AUSTAR
奧星

Austar Lifesciences Limited
奧星生命科技有限公司
(Incorporated in the Cayman Islands with limited liability)
Stock Code : 6118

2025 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



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ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

ABOUT THE REPORT

As a technology-based pharmaceutical engineering solution provider, Austar Lifesciences Limited (the "**Company**") and its subsidiaries (collectively "**AUSTAR**", the "**Group**", or "**we**") continues to lead with innovation. We harness advanced technologies to address the evolving needs of the pharmaceutical sector. With a steadfast commitment to excellence, we strive to deliver comprehensive solutions across the product life cycle, ensuring the success of our clients' ventures.

Responsible development remains a fundamental pillar of our business philosophy. AUSTAR recognises the critical role of environmental, social, and governance ("**ESG**") considerations in driving meaningful positive impact. Guided by this understanding, we proactively develop and implement ESG strategies and initiatives that support our long-term vision for sustainable progress.

We are pleased to present our annual ESG report (the "**Report**"), which provides a comprehensive overview of the Group's commitment to ESG principles. The Report highlights our management approaches, initiatives, and performance in environmental and social aspects during the financial year ended on 31 December 2025 (the "**Reporting Period**"), unless otherwise specified. The scope of the Report covers our key business groups as set out in the Company's annual report for the Reporting Period. There is no change in the reporting boundary compared to the previous reporting period..

At the beginning of 2025, the Group repositioned its business focus from a "pharmaceutical engineering solution provider" to a renewed emphasis on "Better Technology, Better Life Sciences." Such change demonstrates the Group's dedication and determination to expand its business scope. The Group is committed to refining its positioning as a technology-driven company with deep expertise in life sciences process technologies, applications, and industry regulations, enabling us to better support clients in achieving excellence in quality, compliance, and operations.

REPORTING STANDARD

The Report has been prepared in accordance with the requirements stipulated in the "Environmental, Social and Governance Reporting Code" (the "**ESG Reporting Code**") 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**"). We have also embraced the "comply or explain" provisions set forth in the ESG Reporting Code, with the exception of provisions that we have deemed inapplicable to our operations. In such cases, we have provided comprehensive explanations in the relevant sections. The Report has been reviewed and approved by the board of directors of the Group (the "**Board**") on 26 March 2026.

REPORTING PRINCIPLES

The ESG Reporting Code serves as a comprehensive framework that sets out the principles for ESG information disclosure. Adhering to the adopted reporting principles is crucial to ensure the accuracy, objectivity, transparency, and comparability of the Report. The Report has been prepared in accordance with the following reporting principles:

Materiality

- The Group identified material ESG topics through stakeholder engagement and materiality assessment. Details can be found in the "Materiality Assessment" section.

Quantitative

- The Group has provided comprehensive information regarding the standards, methodologies, and sources of conversion factors employed. For specific details, please refer to the relevant sections in the Report.

Balance

- The Report provides an objective and impartial presentation of the Group's environmental and social performance.

Consistency

- The methodology for disclosing key environmental and social performance indicators remains consistent with the previous reporting period.

CONTACT AND FEEDBACK

At AUSTAR, we are dedicated to delivering exceptional services and nurturing enduring relationships within the community, underpinning the longevity of our business. Our focus is on prioritizing the needs of our stakeholders and maintaining active dialogue with them. Your feedback and suggestions on the Report or sustainability practices are highly valued. We invite you to share your insights through the following channels:

- Address: Room 2010, No.1018 Changning Road, Changning District, Shanghai P.R. China
- Tel: 400-8121-586
- Email: info@austar.com.hk
- Official website: www.austar.com.hk

CHAIRMAN'S MESSAGE

The global pharmaceutical industry continued to face uncertainty in 2025 as geopolitical tensions disrupted supply chains and reshaped market expectations. Despite the challenges, technological advancements continued to drive progress in the research and development of innovative drug, process optimisation, digital transformation, and precision medicine. Stricter regulatory requirements further encouraged companies to enhance compliance, supporting the industry's transition toward higher-quality development.

During the Reporting Period, the Group upheld its commitment to sustainable development while responding proactively to these shifting market conditions. Through strengthened stakeholder engagement and a comprehensive materiality assessment, we identified key ESG priorities that best support our long-term strategy and stakeholder expectations. These findings allow us to refine our ESG initiatives and allocate resources more effectively for meaningful and measurable impact.

In parallel, the Group advanced its ongoing transformation efforts by sharpening strategic focus and enhancing operational efficiency through organisational optimisation and disciplined resource allocation. These actions contributed to improved performance and reinforced the foundation for sustainable and long-term growth. In addition, in response to evolving global and regional climate-related requirements, we have intensified efforts to integrate climate considerations into risk management, planning, and disclosure. This includes enhanced emissions management, scenario-based assessments, and strengthened climate resilience measures.

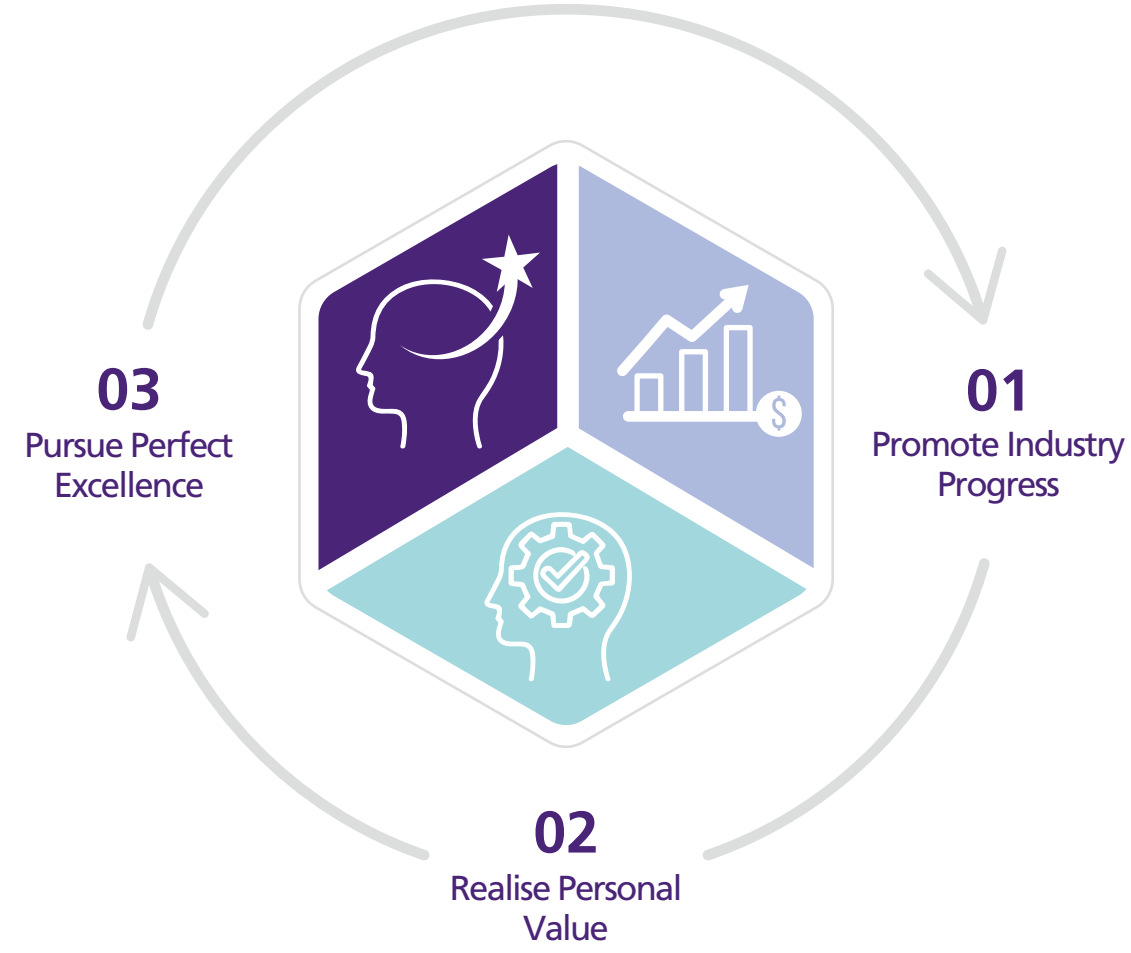
Our ESG governance framework remains the backbone of our sustainability agenda. The Board oversees long-term sustainability direction, while the ESG Executive Committee coordinates and monitors key initiatives to ensure alignment and accountability. Looking ahead, we will further embed sustainability across all operations and continue working closely with customers, employees, partners, and communities to advance a more sustainable, equitable, and resilient society. We remain committed to creating long-term value that extends beyond financial performance and reflects our corporate responsibility.

Ho Kwok Keung, Mars
Chairman

VISION, MISSION AND CORE VALUES

As a leading company in the pharmaceutical industry, AUSTAR is committed to responsible growth. We support the life sciences sector with advanced technology and strong expertise in process technology, applications, and regulatory practices, helping clients achieve excellence in quality, compliance, and operations through turnkey solutions in equipment, engineering, services, and consumables. By embedding ESG considerations into strategic decisions and prioritising the well-being of people across our value chain, we uphold high standards of professionalism and governance while creating long-term value for stakeholders and contributing positively to society.

