompassing both transition risks and physical risks.

Transition risks, including policy and legal risks, reputation risks, and technology risks, were meticulously evaluated. The consultant examined potential impacts arising from changes in regulations, shifts in public sentiment, and advancements in technology that could affect the Group's operations and market position. Additionally, the identification process considered physical risks, encompassing acute risks such as extreme weather events and chronic risks like gradual changes in temperature and precipitation patterns.

The results of the climate risk identification exercise have been extensively discussed internally within the Group. This internal discussion focused on understanding the potential impacts associated with each identified risk and exploring appropriate strategies to mitigate and adapt to these risks. By engaging in these discussions, the Group aims to enhance its resilience and develop proactive measures to address climate-related challenges.

The Group has established a comprehensive ESG governance system that Climate Change Risk Governance is included. The Board has the overall responsibility for the Group's ESG affairs, including climate-related issues. The ESG Working Group assists the Board to identify the ESG and climate-related risks, reviews the ESG practices and performance and reports to the Board regularly.

# Community Investment



## CORPORATE SOCIAL RESPONSIBILITY

The Group deeply acknowledges its corporate social responsibility towards our community. It is committed to showcasing this responsibility through its research and development endeavors focused on creating drugs to combat diseases and improve the overall health of humanity. In addition to its commitment to the development of Hong Kong's I&T sector, Sirnaomics actively supports community and public welfare initiatives while promoting the overall growth of the industry.

By establishing itself as a strategic enterprise partner and signing a partnership agreement with OASES, Sirnaomics demonstrates its dedication to fostering collaboration and knowledge-sharing within the community. Sirnaomics has also successfully received approval of a grant of HK\$8 million from HKSTP Clinical Translational Catalyst Program, and received approval of a grant of HK\$2 million from HKSTP Medtech Co-create Program.

The Group's presence in Hong Kong not only contributes to the local economy but also creates opportunities for talent development. Furthermore, Sirnaomics' focus on RNA therapeutics and its establishment of an R&D Center in Hong Kong directly contribute to advancements in the field, driving innovation and introducing new therapies to the market. Not only the Group has established its leadership team in Hong Kong, the strategic and scientific discussions with the leaders of the academic institutions and the government officials in Hong Kong are intensified with two sharp goals: (1) collaborations for RNA medicine related R&D and clinical studies; and (2) building a commercial scale manufacturing plan in the Lok Ma Chau Loop.

By doing so, Sirnaomics not only enhances its own position as a leader in the industry but also supports the overall development of the biopharmaceutical sector in Hong Kong and the Greater Bay Area.

## PROMOTION OF BIOPHARMACEUTICAL INDUSTRIAL DEVELOPMENT

During the Reporting Period, the Group has actively engaged in industry activities and strengthened collaborations with peers in the biopharmaceutical sector. By participating proactively in these activities, Sirnaomics aims to contribute to the advancement of the industry as a whole. Through these partnerships and collaborations, the Group fosters knowledge sharing, innovation, and collective efforts to address the complex challenges that impact public health on a global scale.



# Community Investment

- **Participation in International Convention**

Sirnaomics actively participated in the Hong Kong International Biotechnology Convention (“**BIOHK2023**”), which took place in September 2023. This prestigious international conference serves as a platform to showcase cutting-edge biotechnologies from around the world and is recognized as the largest biotechnology event in Asia. BIOHK2023 aims to highlight the latest advancements in global biotechnology innovation while bringing together professionals, entrepreneurs, investors, and enthusiasts in the field. As part of its active involvement, Sirnaomics took part in the themed forum titled “RNA Therapeutics: Therapies, Vaccines, and the Future”, actively contributing to discussions and knowledge sharing related to RNA therapeutics. Through its participation in this influential event, Sirnaomics further demonstrated its commitment to advancing the field of biotechnology and RNA therapeutics while engaging with key stakeholders in the industry.