Mission



Vision

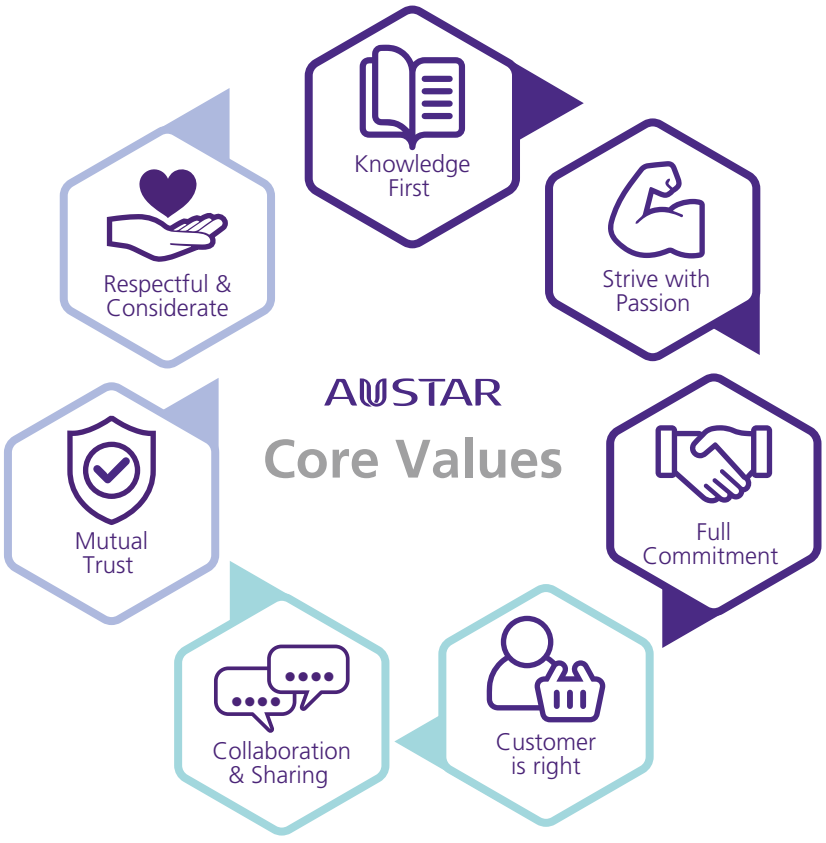
01 Being the globally recognised best technical products, services and solution provider to pharmaceutical researchers and manufacturers;

02 Deploying resources of global world-class partners to build up all-round knowledge and connection of the whole drug product life cycle and to provide comprehensive and integrated technical solutions;

03 Gathering global resources and leveraging products and services empowered with cost and technical advantageous features, to help upgrade pharmaceutical industry in emerging countries.

Core Values

- Truth Kindness Perfection Operation Philosophy



HIGHLIGHTS OF MAJOR ACHIEVEMENTS

Milestone Achievement – EcoVadis "Committed" Sustainability Recognition

During the Reporting Period, one of our subsidiaries – AUSTAR HANSEN LIFESCIENCES (SHANGHAI) LIMITED (奥星衡迅生命科技(上海)有限公司) – completed its first EcoVadis sustainability assessment and earned the EcoVadis "Committed" Badge, marking an important initial step in benchmarking and validating its sustainability performance across four thematic areas: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. This recognition reflects the company's proactive approach to strengthening ESG practices and its commitment to continuous improvement in alignment with international sustainability standards.



Full-Lifecycle Green Energy Engineering

AUSTAR advanced its sustainability performance through its full-lifecycle green energy engineering services, integrating energy-efficient design, process optimisation, modular construction, and digital energy-management solutions into client projects. These measures help pharmaceutical enterprises reduce energy consumption, lower operational costs, and strengthen long-term green development.

By embedding sustainability into every stage – from site-based energy strategy to equipment optimisation and energy recovery – AUSTAR continues to drive industry progress while supporting national carbon-reduction goals. This integrated service model positions AUSTAR as a trusted partner in the sector's green transformation.

Waste Heat Recovery Project Delivering Significant for Energy Savings

AUSTAR successfully implemented a waste heat recovery solution for a veterinary pharmaceutical manufacturer, transforming previously discarded heat from four water-bath sterilizers into a valuable energy source. By capturing and repurposing 260 tons of hot water per day to heat office and auxiliary facilities, the project significantly reduced dependence on traditional heating and improved overall energy efficiency.

This optimisation delivered annual cost savings of RMB762,300 with a 1–2 year payback period, marking a strong achievement in sustainable engineering and operational excellence. It showcases AUSTAR's capability to deliver innovative, GMP-compliant energy solutions that meaningfully cut waste, reduce emissions, and create measurable value for clients.

ESG MANAGEMENT APPROACH

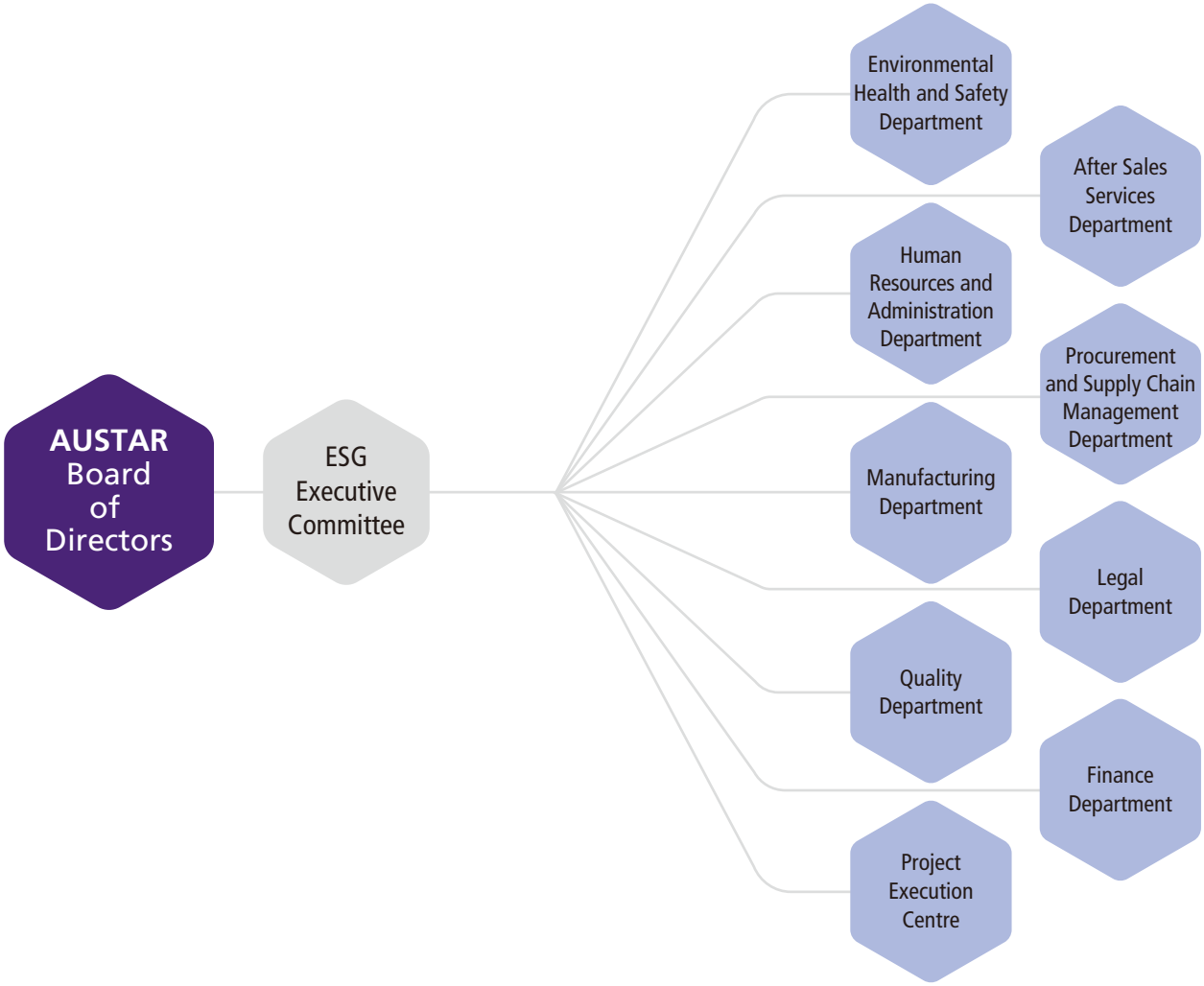
Management Structure

AUSTAR has established a clear and robust ESG governance structure to ensure effective management across all levels and departments. Our top-down framework supports the consistent implementation of ESG principles and action plans throughout the entire value chain.

The Board actively oversees the Group's ESG strategy, risk management, targets, and key initiatives. It provides strategic direction on material ESG issues, regularly reviews progress against ESG objectives, and approves the Report prepared by the ESG Executive Committee (the "**Committee**") to ensure transparent disclosure of the Group's commitments. The Board evaluates and prioritises material ESG issues based on the materiality assessment process set out on pages 11 to 14 of this Report.

Under the authorisation of the Board, the Committee comprises representatives from relevant departments and is responsible for driving and coordinating ESG initiatives. The Committee develops practical ESG strategies, identifies and evaluates ESG-related risks and opportunities, sets targets, and monitors performance. It also keeps pace with emerging ESG trends and, together with a third-party consultant, conducts stakeholder engagement and materiality assessments for annual ESG reporting.

Each department is responsible for executing ESG initiatives and tracking performance. Their ongoing monitoring and feedback support continuous improvement and contribute to the preparation of the Group's ESG disclosures.



STAKEHOLDER ENGAGEMENT

We place a strong emphasis on fostering open and transparent communication channels to actively engage in continuous dialogue with our stakeholders. This is essential to strengthening our ESG management and understanding stakeholder expectations, concerns, and perspectives on our operations and long-term development. During the Reporting Period, our key stakeholder groups included directors, employees, shareholders/investors, suppliers/customers, distributors, government and regulatory bodies, and community/academic institutions. Their feedback has been incorporated into our management practices and long-term policy planning. To support effective engagement, we have established a range of communication channels tailored to each stakeholder group, as outlined in the table below.