- **Collaboration with the Academia**

Leveraging its expertise in RNAi technologies, the Group has fostered collaborations with esteemed institutions such as the National Institutes of Health, NAVY MRC, the Johns Hopkins University, the Duke University, the University of Maryland, and the University of Pennsylvania. These partnerships have proven to be invaluable in advancing the Group’s research and development projects as well as its clinical development strategy. Through these collaborative efforts, the Group has made significant strides in its R&D endeavors. By joining forces with prestigious research institutes, the Group gains access to cutting-edge knowledge, resources, and expertise, enabling it to push the boundaries of scientific discovery and innovation.

- **Popularization of Clinical Research Knowledge**

Recognizing the critical importance of this endeavor to the industry, society, and public health, the Group actively seeks opportunities to engage with the public. Sirnaomics consistently publishes informative medical and healthcare materials on its official website and social media accounts. Through these platforms, the Group aims to disseminate valuable knowledge in the field of public health, empowering individuals with the information they need to make informed decisions about their well-being. By proactively sharing educational content, Sirnaomics strives to bridge the gap between scientific advancements and public understanding.



# Community Investment



- **Contributions to the Biopharmaceutical Industry**

The Group recognizes the integral relationship between the long-term success of an enterprise and the overall development of the industry. With this understanding, the Group remains highly attentive to industry development trends. Throughout the Reporting Period, the Group proactively participated in industry activities, fostering meaningful collaborations with industry peers, and dedicated itself to contributing to the growth and advancement of the entire industry. By actively engaging in industry activities, the Group remains well-informed about the latest advancements, emerging trends, and evolving dynamics within the sector. This proactive involvement allows the Group to stay at the forefront of industry developments and adapt its strategies accordingly.

As we move forward, the Group remains committed to further enhancing its projects and clinical development methodologies through collaborative efforts with various stakeholders. Recognizing the significance of educating citizens about clinical research knowledge, the Group aims to bridge the knowledge gap pertaining to public health and human well-being among stakeholders in our communities. The Group understands that the progress of the industry is deeply influenced by the long-term vision and actions of each enterprise. Therefore, the Group is dedicated to consistently monitoring the trends and tendencies of industry development. In doing so, the Group actively contributes to the growth and advancement of the entire industry. By fostering collaborations with relevant parties, the Group leverages the collective expertise, resources, and perspectives necessary to drive innovation and optimize its projects and clinical development methodologies. Through these partnerships, the Group aims to continuously improve its practices, ensuring the highest standards of research and development.

# Appendix

## QUANTITATIVE PERFORMANCE SUMMARY

### Environmental

Indicators	Unit	2021	2022	2023
<b>Major air pollutant emissions</b>				
NO <sub>x</sub>	kg	2.90	79.03	3.68
SO <sub>x</sub>	kg	0.10	0.65	0.11
PM	kg	0.21	0.30	0.27
VOC	kg	160.80	28.92	18.90
<b>GHG emissions<sup>1</sup></b>				
Direct GHG emissions (Scope 1)	tCO <sub>2</sub> e	17.28	27.64	19.36
Energy indirect GHG emissions (Scope 2)	tCO <sub>2</sub> e	551.33	667.65	1,177.90
Total GHG emissions	tCO <sub>2</sub> e	568.61	695.30	1,197.26
GHG emissions intensity	tCO <sub>2</sub> e/gross floor area <sup>2</sup> in sq ft	0.0109	0.0131	0.0114
<b>Waste<sup>2</sup></b>				
Hazardous waste generated	tonnes	3.49	11.12	5.64
Hazardous waste intensity	tonnes/employee	0.02	0.05	0.04
Non-hazardous waste generated	tonnes	25.95	23.32	18.94
Non-hazardous waste intensity	tonnes/employee	0.15	0.10	0.13
<b>Utilization of resources<sup>3</sup></b>				
Direct energy consumption	MWh	62.96	92.87	64.99
Indirect energy consumption	MWh	1,006.76	1,366.28	3,103.39
Total energy consumption	MWh	1,069.72	1,459.15	3,168.38
Energy consumption intensity	MWh/gross floor area in sq ft	0.0205	0.0276	0.0301
Total water consumption	m <sup>3</sup>	1,343.63	2,265.08	3,764.00
Water consumption intensity	m <sup>3</sup> /gross floor area in sq ft	0.0258	0.0428	0.0358