Stakeholders	Concerns and Expectations	Communication Channels
Directors[1]	• Risk management	• Consultation via phone calls and emails • Direct communication • Board and Board committee meetings • Suggestion box
Employees	• Vocational training and development • Salaries and benefits • Health and safety	• Consultation via phone calls and emails • Direct communication • Group conferences • Suggestion box
Shareholders/Investors	• Stable return on investment • Transparency of information disclosure	• General meetings • Corporate communications • Consultation via phone calls and emails
Suppliers/Customers	• Performance of contract • Standardised supply chain management system and procurement process • Establishment of complaint system	• Interim and annual reports • Meetings, exhibitions, and online webinars • Social media
Distributors	• Well-established information exchange system • Steady and stable supply of products	• After-sales opinion box • Consultation via phone calls and emails • Meetings and workshops • Online material sharing platform "Resource Centre"
Government and regulatory authorities	• Business operation in compliance with relevant laws and regulations	• Interim and annual reports • Meetings
Community/Academic institutions	• Contributions to community development	• Interim and annual reports • Community service

[1] Including members of the Risk Management Department.

MATERIALITY ASSESSMENT

To stay aligned with the evolving expectations of our internal and external stakeholders, we continue to conduct regular and structured stakeholder consultations. In 2022, we collaborated with a third-party consultant to carry out a comprehensive materiality assessment, gathering 687 valid responses to identify our key ESG issues and stakeholder groups.

During the Reporting Period, we reviewed this assessment by considering current market trends, peer input, and relevant reporting standards and tools.

Process of materiality assessment

Identification

- Identified the list of 30 ESG topics associated with AUSTAR's business operation and its stakeholders, with reference to the peer benchmarking, ESG Reporting Code and global reporting standard (e.g. GRI and SASB).

Prioritisation

- Reviewed ESG disclosures of AUSTAR's industry peers to identify common disclosure practices.
- Conducted an online survey with both internal and external stakeholders to assess the materiality of various ESG issues.
- Combined and analysed the results of the peer benchmarking exercise to develop a prioritised list of ESG issues of varying materiality levels for confirmation.

Validation

- Convened a meeting with the third-party consultant to confirm a finalised list of material ESG topics for reporting disclosure.
- Placed additional attention to the focus areas of ESG management according to the materiality of respective ESG issues and key concerns as suggested by the Group's key stakeholders.



- Environmental issue
- Social issue: Employment and Labour Practices
- Social issue: Product and Innovation
- Social issue: Supply Chain
- Social issue: Community
- Governance issue

Aspects	ESG Issue
Environmental	1) Emissions Management 2) Waste Management 3) The Environment and Natural Resources 4) Climate Change 5) Resources Management 6) Water Management 7) Greenhouse Gas Emissions
Social	**Employment and Labour Practices** 8) Employee Rights & Turnover Rate 9) Employee Welfare and Pay System 10) Occupational Health and Safety 11) Employee Training and Development 12) Labour Standards 13) Diversity and Inclusion 14) Inclusive Working Environment and Equal Opportunities **Product and Innovation** 15) Product Safety and Quality Assurance Management 16) Customer Satisfaction 17) Customer Data Protection and Privacy Protection 18) Research and Development ("**R&D**") and Innovation 19) Intellectual Property Rights 20) Selling Practise and Compliance **Supply Chain** 21) Supply Chain Management 22) Open and Fair Sourcing 23) Stable and Responsible Sourcing **Community** 24) Community Investment 25) Promotion of Sector Development
Governance	26) ESG Governance 27) Stakeholder Communication 28) Business Ethics and Anti-corruption 29) Strategic Cooperation 30) Risk Management

The materiality assessment process included detailed internal discussions and evaluations across the Group. The materiality matrix summarises the relative importance of each ESG issue, with highly material topics positioned in the top-right quadrant. Senior management and the Board reviewed and endorsed the matrix and the final list of material ESG issues.

Guided by these results and our reporting principles, the Report focuses primarily on the highly material issues. At the same time, we recognise the importance of managing moderate and lower-materiality topics to provide stakeholders with a comprehensive view of our ESG practices. We continue to review and refine our ESG strategies, policies, and objectives to enhance performance and transparency.

During the Reporting Period, ESG topics related to product and innovation remained highly material, reflecting their significant impact on both our business and stakeholders. Based on market insights and peer developments, we have identified the following key focus areas:1) Customer Satisfaction, 2) Product Safety and Quality Assurance Management, 3) R&D and Innovation, 4) Customer Data Protection and Privacy Protection, and 5) Occupational Health and Safety. These areas will remain central to our ongoing ESG efforts.

ENVIRONMENTAL PERFORMANCE

AUSTAR recognizes that integrating environmental management into core business operations is a key competitive driver in the global biopharmaceutical and pharmaceutical sector. To systematically fulfil environmental responsibility, we have established an ISO14001-certified Environmental Management System ("**EMS**"). This system allows us to implement control measures to optimize resource use and reduce emissions and waste generation.

During the Reporting Period, AUSTAR strictly complied with relevant environmental laws and regulations and was not aware of any incidents of non-compliance and litigation cases. Our compliance commitment underscores our dedication to environmentally responsible operations.

1. Emissions

AUSTAR is committed to minimizing operational environmental impact and supporting community sustainable development. We enhance environmental management by complying with relevant environmental laws and regulations, including but not limited to the Environmental Protection Law of the People's Republic of China ("**PRC**"), the Law of the PRC on the Prevention and Control of Atmospheric Pollution, the Law of the PRC on the Prevention and Control of Water Pollution, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Waste and the Law of the PRC on Environmental Impact Assessment.

AUSTAR recognizes emissions' adverse impacts on the environment and human health, and has formulated the "Wastewater, Waste Gas, and Noise Management System" as our core emission management policy. Covering group-wide wastewater, waste gas, and noise management, this policy enforces standardized measures and various initiatives to reduce emissions, meet internal environmental targets, and uphold our commitment to sustainable operations.

1.1. Air Emissions

AUSTAR's air emissions mainly come from gaseous fuel combustion in stationary and mobile operations. To address this, all our manufacturing sites are fully enclosed and equipped with organic exhaust gas treatment systems that effectively filter process emissions before they are released. This ensures compliance with regulatory requirements while reducing gaseous pollutants and maintaining a safe, healthy indoor environment.

In addition, our processing facilities have monitoring and alarm system for real-time tracking and prompt responses. As part of our sustainability efforts, we are transitioning diesel-powered equipment (e.g., forklifts) to electric-powered alternatives to reduce fossil fuel reliance.

To ensure compliance with emissions standards, we conduct annual external inspections and third-party verification. We monitor emissions of non-methane hydrocarbons ("**NMHC**"), benzene, toluene and particulate matter at our manufacturing sites. During the Reporting Period, our manufacturing sites were verified to comply with the "Emission Control Standard of Volatile Organic Compounds for Industrial Enterprises" and the "Integrated Emission Standard of Air Pollutants".

To address vehicle fuel emissions, we have implemented an internal "Vehicle Management Regulation". By providing comprehensive oversight for daily business and short-distance trips, the regulation reduces unnecessary emissions and fuel consumption, improves efficient vehicle utilization, reduces environmental impact, and advances the Group's sustainable travel practices.

The table below provides an overview of the Group's air emissions during the Reporting Period:

Emissions	**Unit**	2023	2024	**2025**
Nitrogen oxides ("**NO_x**")	kg	17.33	10.99	**9.89**
Sulphur oxides ("**SO_x**")	kg	0.26	0.26	**0.82**
Particulate Matters ("**PM**")	kg	1.28	0.81	**0.73**

Note:

1. The increase in SOx emissions in the Report Period is primarily attributable to higher natural gas consumption from gas boiler operations during the Reporting Period.

1.2. Waste and Wastewater Management

By implementing the "Management Regulation on Waste Management", AUSTAR has standardised hazardous and non-hazardous waste handling procedures, minimizing adverse environmental impacts like soil degradation, water contamination, and ecological imbalances. Strict adherence to these regulations enables AUSTAR to provide responsible and sustainable waste management, reinforcing its dedication to environmental protection.

For non-hazardous waste, AUSTAR focuses green office initiatives under the 4Rs principles – Reduce, Reuse, Recycle, and Replace, prioritizing source reduction and standardized recycling to reduce landfill reliance and build sustainable workplaces. Key measures include:

- Waste minimization: Guiding employees to reduce waste generation
- Classification supervision and guidance: Organizing monthly inspections of waste collection and stacking sites to correct misclassification;
- Facility support: Ensuring manufacturing sites and offices have designated waste storage containers and keeping storage areas clean to avoid waste scattering or contamination.

The primary hazardous wastes generated by the Group include waste oil and emulsifiers for mechanical lubrication at manufacturing sites. These hazardous wastes are stored in designated areas with appropriate chemical labels and safety warnings, and all hazardous waste is handed over to certified collectors for proper disposal. We conduct regular inspections of waste classification, collection, and storage to ensure full compliance. We also reduce emulsifier use by installing oil-water separation and filtration systems. Each site is equipped with septic tanks to ensure wastewater is properly treated before entering municipal systems.

To further minimise waste, we adjust the water-to-solids ratio in operations to reduce wastewater generation and lower sludge volume, decreasing hazardous waste from sludge treatment and supporting long-term environmental protection.

Our waste management system is continuously monitored, with its on-site implementation regularly assessed to ensure effective execution. During the Reporting Period, the Group took proactive steps to establish waste-reduction targets aimed at further enhancing our environmental performance:

- Reduce non-hazardous waste through enhanced source reduction, improved waste sorting, and increased recycling efforts.
- Lower hazardous waste intensity by minimising waste oil and emulsifiers via process optimisation and expanded use of oil-water separation systems.
- Reduce sludge and waste-water-related waste by optimising water-to-solids ratios and strengthening on-site treatment practices.

The table below provides an overview of the Group's waste generation during the Reporting Period:

Waste Generation	Unit	2023	2024	2025
Hazardous waste				
Hazardous waste	Tonnes	4.97	3.27	**1.67**
Intensity per revenue	Tonnes/RMB'000,000	0.0028	0.0022	**0.0011**
Non-hazardous waste				
General waste	Tonnes	110.74	158.57	**79.95**
Intensity per revenue	Tonnes/RMB'000,000	0.074	0.090	**0.052**
Sewage discharge	m^3	42,924.80	24,673.67	**33,024.00**
Intensity per revenue	m^3/RMB'000,000	24.34	16.44	**21.57**

Notes:

1. Hazardous wastes include lubricant oil, emulsifier, and chemical waste.
2. Non-hazardous wastes include the domestic waste, wastepaper, and waste plastic.
3. The intensity calculation is based on the Group's revenue at the end of each financial year.
4. The Company updated its calculation methodology to ensure alignment with the latest reporting standards and to reflect more accurate and representative data. As a result, certain figures may differ from previously reported values.

2. Use of Resources

The Group prioritises resource efficiency to support sustainable and effective operations, focusing on the responsible use of electricity, water, and packaging materials. Achieving energy-saving and consumption-reduction goals depends on the shared efforts of all employees, and we continue to promote eco-friendly practices across daily operations. We also support customers by offering energy-saving strategies, fostering joint efforts to advance sustainability and optimise resource use.

2.1. Energy Use

Recognising the importance of energy management in our operations, the Group treats energy efficiency as a key driver of low-carbon and sustainable development. We have established the "Management Procedure on Energy Conservation and Consumption Reduction" to guide energy-saving initiatives, supported by active employee participation.

During the Reporting Period, the Group is committed to reducing reliance on non-renewable energy. The Group actively installed solar panels in its Shanghai facility to support cleaner energy use, lower electricity costs, and reduce our carbon footprint.

To ensure our energy goals continue to drive meaningful improvement, the Group has set new energy-reduction targets during the Reporting Period, reflecting both operational needs and stakeholder expectations:

- Reduce overall energy intensity through enhanced equipment efficiency, behavioural conservation practices, and continuous optimisation of energy-use patterns.
- Increase the share of clean and renewable energy by expanding solar panel installations and exploring additional renewable-energy opportunities across suitable facilities.
- Enhance operational energy efficiency by upgrading energy-efficient equipment and strengthening maintenance practices to reduce avoidable energy waste.

The table below provides an overview of the Group's energy consumption during the Reporting Period:

Energy	**Unit**	2023	2024	**2025**
Purchased electricity	MWh	3,509.32	3,936.21	**3,634.17**
Renewable energy consumption	MWh	NA	430.78	**628.62**
Mobile fuel consumption	MWh	165.11	166.32	**160.30**
Stationary fuel consumption	MWh	199.77	192.75	**330.66**
Total energy consumption	MWh	3,874.21	4,726.07	**4,753.75**
Intensity per revenue	MWh/RMB'000,000	2.20	3.15	**3.11**

Notes:

1. Renewable energy consumption refers to the onsite use of solar electricity generated by third-party photovoltaic systems installed at the Group's facilities.
2. The intensity calculation is based on the Group's revenue at the end of each financial year.
3. The increase in stationary fuel consumption in the Reporting Period is primarily attributable to higher natural gas consumption from gas boiler operations during the Reporting Period.
4. The Company updated its calculation methodology to ensure alignment with the latest reporting standards and to reflect more accurate and representative data. As a result, certain figures may differ from previously reported values.

2.2. Water Management

The Group recognizes water as a scarce and precious resource and is committed to promoting water conservation. Through the "Management System for Saving Energy and Reducing Consumption", we have implemented water-saving measures to raise employees' water conservation awareness and reduce water wastage.

Active operational water-saving measures are a key focus. Notably, we installed acid wash cleaning liquid recycling systems in our facilities, which effectively reduces water consumption by recirculating the cleaning solution and minimizing freshwater needs. Additionally, we promote the reuse of water for various testing activities, improving efficiency and supporting our sustainability commitments. To prevent leakage, we conduct routine inspections and pipeline maintenance at manufacturing sites. Monthly water usage is closely monitored, with immediate action taken when anomalies are detected.

To strengthen our water-efficiency performance and support long-term environmental protection, the Group has set the following directional water-reduction targets during the Reporting Period:

- Reduce overall water consumption intensity through improved water-use efficiency, enhanced leak-prevention measures, and continued employee awareness initiatives.

- Increase water reuse in operations by expanding the use of recycling systems and exploring additional opportunities for reclaiming processed water.

During the Reporting Period, the Group encountered no issues with water sourcing as it is fully under the control of the property management company at our offices and manufacturing sites.

The table below provides an overview of the Group's water consumption during the Reporting Period:

Water	**Unit**	2023	2024	**2025**
Water consumption	m^3	53,656.00	30,842.09	**41,280**
Intensity per revenue	m^3/RMB'000,000	30.42	20.56	**26.97**

Notes:

1. The intensity calculation is based on the Group's revenue at the end of each financial year.

2. The Company updated its calculation methodology to ensure alignment with the latest reporting standards and to reflect more accurate and representative data. As a result, certain figures may differ from previously reported values.

2.3. Packaging Materials

The Group is dedicated to reducing excessive and unnecessary packaging through substantial efforts. Under the "Management System for Saving Energy and Reducing Consumption", the Group regulates product packaging materials and consumables management, optimizes materials use, improves recycling and reduces unnecessary wastage.

The table below provides an overview of the Group's packaging material consumption during the Reporting Period:

Packaging Materials	Unit	2023	2024	2025
Wrapping Paper	Tonnes	0.00	2.00	**1.70**
Carton Box	Tonnes	4.70	5.00	**6.30**
Stretch Film	Tonnes	5.60	7.20	**6.30**
Wooden Box	Tonnes	270.00	340.00	**260.00**
Plastic Strapping	Tonnes	3.01	7.00	**7.50**
Aluminium Foil	Tonnes	NA	1.00	**0.50**
Total	Tonnes	283.31	362.20	**282.30**
Intensity per revenue	Tonnes/RMB'000,000	0.16	0.24	**0.18**

Notes:

1. The intensity calculation is based on the Group's revenue at the end of each financial year.

2. The Company updated its calculation methodology to ensure alignment with the latest reporting standards and to reflect more accurate and representative data. As a result, certain figures may differ from previously reported values.

3. The Environment and Natural Resources

To strengthen our commitment to reducing environmental impact and conserving resources, AUSTAR has adopted the ISO 14001 EMS and integrated its requirements across operations. We conduct regular performance assessments and engage independent consultants to audit EMS effectiveness.

To standardize noise monitoring, the Group has implemented the "Management Regulation on Noise Management" to identify noise problems and take proper follow-up actions in compliance with the Law of the PRC on the Noise Pollution Prevention and Control. We minimize surrounding disturbances by using low-noise equipment and engineering noise barriers. To ensure compliance with relevant laws and regulations, certified third-party consultants have conducted noise assessments and monitoring for the Group's operations.

4. Climate Change

4.1. Climate Governance

AUSTAR has established a robust governance structure to ensure effective management of climate-related matters. A top-down approach is adopted to ensure ESG and climate-related considerations to be consistently embedded across the Group's operations and value chain.

Board Oversight

The Board holds overall responsibility and accountability for ESG and climate governance. It oversees the Group's management approach, strategy and performance relating to ESG and climate-related risks and opportunities. ESG, including climate-related matters, is included as a standing agenda item at regular Board meetings to ensure consistent attention, prioritization and informed decision-making.

The Board sets ESG strategic direction by reviewing and approving relevant policies, targets and initiatives, and ensures that climate-related risks and opportunities are integrated into business strategy, major initiatives and the enterprise risk management framework. It also considers key trade-offs, costs and benefits associated with ESG and climate-related risks and opportunities where relevant.

To support effective oversight, the Board ensures directors maintain appropriate ESG and climate-related competencies through periodic assessments, targeted training and external expertise as needed. The Board receives regular updates on material ESG and climate matters and progress against objectives, and reviews and approves ESG and climate-related disclosures, including the annual ESG report, to ensure accuracy, balance and alignment with the Group's strategy and governance framework.

ESG Executive Committee

Under the authority of the Board, the Committee has been established to support the effective implementation and management of ESG and climate-related matters across the Group. The Committee comprises representatives from relevant department units, enabling coordination and integration of ESG considerations into daily operations.

The Committee develops and implements ESG and climate-related strategies, action plans and targets aligned with the Group's business objectives, and is responsible for identifying, assessing and monitoring material ESG and climate-related risks and opportunities. It also tracks performance against established objectives and identifies areas for improvement.

In addition, the Committee monitors regulatory developments and industry best practices, oversees stakeholder engagement and the materiality assessment process, and reports regularly to the Board with updates and recommendations to enhance the Group's ESG performance and disclosure.