Indicators	Unit	2021	2022	2023
Total raw material consumption • Chemicals	g	26.74	390.71	93.61
Packaging material consumption	kg	N/A	13,396.28	312.05

Note:

1. The total GHG emissions during the Reporting Period have increased due to the occupation of new facilities with expanded floor area, resulting in higher consumption of purchased electricity and subsequent GHG emissions.
2. The reported amount of hazardous waste generated in 2022 has been restated due to the Group refining its data collection scope and aligning the definition of hazardous waste across subsidiaries during the Reporting Period.
3. The total energy consumption and water consumption during the Reporting Period have increased due to the occupation of new facilities with expanded floor area for operational requirements.

## Employment

Indicators	2021	2022	2023
Number of employees	175	255	145
<b>Number and percentage of employees</b>			
<b>By gender</b>			
Female	76 (43.4%)	97 (43.1%)	65 (44.8%)
Male	99 (56.6%)	128 (56.9%)	80 (55.2%)
<b>By age group</b>			
Below 30	57 (32.6%)	67 (29.8%)	34 (23.4%)
30 to 50	94 (53.7%)	117 (52.0%)	81 (55.9%)
Over 50	24 (13.7%)	41 (18.2%)	30 (20.7%)
<b>By geographical region</b>			
China	103 (58.9%)	129 (57.3%)	81 (55.9%)
The U.S.	69 (39.4%)	89 (39.6%)	56 (38.6%)
Hong Kong	3 (1.7%)	7 (3.1%)	8 (5.5%)

# Appendix

Indicators	2021	2022	2023
<b>By employment type</b>			
Full-time	173 (98.9%)	222 (98.7%)	143 (98.6%)
Part-time	2 (1.1%)	3 (1.3%)	2 (1.4%)
<b>By employee category</b>			
Senior management	15 (8.6%)	23 (10.2%)	21 (14.5%)
Middle management	33 (18.9%)	55 (24.4%)	45 (31.0%)
General staff	127 (72.5%)	147 (65.3%)	79 (54.5%)

## New Hires<sup>1</sup>

Indicators	2021	2022	2023
Number and rate (%) of new hires	118 (67.4%)	76 (33.8%)	18 (12.6%)
<b>By gender</b>			
Female	52 (68.4%)	42 (43.3%)	10 (15.6%)
Male	66 (66.7%)	34 (26.6%)	8 (10.1%)
<b>By age group</b>			
Below 30	71 (124.6%)	34 (50.7%)	8 (23.5%)
30 to 50	44 (46.8%)	31 (26.5%)	4 (5.1%)
Over 50	3 (12.5%)	12 (29.3%)	6 (20.0%)
<b>By geographical region</b>			
China	71 (68.9%)	36 (27.9%)	6 (7.5%)
The U.S.	46 (66.7%)	36 (40.4%)	11 (20.0%)
Hong Kong	1 (33.3%)	4 (57.1%)	1 (12.5%)

Note:

1. The calculation method of the rate of new hires: the total number of newly hired in that year ÷ total number of employees at the end of the year × 100%.



**Employee Turnover<sup>1, 2</sup>**

Indicators	2021	2022	2023
Number and rate (%) of turnover	21 (12.0%)	41 (18.2%)	104 (72.4%)
<b>By gender</b>			
Female	11 (14.5%)	31 (32.0%)	46 (71.9%)
Male	10 (10.1%)	10 (7.8%)	58 (73.4%)
<b>By age group</b>			
Below 30	10 (17.5%)	20 (29.9%)	36 (100%)
30 to 50	10 (10.6%)	18 (15.4%)	51 (65.4%)
Over 50	1 (4.2%)	4 (9.8%)	17 (56.7%)
<b>By geographical region</b>			
China	18 (17.5%)	24 (18.6%)	57 (71.3%)
The U.S.	3 (4.3%)	17 (19.1%)	46 (83.6%)
Hong Kong	– (–)	– (–)	1 (12.5%)