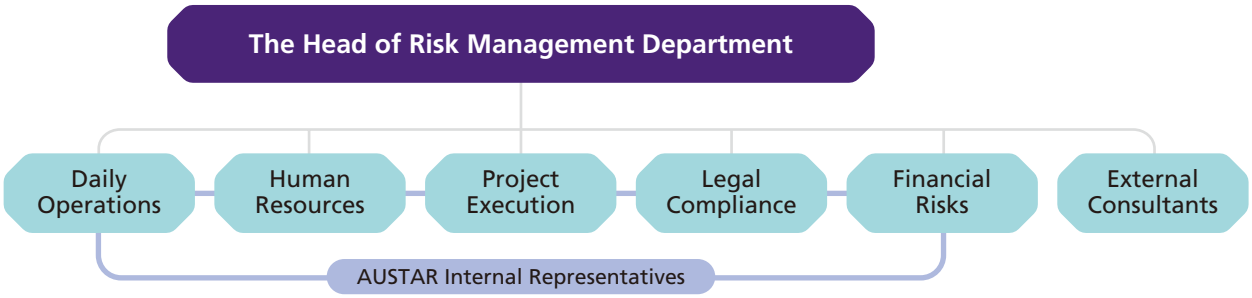
Departmental Responsibilities

Each department unit holds responsibility for executing and managing all ESG initiatives, ensuring effective coordination. Regular tracking and reviewing of performance enable the development of improvement plans and the preparation of the annual ESG report for public disclosure.

Internal Control and Risk Management

The Risk Management Department is responsible for implementing a standardized process for risk identification, assessment, monitoring and reporting, enabling timely responses to risks that may affect the Group's operations and stakeholders. The Head of the Risk Management Department oversees these activities and works closely with department units to provide guidance and ensure effective coordination in managing and mitigating risks.

To support robust internal control, authorized personnel are designated across key functional areas, including Human Resources, Project Execution, Daily Operations, Legal Compliance and Financial Risks. These personnel are responsible for managing risks within their respective areas. External consultants may also be engaged to assist with risk identification and assessment where specialized expertise is required. The Risk Management Department receives regular risk reports, including proposed mitigation measures, and oversees follow-up actions as needed. All material risks, including climate-related risks, are included in the annual risk assessment and reviewed under the Group's Internal Control System.



4.2. Climate Strategy

To assess and identify the potential climate-related risks and opportunities affecting AUSTAR's business, the Group engaged a third-party consultant during the Reporting Period to conduct a comprehensive climate risk scenario analysis. The analysis aimed to identify both physical and transition climate risks that could impact asset performance and financial outcomes, and to understand how climate risks may affect the Group's business strategy and highlights the need to incorporate climate adaptation measures into asset and operational management.

The assessment evaluated transition risks as well as physical risks arising from environmental hazards, including wind, precipitation, heat, hail, flooding, fire, drought and cold, under different climate scenarios over short-term, medium-term and long-term time horizons from 2020 to 2100. Two climate scenarios adopted for the analysis are summarised in the table below:

Scenario	Turquoise Scenario	Brown Scenario
Pathway	Shared Socioeconomic Pathways ("**SSPs**") 1-2.6 Intermediate pathways	SSP 5-8.5 High emissions pathway
Timeframe	Short-term: till 2030/Medium-term: till 2050/Long-term: till 2100	
Global Mean Temperature Increase	About 1.7°C by 2060 and 1.8°C by 2100	About 2.4°C by 2060, reaching 4.4°C by 2100
Scenario Description	Represents a future in which strong action is taken to address climate change, with strengthened climate policies and widespread corporate action, resulting in relatively low physical climate risks but higher transition risks.	Represents a future where climate action remains limited and current business practices largely continue. Weak policies and low awareness lead to higher physical climate risks over time, while transition risks remain low.

The table below presents an overview of the results from the climate scenario analysis –

Physical Risk

Risk Type	Hazard	Timeframe	Current and Anticipated Financial Implications
Acute Risk	Heavy precipitation	Short-term	• Increased costs for repairs, maintenance and restoration due to physical damage to manufacturing facilities, warehouses and offices • Potential inventory losses and revenue disruption due to production interruptions and supply-chain delays • Higher insurance premiums due to increased claims
Chronic Risk	Drought and water stress	Short to Long-term	• Higher operating costs due to water scarcity and rising water prices • Operational constraints on water-dependent manufacturing processes • Capital investment required for water-efficient equipment or alternative water sources
Chronic Risk	Rising temperatures and heat stress	Medium- to Long-term	• Increased energy consumption and cooling costs • Reduced equipment efficiency and shorter asset lifespan • Additional expenditure to ensure employee health, safety and productivity

Transition Risk

Risk Type	Hazard	Timeframe	Current and Anticipated Financial Implications
Policy & Regulatory Risk	Stricter Carbon Regulations	Short- to Medium-Term	• Increased compliance costs arising from tightening regulations on carbon emissions, energy use and environmental performance • Increased reporting and audit expenses • Potential penalties or operational disruption if requirements are not met • Capital expenditure ("**CAPEX**") required to upgrade facilities and equipment
Market Risk	Changing Consumer Preferences	Medium Term	• Potential loss of competitiveness if engineering solutions and facilities do not meet clients' ESG or sustainability requirements • Additional investment needed to enhance energy efficiency, reduce emissions and integrate sustainability features
Technology Risk	Adoption of Low-Carbon Technologies	Medium- to Long-term	• High upfront CAPEX for new technologies (e.g. energy-efficient equipment, digital energy management systems) • Increased operating costs related to system integration, maintenance and staff training • Risk of technology obsolescence as low-carbon technologies continue to evolve
Reputation Risk	Increased scrutiny of ESG and climate performance	Short Term	• Potential impact on client relationships and investor confidence if climate and ESG performance does not meet expectations • Increased disclosure and assurance costs

Opportunity

Opportunities	Timeframe	Current and Anticipated Financial Implications
Growing Demand for Sustainable and ESG-Aligned Solutions	Medium Term	• Increased competitiveness by offering energy- and water-efficient, low-carbon and sustainable engineering solutions • Ability to attract ESG-focused clients and projects • Revenue growth opportunities from sustainability-driven products and services
Adoption of Energy-Efficient and Low-Carbon Technologies	Medium- to Long-Term	• Reduced operating costs through improvements in energy and water efficiency • Long-term operational resilience from more efficient and reliable technologies • Enhanced asset performance and extended asset life cycles • Reduced exposure to future carbon pricing and resource cost volatility

Note: At this stage, the Company discloses the financial implications of climate-related risks and opportunities on a qualitative basis only, as the methodologies and resources required to single out quantitative factors and produce robust quantitative assessments are still under development. Quantification would involve advanced scenario modelling and comprehensive data collection across operations and the value chain. The Company remains committed to progressively enhancing its disclosure practices and will continue to evaluate the feasibility of integrating quantitative elements into its disclosures, including, where appropriate, internal carbon prices, remuneration, and carbon credits, as internal capabilities and industry practices mature.

Climate-related risks and opportunities for AUSTAR mainly relate to its manufacturing and office operations in Mainland China, including locations such as Shanghai and Shijiazhuang. Climate considerations are increasingly factored into the Group's operational planning, capital investment and procurement decisions.

In response to identified climate risks, AUSTAR has formalised the "Addressing Climate Change and Sustainable Development Management Measures", which set out the Group's approach to managing climate-related risks and opportunities. Under these measures, the Group seeks to progressively reduce and minimise direct and indirect greenhouse gas ("**GHG**") emissions within its scope of control. The Group also aims to avoid or minimise climate-related disruptions to operations and capture opportunities to adapt to changing climate conditions.

AUSTAR is integrating climate considerations into its business strategy to address both risks and opportunities. Although uncertainties remain regarding future climate policies, technology developments and the severity of physical climate risks, AUSTAR can adjust its strategy over the short, medium and long term by considering climate risks in its business model, setting emissions reduction targets, and adopting flexible operational practices to manage risks and capture potential opportunities.

The Group's resilience efforts focus on adaptation measures to strengthen facility robustness and operational continuity, including enhancing site resilience to extreme weather and improving energy and water efficiency. At the same time, mitigation measures aim to reduce GHG emissions through phased equipment upgrades, the adoption of energy-efficient technologies and more sustainable procurement practices. While these initiatives may result in higher upfront costs in the short term, they are expected to improve efficiency, reduce operating costs and support stable operations and long-term value over the medium to long term.

4.3. Climate Risk Management

AUSTAR has established a "Climate Risk Management Framework" which sets out the processes used to identify, assess, prioritize and monitor climate-related risks and opportunities. The framework is fully integrated into the Group's overall risk management process to ensure that climate considerations inform strategic planning, capital allocation and operational decision-making across the Group.

Climate Risk Integration

Step 1 Risk Identification

AUSTAR identifies climate-related risks and opportunities through systematic desktop research, with the use of climate risk analytics tools and publicly available climate data. Both physical and transition risks are considered, including acute and chronic physical risks as well as policy, regulatory, market, technology and reputation risks. During the Reporting Period, an external consultant was engaged to provide specialised climate risk insights and scenario-based analysis.