Note:

1. The calculation method of the rate of employee turnover: the total number of departures in that year ÷ total number of employees at the end of the year × 100%.
2. The relative high turnover rate can be attributed to the restructuring of the Group and the implementation of a cost-cutting strategy. The restructuring efforts were undertaken to enhance operational efficiency, streamline processes, and align our resources with the Group's long-term strategic objectives. As part of this restructuring process, roles were realigned to optimize the overall performance of Sirnaomics.

# Appendix

## Diversity of Governance Bodies

Indicators	2021	2022	2023
Number of governance bodies members	12	10	9
<b>Number and percentage of individuals within the Group's governance bodies</b>			
<b>By gender</b>			
Female	2 (16.7%)	2 (20.0%)	2 (22.2%)
Male	10 (83.3%)	8 (80.0%)	7 (77.8%)
<b>By age group</b>			
Below 30	– (–)	– (–)	– (–)
30 to 50	2 (16.7%)	1 (10.0%)	1 (11.1%)
Over 50	10 (83.3%)	9 (90.0%)	8 (88.9%)

## Occupational Health and Safety

Indicators	2021	2022	2023
Number of work-related injuries	–	–	–
Rate of work-related injuries	–	–	–
Number of workdays lost due to work-related injuries	–	–	–
Lost day rate	–	–	–
Work-related fatality (%)	–	–	–
Work-related fatality rate (%)	–	–	–

## Parental Leave

Indicators	2021	2022	2023
Total number of employees that were entitled to parental leave	114	104	71
<b>By gender</b>			
Female	47	41	26
Male	67	63	45
Total number of employees that took parental leave	2	12	13
<b>By gender</b>			
Female	–	6	6
Male	2	6	7
Total number of employees that returned to work	2	10	13
<b>By gender</b>			
Female	–	5	6
Male	2	5	7

# Appendix

## Training and Development

Indicators	2021	2022	2023
Total number of hours of training received by employees	2,172.5	7,243.3	4,889.7
Total number of employees who received training	143	198	102
Average training hours per employee <sup>1</sup> and percentage of employees who received training <sup>1, 2</sup>	12.4 (81.7%)	32.2 (88.0%)	34.2 (71.3%)
<b>By gender<sup>3, 4</sup></b>			
Female	10.8 (40.6%)	33.5 (94.8%)	29.2 (68.8%)
Male	13.6 (59.4%)	31.2 (82.8%)	38.2 (73.4%)
<b>By employee category<sup>3, 4</sup></b>			
Senior management	1.1 (6.3%)	0.4 (73.9%)	10.4 (38.1%)
Middle management	37.7 (24.5%)	36.3 (87.3%)	37.8 (63.3%)
General staff	7.2 (69.2%)	35.6 (90.5%)	39.1 (85.7%)

### Notes:

1. The calculation method of the percentage of employees trained: employees who took part in training ÷ number of employees as at the end of the year × 100%.
2. The calculation method of the average training hours: total number of training hours ÷ total number of employees as at the end of the year.
3. The calculation method of the average training hours for employees in relevant categories: total number of training hours for employees in the specified category ÷ number of employees in the specified category as at the end of the year.
4. The calculation method of the percentage of employees trained in relevant categories: employees in the specified category who took part in training ÷ employees who took part in training × 100%.

## Supply Chain Management

Indicators	2021	2022	2023
Total number of key suppliers	61	60	45
<b>By region</b>			
The U.S.	28	33	25
China	26	20	16
Other regions (including Canada, the United Kingdom, Japan, Singapore and Taiwan)	7	7	4
<b>Proportion of spending on local suppliers</b>			
The U.S.	66.7%	64.1%	58.0%
China	87.8%	97.0%	100%

Indicators	2021	2022	2023
Total number of qualified key suppliers	61	60	45
The number of key suppliers that have assessed the social impact	61	60	45
The number of key suppliers with significant actual or potential negative impacts has been identified	–	–	–
Number of key suppliers that have conducted environmental impact assessment	61	60	45
The number of key suppliers that have a significant actual or potential negative impact on the environment has been identified	–	–	–





# Appendix

## Anti-corruption

Indicators	Unit	2021	2022	2023
Number of corruption cases reported by employees	case	–	–	–
Number of concluded corruption cases filed against the issuer or its employees	case	–	–	–
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to	%	100%	100%	100%



## GRI CONTENT INDEX

GRI Indicator	Description		Report chapter/Website reference and notes
<b>GRI 2: General Disclosures 2021</b>			
The organization and its reporting practices	2-1	Organizational details	About the Group
	2-2	Entities included in the organization's sustainability reporting	About the Group
	2-3	Reporting Period, frequency and contact point	About the Group
	2-4	Restatements of information	Not applicable
	2-5	External assurance	This ESG Report was subject to internal audit process. No external assurance was conducted in 2023.
Activities and workers	2-6	Activities, value chain and other business relationships	About the Group
	2-7	Employees	Quantitative Performance Summary
	2-8	Workers who are not employees	Quantitative Performance Summary
Governance	2-9	Governance structure and composition	ESG Governance
	2-10	Nomination and selection of the highest governance body	ESG Governance
	2-11	Chair of the highest governance body	ESG Governance
	2-12	Role of the highest governance body in overseeing the management of impacts	ESG Governance
	2-13	Delegation of responsibility for managing impacts	ESG Governance
	2-14	Role of the highest governance body in sustainability reporting	ESG Governance

# Appendix

GRI Indicator		Description	Report chapter/Website reference and notes
Strategy, policies and practices	2-22	Statement on sustainability development strategy	Sustainability Strategy
	2-23	Policy commitments	ESG Governance
	2-24	Embedding policy commitments	ESG Governance
	2-25	Processes to remediate negative impacts	Stakeholder Engagement
	2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement
Stakeholder engagement	2-29	Approach to stakeholder engagement	Stakeholder Engagement
	2-30	Collective bargaining agreements	The Group respects the employees' right to form and join labor unions and will work with legitimate employee representative bodies in accordance with the applicable laws and regulations.
Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Materiality Assessment
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Annual Report 2023
	201-2	Financial implications and other risks and opportunities due to climate change	Responding to Climate Change
GRI 203: Indirect Economic Impacts 2016	–	Topic management disclosures	Community Investment
	203-1	Infrastructure investments and services supported	Community Investment
	203-2	Significant indirect economic impacts	Community Investment



GRI Indicator		Description	Report chapter/Website reference and notes
Procurement Practices 2016	–	Topic management disclosures	Supply Chain Management
	204–1	Proportion of spending on local suppliers	Supply Chain Management
Anti-corruption 2016	–	Topic management disclosures	Anti-corruption
	205–1	Operations assessed for risks related to corruption	Anti-corruption
	205–2	Communication and training about anti-corruption policies and procedures	Anti-corruption
	205–3	Confirmed incidents of corruption and actions taken	Anti-corruption
GRI 302: Energy 2016	–	Topic management disclosures	Energy Consumption
	302–1	Energy consumption within the organization	Energy Consumption
	302–2	Energy consumption outside of the organization	Energy Consumption
	302–3	Energy intensity	Energy Consumption
	302–4	Reduction of energy consumption	Energy Consumption
	302–5	Reductions in energy requirements of products and services	Energy Consumption
GRI 303: Water and Effluents 2018	–	Topic management disclosures	Water Consumption
	303–1	Interactions with water as a shared resource	Water Consumption
	303–2	Management of water discharge-related impacts	Water Consumption
	303–3	Water withdrawal	Water Consumption
	303–4	Water discharge	Water Consumption
	303–5	Water consumption	Water Consumption