Step 2 Risk Assessment

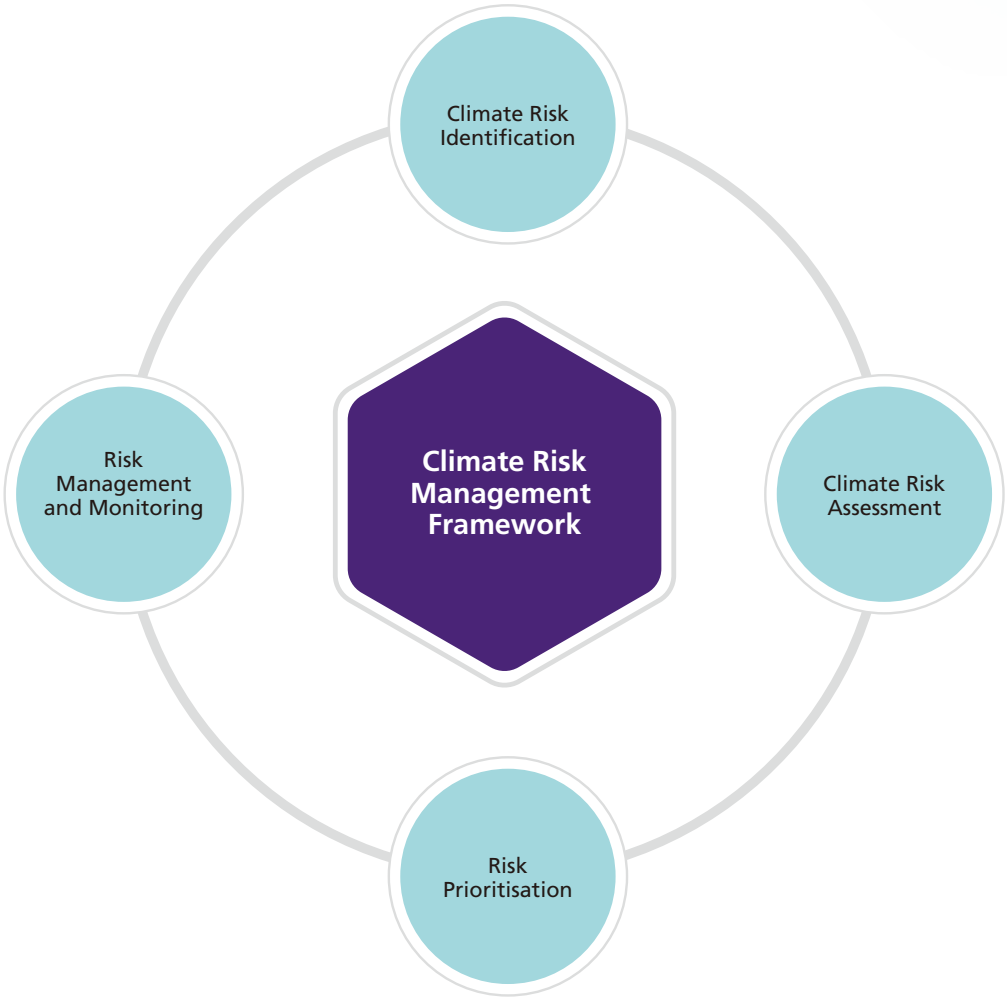
Identified climate-related risks are assessed using a structured approach that considers both qualitative and quantitative factors. Scenario analysis is applied to evaluate the likelihood and potential impact of risks under different climate pathways. Physical risks are assessed based on asset exposure and vulnerability, while transition risks are assessed with reference to potential transition costs and impacts on operations. Potential financial impacts on operating costs and revenue are also analysed.

Step 3 Risk Prioritisation

Climate-related risks are prioritized through regular assessment of their potential impact on the Group's operations and financial performance. Where the potential financial impact of climate-related risks exceeds predefined thresholds – specifically, where assets exposed to very high climate risk represent 5% or more of the Group's total assets – early warning signals are triggered and escalated to senior management and relevant departments for timely action.

Step 4 Risk Management and Monitoring

Climate-related risks and opportunities are monitored on an ongoing basis. The Risk Management Department receives regular reports on identified risks, along with suggested measures and initiatives for adaptation or mitigation, to facilitate follow-up handling and rectification. All types of risks, including climate-related risks, are considered in the annual risk assessment process and are reviewed under the Internal Control System.



4.4. Metrics and Targets

AUSTAR recognizes the significant environmental impact of GHG emissions and is committed to reducing its carbon footprint. During the Reporting Period, the Group established its first climate-related target focusing on the reduction of GHG emissions. The target covers Scope 1 and Scope 2 operational GHG emissions from the Group's operations in Mainland China, with key details set out below.

Reduce 3% of Scope 1 and 2 GHG intensity (per revenue) by 2035 compared with the 2024 level for AUSTAR's operation in Mainland China

This target demonstrates the Group's commitment to addressing climate change, fulfilling its environmental responsibilities and responding to growing stakeholder expectations for measurable climate action. By formalizing this initial climate target, the Group is taking a meaningful step towards integrating climate considerations into its operational strategies, laying a foundation for long-term sustainability and contributing to broader efforts to reduce GHG emissions.

During the Reporting Period, GHG emissions mainly stem from Group-owned machinery and vehicle fuel combustion under Scope 1, purchased electricity under Scope 2, and business air travel under Scope 3 of the GHG Protocol.

Additionally, AUSTAR has formulated the "Greenhouse Gas Emission Management Regulations", which standardizes its GHG management practices in accord with the ISO14064 standard. The regulations clearly define responsibility division and calculation methods, optimize the Group's GHG emissions inventory and reporting processes, and specify five core principles for GHG quantification: relevance, completeness, consistency, accuracy, and transparency, thereby improving data quality and reinforcing environmental responsibility and compliance commitments.

The table below provides an overview of the Group's GHG emissions during the Reporting Period:

GHG Emissions	**Unit**	2023	2024	**2025**
Scope 1 Emissions	Tonnes of carbon dioxide equivalent ("**tCO_2e**")	73.49	72.65	**93.57**
Scope 2 Emissions (Location-based)	tCO_2e	2,001.37	2,490.49	**2,462.61**
Scope 2 Emissions (Market-based)	tCO_2e	2,001.37	2,244.82	**2,099.46**
Scope 3 Emissions	tCO_2e	1,071.88	849.44	**604.24**
Total GHG Emissions (Location-based)	tCO_2e	3,146.74	3,412.58	**3,160.42**
Total GHG Emissions (Market-based)	tCO_2e	3,146.74	3,166.91	**2,797.27**
Scope 1 Intensity per revenue	tCO_2e/ RMB'000,000	0.042	0.048	**0.061**
Scope 2 Intensity per revenue (Location-based)	tCO_2e/ RMB'000,000	1.13	1.66	**1.61**
Scope 2 Intensity per revenue (Market-based)	tCO_2e/ RMB'000,000	1.13	1.50	**1.37**
Scope 3 Intensity per revenue	tCO_2e/ RMB'000,000	0.61	0.57	**0.39**
Total Intensity per revenue (Location-based)	tCO_2e/ RMB'000,000	1.78	2.27	**2.06**
Total Intensity per revenue (Market-based)	tCO_2e/ RMB'000,000	1.78	2.11	**1.83**

Notes:

1. The calculation of Scopes 1 and Scope 2 GHG emissions is defined and calculated in accordance with the GHG Protocol, ISO14064 standard and "How to prepare an ESG Report – Appendix 2: Reporting Guidance on Environmental KPIs" published by the Stock Exchange.

2. The direct emissions (i.e. Scope 1) includes the combustion of fuels for stationary sources and mobile combustion of company vehicles.

3. The energy indirect emissions (i.e. Scope 2) includes the purchased electricity consumed by the Group. For the Reporting Period, the calculation is based on the national emissions factor in 2024 from the Ministry of Ecology and Environment.

4. The other indirect emissions (i.e. Scope 3) include business travel by the Group only.

5. Location-based emissions are calculated using the average emission factors of the electricity grid where consumption physically occurs. This method does not take into account any renewable energy purchases, certificates or contracts.

6. Market-based emissions reflect emissions from electricity that the Group has purposefully chosen, including contractual instruments such as green energy purchases. As there is on-site solar electricity consumption in 2024 and 2025, the relevant GHG emissions has been adjusted accordingly under the market-based approach.

7. The intensity calculation is based on the Group's revenue at the end of each financial year.

SOCIAL PERFORMANCE

As part of our sustainable business commitment, AUSTAR acknowledges key stakeholders, including employees, customers, suppliers, and the community as critical to our ethical operations. We proactively address stakeholders' input, pledging to manage our impact on individual well-being and broader society. With established governance and dedicated effort, we strive to deliver mutual benefits and drive positive, sustainable outcomes for stakeholders and society at large.

5. Employment

The Group recognises that employees are essential to achieving our business goals and sustaining industry leadership. With a comprehensive human resources management framework, we are committed to providing a safe, motivating, and inclusive work environment that supports employee well-being and development. We prioritise health and safety, professional growth, diversity and inclusion to provide a workplace where all employees can thrive. Our employment policies are aligned with the United Nations Universal Declaration of Human Rights and relevant local operational laws and regulations.

During the Reporting Period, the Group strictly complied with the applicable labour laws and regulations, including but not limited to the Employment Ordinance (Cap.57), Employees' Compensation Ordinance (Cap.282), Mandatory Provident Fund Schemes Ordinance (Cap.485) and the Minimum Wage Ordinance (Cap.608) of Hong Kong, the Labour Law of the PRC and the Labour Contract Law of the PRC. The Group was not aware of any incidents or violations of the relevant labour laws and regulations relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunities, diversity, anti-discrimination and other benefits and welfare.

5.1. Employment Practice

AUSTAR's success is built on the dedication of its employees, who form the cornerstone of the Group's achievements. We are committed to safeguarding their rights and interests through clear policies and procedures. Our Employee Handbook, "Personnel Records Management Control Procedures", and "Talent Acquisition Procedure" establish standardized practices for recruitment and human resources management. These cover essential areas such as recruitment, promotion, compensation, termination, working hours, benefits, training, and compliance with statutory requirements.

To attract and retain talent, we provide competitive remuneration and welfare packages, including paid sick leave, comprehensive medical insurance, marriage and maternity leave, housing and transportation allowances. Recruitment is conducted through diverse channels such as human resources agencies, campus programs, social platforms, and internal referrals, enabling the Group to reach a broad range of talent and secure a rich mix of skills and experiences that drive innovation.

We foster a performance-driven culture through an "Annual Performance Assessment Management System" which uses key performance indicators ("**KPIs**") to evaluate contributions objectively. This system informs salary adjustments, bonuses, and promotions, promoting fairness and continuous improvement. In the Reporting Period, the Company further optimised its incentive mechanism by updating and issuing the "Annual Bonus Management Policy" to enhance the management of annual bonus calculations and payouts and strengthen the effectiveness of our incentive policies.

Additionally, we celebrate excellence through award ceremonies that recognize achievements in leadership, innovation, teamwork, and customer service. This practice reinforces our commitment to appreciation and employee engagement.

5.2. Equal Opportunities and Anti-discrimination

At AUSTAR, we prioritise our employees' fundamental human rights and freedoms. Beyond legal requirements, we refine internal policies to eradicate all workplace discrimination.

We are committed to leveraging our diverse workforce's talents and expertise, fostering an inclusive workplace that values individual differences. By prioritizing workforce diversity, we optimise our human resource potential, thereby improving the Group's overall business performance and management.

Our steadfast commitment to transparency and equity ensures equitable opportunities for all candidates and employees across the full spectrum of employment processes, including recruitment, onboarding, compensation, promotion and internal transfer. We uphold an uncompromising zero-tolerance policy toward all forms of discrimination, harassment or vilification in all operations, irrespective of any protected personal characteristics or backgrounds. Our zero-tolerance policy mandates disciplinary action, including immediate termination for any verified breach.

5.3. Employee Well-being

Recognizing employee welfare as a key priority, the Group affirms team-building activities' role in reducing work stress and strengthening team bonds and hosted a variety of such events for staff during the Reporting Period.

Case Study:

Traditional Chinese Medicine Health Consultation Program

During the Reporting Period, AUSTAR organised multiple on-site Traditional Chinese Medicine (TCM) consultation sessions to support employee health and encourage proactive well-being management. Three rounds of consultations were held, providing employees with convenient access to professional TCM practitioners who offered personalised health assessments and wellness advice. Approximately 100 employees participated, benefiting from guidance on seasonal health care and common workplace wellness concerns. These efforts also help enable the early detection and mitigation of potential occupational health risks.

This initiative reflects AUSTAR's continued commitment to fostering a healthy and supportive workplace by offering accessible, holistic health services that enhance employee well-being.





Going forward, we will host more cohesion-building activities and prioritise employee well-being and work-life balance to motivate staff excellence, drive sustainable business growth, and boost productivity and job satisfaction.

5.4. Employee Profile

As at 31 December 2025, the Group had a total of 1,468 employees, all of them were full-time employees. Our overall voluntary turnover rate for the Reporting Period was 10.57%. The table below provides an overview of the Group's workforce profile (divided by gender, age group and geographical region) during the Reporting Period:

	2023		2024		**2025**	
Employment Profile[1]	Number of employees	Turnover rate[2, 3] (%)	Number of employees	Turnover rate[2, 3] (%)	**Number of employees**	**Turnover rate[2, 3] (%)**
By gender						
Male	1,262	30.7	1,131	24.7	**1,116**	**19.4**
Female	405	31.5	364	28.3	**352**	**19.9**
By age group						
≤ 30	425	63.6	315	44.5	**233**	**30.9**
Age 31 to 40	845	26.0	770	20.0	**758**	**17.5**
Age 41 to 50	327	8.3	344	21.8	**403**	**15.4**
≥ 51	76	13.2	66	33.3	**74**	**27.0**
By geographical region						
Hong Kong	3	66.7	2	100.0	**3**	**33.3**
Mainland China	1,615	29.1	1,440	25.0	**1,402**	**19.3**
Others	49	83.7	53	37.7	**63**	**25.4**

Notes:

1. The number of employees is calculated based on the number of headcounts as at 31 December 2025.
2. The calculation of turnover rate excludes individuals of other employment types such as internships to ensure a more accurate representation of the turnover rate among regular employees.
3. The formula for calculating the employee turnover rate in a specific category: the total number of employee turnover in a specific category divided by the total number of employees in that specific category at the end of the Reporting Period.

6. Health and Safety

To prevent workplace accidents and occupational hazards, the Group has established an ISO45001-aligned Occupational Health and Safety Management System for safety risk identification and management. In the Reporting Period, the Company further strengthened its environmental, health and safety ("**EHS**") governance by updating the "Project Execution EHS Control Procedure", enhancing standardised EHS management throughout the entire project lifecycle. These policy and regulations are formulated in line with the International Labour Organization's Occupational Health and Safety Management System Guidelines and PRC laws, such as the Work Safety Law, Labour Law, Fire Control Law and Law of Prevention and Control of Occupational Diseases.

The Group has formulated "Control Procedures on Risk Identification and Assessment" to ensure full risk evaluations, including effective mitigation strategies to eliminate or control risks. We have also established a "List of Unacceptable Risks" to inform employees of high-risk sources and their health impacts, enhancing safety awareness and fostering a safer workplace.

Additionally, safety officers and departmental supervisors conduct regular internal safety inspections to ensure preventive measures remain effective and to identify potential risks before they escalate. For employees in high-hazard roles, we further safeguard their well-being through regular health checks, precautionary follow-up actions, and dedicated consultations, particularly for risks associated with noise, ozone, and nitrous oxide exposure.

To strengthen employees' emergency preparedness, the Group conducts regular fire drills and machinery safety and emergency response drills for prompt and effective crisis management. We also provide safety training programs, many of which are launched by third-party professional institutions, covering safety responsibility awareness, occupational health prevention and essential skills for routine duties.





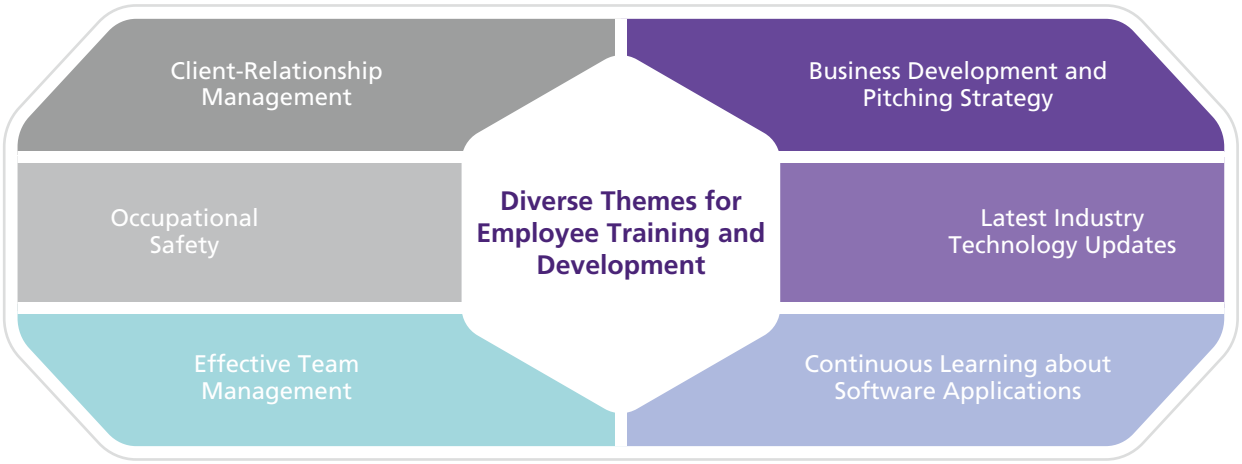
During the Reporting Period, the Group strictly complied with the applicable health and safety laws and regulations. The table below provides an overview of the Group's safety performance during the Reporting Period:

	2023	2024	**2025**
Work-related fatalities	0	0	**0**
Work-related accidents	0	0	**0**
Lost days of work-related injury	0	0	**0**

7. Development and Training

To align with industry standards and capitalize on emerging business opportunities, the Group has implemented "Training Management Procedures" to standardize annual training planning, encompassing training need assessments, identification of target participants and formulation of detailed schedule to enhance employee competencies and facilitate professional development.

The Group provides New Hire Orientation Training for all new recruits, covering corporate culture, business objectives, policies, product knowledge and departmental workflows to build their occupational skills, facilitate seamless workplace integration and support career development. We also offer multi-level on-the-job training in management, pharmaceutical project management and technical skills for existing employees, alongside sponsored external training programs for professional upgrading and organise diverse cross-team workshops focused on knowledge management, case studies and experience sharing to enhance individual capabilities, support their career goals and strengthen the Group's overall competitiveness.



During the Reporting Period, the Group conducted a total of 16,024.3 hours of job-related training covering different professional areas with 89.2% of the employees trained. The table below provides an overview of the Group's employee training data during the Reporting Period:

Employee Training Data

	2023		2024		**2025**	
Employee Training	Percentage of employees trained (%)	Average training hours (hours/ employee)	Percentage of employees trained (%)	Average training hours (hours/ employee)	**Percentage of employees trained (%)**	**Average training hours (hours/ employee)**
By employee category						
Senior management	14.0	1.50	43.1	4.50	**37.9**	**12.30**
Middle management	23.0	1.44	58.9	4.98	**60.6**	**6.14**
General employees	43.3	3.54	77.0	7.79	**95.9**	**12.79**
By gender						
Male	42.6	3.30	76.7	7.27	**88.4**	**12.71**
Female	34.6	3.28	65.4	8.29	**92.0**	**10.77**

8. Labour Standards

AUSTAR strictly prohibits child and forced labour across all business operations. To uphold the highest standards of ethical conduct and protect fundamental labour rights, we adhere to the Labour Law of the PRC, the Labour Contract Law of PRC, Provisions on Prohibition of Using Child Labour, the Law of the PRC on the Protection of Minors and other relevant labour laws and regulations.