# Appendix

GRI Indicator		Description	Report chapter/Website reference and notes
GRI 305: Emissions 2016	–	Topic management disclosures	GHG Emissions
	305–1	Direct (Scope 1) GHG emissions	GHG Emissions
	305–2	Energy indirect (Scope 2) GHG emissions	GHG Emissions
	305–3	Other indirect (Scope 3) GHG emissions	GHG Emissions
	305–4	GHG emissions intensity	GHG Emissions
	305–5	Reduction of GHG emissions	GHG Emissions
	305–7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Emissions Management
GRI 306: Waste 2020	–	Topic management disclosures	Waste
	306–1	Waste generation and significant waste-related impacts	Waste
	306–2	Management of significant waste-related impacts	Waste
	306–3	Waste generated	Waste
GRI 307: Environmental Compliance 2016	–	Topic management disclosures	Employment Practice
	307–1	Non-compliance with environmental laws and regulations	Employment Practice
GRI 308: Supplier Environmental Assessment 2016	–	Topic management disclosures	Supply Chain Management
	308–2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Management





GRI Indicator		Description	Report chapter/Website reference and notes
GRI 401: Employment 2016	–	Topic management disclosures	Supply Chain Management
	401–1	New employee hires and employee turnover	Quantitative Performance Summary
	401–2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment Practice
GRI 403: Occupational Health and Safety 2018	–	Topic management disclosures	Occupational Health
	403–1	Occupational health and safety management system	Occupational Health
	403–2	Hazard identification, risk assessment, and incident investigation	Occupational Health
	403–3	Occupational health services	Occupational Health
	403–4	Worker participation, consultation, and communication on health and safety	Occupational Health
	403–5	Worker training on occupational health and safety	Occupational Health
	403–6	Promotion of worker health	Occupational Health
	403–7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health
GRI 404: Training and Education 2016	–	Topic management disclosures	Training and Development
	404–1	Average hours of training per year per employee	Training and Development
	404–2	Programs for upgrading employee skills and transition assistance programs	Training and Development

# Appendix

GRI Indicator		Description	Report chapter/Website reference and notes
GRI 405: Diversity and Equal Opportunity 2016	–	Topic management disclosures	Diversity, Equal Opportunities and Anti-discrimination
	405–1	Diversity of governance bodies and employees	Diversity, Equal Opportunities and Anti-discrimination
GRI 408: Child Labor 2016	–	Topic management disclosures	Employment Practice
	408–1	Operations and suppliers at significant risk for incidents of child labor	Employment Practice
GRI 414: Supplier Social Assessment 2016	–	Topic management disclosures	Supply Chain Management
	414–1	New suppliers that were screened using social criteria	Supply Chain Management
	414–2	Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 416: Customer Health and Safety 2016	–	Topic management disclosures	Safety of and Communication with Clinical Trial Participants
	416–2	Incidents of non-compliance concerning the health and safety impacts of products and services	Safety of and Communication with Clinical Trial Participants
GRI 418: Customer Privacy 2016	–	Topic management disclosures	Privacy and Information Security
	418–1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy and Information Security
GRI 419: Socioeconomic Compliance 2016	–	Topic management disclosures	Intellectual Property Protection
	419–1	Non-compliance with laws and regulations in the social and economic area	Intellectual Property Protection



## HKEX ESG GUIDE INDEX

Mandatory Disclosure Requirements		Corresponding Section
Governance Structure	<p>A statement from the board containing the following elements:</p> <ul style="list-style-type: none"> <li>(i) a disclosure of the board’s oversight of ESG issues;</li> <li>(ii) the board’s ESG management approach and strategy, including the process used to evaluate, prioritise and manage material ESG-related issues (including risks to the issuer’s businesses); and</li> <li>(iii) how the board reviews progress made against ESG-related goals and targets with an explanation of how they relate to the issuer’s businesses.</li> </ul>	Sustainability Strategy
Reporting Principles	<p>A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report:</p> <p><b>Materiality:</b> The ESG report should disclose: (i) the process to identify and the criteria for the selection of material ESG factors; (ii) if a stakeholder engagement is conducted, a description of significant stakeholders identified, and the process and results of the issuer’s stakeholder engagement.</p> <p><b>Quantitative:</b> Information on the standards, methodologies, assumptions and/or calculation tools used, and source of conversion factors used, for the reporting of emissions/energy consumption (where applicable) should be disclosed.</p> <p><b>Consistency:</b> The issuer should disclose in the ESG report any changes to the methods or KPIs used, or any other relevant factors affecting a meaningful comparison.</p>	Introduction
Reporting Boundary	<p>A narrative explaining the reporting boundaries of the ESG report and describing the process used to identify which entities or operations are included in the ESG report. If there is a change in the scope, the issuer should explain the difference and reason for the change.</p>	Introduction

# Appendix

Aspect	KPI	Description	Corresponding Section
<b>A. Environment</b>			
A1 Emission	A1	General Disclosure	Emissions Management
	A1.1	The types of emissions and respective emission data	Emissions Management
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Emissions Management
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity	Emissions Management
	A1.4	Total non-hazardous waste produced (in tonnes and, where appropriate, intensity	Emissions Management
	A1.5	Description of emission target(s) set and steps taken to achieve them	Emissions Management
	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	Emissions Management
A2 Use of resources	A2	General Disclosure	Resource Management
	A2.1	Direct and/or indirect energy consumption by type in total (kWh in '000s) and intensity	Resource Management
	A2.2	Water consumption in total and intensity	Resource Management
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	Resource Management
	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	Resource Management
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced	Resource Management



Aspect	KPI	Description	Corresponding Section
A3 The environment and natural resources	A3	General Disclosure	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	The Environment and Natural Resources
A4 Climate change	A4	General Disclosure	Responding to Climate Change
	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	Responding to Climate Change
<b>B. Social</b>			
B1 Employment	B1	General Disclosure	Talent Care and Development
	B1.1	Total workforce by gender, employment type, age group and geographical region	Talent Care and Development
	B1.2	Employee turnover rate by gender, age group and geographical region	Talent Care and Development
B2 Health and safety	B2	General Disclosure	Occupational Health and Safety
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	Occupational Health and Safety
	B2.2	Lost days due to work injury	Occupational Health and Safety
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored	Occupational Health and Safety



# Appendix

Aspect	KPI	Description	Corresponding Section
B3 Development and training	B3	General Disclosure	Training and Development
	B3.1	The percentage of employees trained by gender and employee category	Training and Development
	B3.2	The average training hours completed per employee by gender and employee category	Training and Development
B4 Labour standards	B4	General Disclosure	Employment Practice
	B4.1	Description of measures to review employment practices to avoid child and forced labour	Employment Practice
	B4.2	Description of steps taken to eliminate such practices when discovered	Employment Practice
B5 Supply chain management	B5	General Disclosure	Supply Chain Management
	B5.1	Number of suppliers by geographical region	Supply Chain Management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored	Supply Chain Management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	Supply Chain Management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Supply Chain Management



Aspect	KPI	Description	Corresponding Section
B6 Product responsibility	B6	General Disclosure	Commitment to Innovation and Quality
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Commitment to Innovation and Quality
	B6.2	Number of products and service-related complaints received and how they are dealt with	Commitment to Innovation and Quality
	B6.3	Description of practices relating to observing and protecting intellectual property rights	Commitment to Innovation and Quality
	B6.4	Description of quality assurance process and recall procedures	Commitment to Innovation and Quality
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored	Commitment to Innovation and Quality
B7 Anti-corruption	B7	General Disclosure	Business Ethics
	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	Business Ethics
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored	Business Ethics
	B7.3	Description of anti-corruption training provided to directors and staff	Business Ethics
B8 Community investment	B8	General Disclosure	Community Investment
	B8.1	Focus areas of contribution	Community Investment
	B8.2	Resources contributed to the focus area	Community Investment