According to the Employee Handbook, all applicants must provide valid identity documents during recruitment to verify eligibility and prevent hiring of child, forced or bonded labour. Candidates are required to submit official documents, such as qualification certificates and job reference records, to validate their information. We uphold a zero-tolerance policy on child and forced labour, any discrepancies or false information will result in immediate termination of employment.

We have established guidelines on attendance, labour intensity and overtime in the Employee Handbook and "Attendance and Leave Management Control Procedures". Employees are encouraged to improve efficiency and finish tasks within regular working hours. Overtime requires prior approval from department heads, with compensation per the established rate structure.

Beyond internal policies, we monitor suppliers' labour practices to eliminate child and forced labour across our supply chain, reducing legal risks and reinforcing our commitment to responsible sourcing and ethical practices. During the Reporting Period, the Group did not identify any cases of forced labour and child labour. This reflects our effort in maintaining the integrity of our operations and supports our goal of fostering fair and just work environments for all involved.

9. Supply Chain Management

The Group prioritizes collaboration with suppliers to ensure compliance with social and environmental standards, fostering a stable and sustainable supply chain. We favor partners providing eco-friendly materials and products, requiring them to submit specifications and certifications verifying eco-friendly attribute or sustainable sourcing. Additionally, geographic location is a key selection criterion. Local suppliers are preferred to reduce transportation-related carbon emissions.

Raw material quality underpins the Group's products and services. We have implemented a supplier management system that identifies qualified partners and monitors their quality, environmental, safety and ethical performance, in accordance with our "Procurement Management Manual" and "Supplier Performance Evaluation and Management Control Procedures" and all of our suppliers are subject to the requirements of such system.

Our supplier management system clearly defines compliance, selection and evaluation requirements. New suppliers undergo rigorous qualification checks, while critical material providers must hold ISO9001 certification and all must demonstrate strong EHS compliance track records. Existing suppliers receive annual performance reviews covering safety, quality, delivery and service to maintain standards. Supplementary evaluations are conducted for system adjustments or material quality fluctuations.

We mandate suppliers to submit an "ESG Self-Assessment Form" for health and safety performance evaluation, to manage qualified suppliers and oversee the full procurement cycle. Selected suppliers will partner with our Procurement Department and sign a "Corporate Social Responsibility Commitment", covering labour standard compliance, health and safety promotion, safe handling and disposal of hazardous chemicals and sustainable development support. We reserve the right to terminate partnerships with suppliers that repeatedly fail to meet our standards or violate regulations, upholding rigorous ethical and operational benchmarks across our supply chain.

As at 31 December 2025, we engaged a total of 1,709 suppliers. The table below provides an overview of the Group's supplier engagement (total count) during the Reporting Period:

Supplier Profile

Geographical location	Number of suppliers
Mainland China	1,675
Foreign	34
Total	**1,709**

10. Product Responsibility

As a leading high-tech pharmaceutical engineering solutions provider, AUSTAR assists our customers in improving pharmaceutical processes and operational efficiency. We integrate premium global resources and support global drug safety and efficacy, ultimately protecting human health.

Our "Comprehensive Management Manual" establishes a clear governance framework prioritizing products quality, environmental protection and employee occupational health and safety in business decision-making. To uphold our quality commitment under this framework, we have instituted a robust ISO9001-compliant Quality Management System ("**QMS**") across all production workshops.

Regular internal and external audits ensure effectiveness, drive continuous improvement, and maintain high product and service quality. We have also formulated "Non-Conforming Products Management Guidelines" to further regulate the handling of non-conforming materials and products to ensure full regulatory compliance.

We strictly comply with the PRC laws and statutory requirements related to pharmaceutical safety, labelling, and advertising, including the Pharmaceutical Administration Law, Good Supply Practice for Pharmaceutical Products, and the Advertisement Law. Compliance with these laws and regulations enables us to ensure the delivering of accurate and transparent information and prevents false or misleading claims in relation to our products.

Adhering to rigorous standards and regulations, we enhance public well-being and safety while prioritizing quality, environmental protection and employee health. These unwavering commitments underscore our position as a responsible, trusted leader in the pharmaceutical industry.


Certificate

Standard ISO 45001:2018

Certificate Regist. No. 01 213 1430836

Certificate Holder: AUSTAR 奥星

Shanghai Austar Pharmaceutical Technology Equipment Ltd.
Lane 4809, Wenxiang Road, Songjiang District, 201616 Shanghai P.R. China

Scope: Manufacturing of Purified Water Equipment, Distribution Equipment, Preparation Equipment, Cleaning Equipment, Multi-effect Water Distillers Equipment and Pure Steam Generators Equipment for Pharmaceutical Use; Design, Installation, Commissioning and Validation Service of Pharmaceutical Water Storage and Distribution System, Preparation System and CIP/SIP (Clean-in Place/Sterilization-in-place) System; Design, Manufacturing, Sales and After-sales Service of Freeze-drying and Filling Linkage Line Products (e.g., Freeze Dryer, Automatic Loading and Unloading System, Rotary Washing Machine, Heating Tunnel, Filling Machine, Capping Machine and Isolator, etc.) and Intelligent Inspection Equipment

Proof has been furnished by means of an audit that the requirements of ISO 45001:2018 are met.

Validity: The certificate is valid from 2025-12-31 until 2027-01-09. It remains valid subject to satisfactory surveillance audits. First certification 2020

2026-01-04

TÜV Rheinland Cert GmbH
Am Grauen Stein · 51105 Köln

Administrative office: TÜV Rheinland China Ltd., Room 301, 3F and Room 401, 4F, Building 4, No.15, Yonghua South Road, Beijing Economic-Technological Development Area, Beijing, 100176, P. R. China

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OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFICATE

Registration No. 03508253O061R1M

This is to certify that

Austar Engineering Technology (Shijiazhuang) Limited

3rd Floor – Building 1018, No.429 Taihang South Street, High-tech Zone, Shijiazhuang City, Hebei Province, P.R.China

Social Credit Code: 91130107MA0D5PY33R

is in conformity with

GB/T 45001–2020 / ISO 45001:2018 Standard

Scope of certificate coverage

Projects within the scope of qualifications as construction contracting of building mechanical and electrical installation, construction contracting of decoration (Site Covered: 3rd floor – Building 1018, No.429 Taihang South Street, High-tech Zone, Shijiazhuang City, Hebei Province, P.R.China).

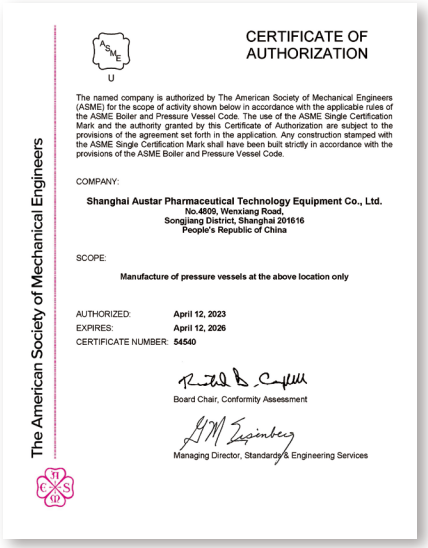
Date of issue: Oct. 13, 2025 Date of expiry: Oct. 12, 2028

IAF CNAS

Representative: Lucicio

NOTE: This certificate shall be maintained by regular surveillance audit. The validity of the certificate can be verified by scanning QR code. The information of the certificate can be available in http://www.cnca.gov.cn, the website of CNCA, and in our website http://www.sqcc.com.cn.

SINOYUAN CERTIFICATION CENTRE CO., LTD.
7FL, Tower C, Jiahua Plaza, No.9 Shangdi 3 St., Haidian, Beijing
www.sqcc.com.cn


CERTIFICATE OF AUTHORIZATION

The named company is authorized by The American Society of Mechanical Engineers (ASME) for the scope of activity shown below in accordance with the applicable rules of the ASME Boiler and Pressure Vessel Code. The use of the ASME Single Certification Mark and the authority granted by this Certificate of Authorization are subject to the provisions of the agreement set forth in the application. Any construction stamped with the ASME Single Certification Mark shall have been built strictly in accordance with the provisions of the ASME Boiler and Pressure Vessel Code.

COMPANY:

Shanghai Austar Pharmaceutical Technology Equipment Co., Ltd.
No.4809, Wenxiang Road,
Songjiang District, Shanghai 201616
People's Republic of China

SCOPE:

Manufacture of pressure vessels at the above location only

AUTHORIZED: April 12, 2023
EXPIRES: April 12, 2026
CERTIFICATE NUMBER: 54540

Board Chair, Conformity Assessment

Managing Director, Standards & Engineering Services

The American Society of Mechanical Engineers

10.1. Strict Quality Assurance

To maintain stringent product quality standards, we have implemented an "Inspection and Test Management Program" overseen by the dedicated Quality Control Department. Rigorous checks are conducted at key production stages: incoming materials inspection, manufacturing processes monitoring, final product inspection and delivery. The department also manages inspection data and records, with non-conforming products handled in line with our "Non-conforming Products Management Guidelines".

Our product quality assurance procedures are as follows:

- Incoming Materials Inspection: Inspectors conduct random sampling of incoming materials and components to verify type, quantity, and quality in line with "Guidance to Incoming Material Inspection", with results recorded and shared with relevant teams.

- Outsource product Inspection: Products from contractors are examined and classified into qualified or unqualified areas. Non-conforming items are handled according to the "Control Procedures of Unqualified Products".

- Inspectors conduct regular sampling checks across production stages to ensure consistent quality. Operators perform cross-checks. Only products verified and signed off by inspectors proceed to subsequent stages or storage. Detected abnormalities are promptly resolved.

- Inspection and Test of Finished Products: We apply multiple indicators to verify finished products' defect-free quality and compliance with specified customer requirements, with timely delivery as a key process consideration.

To mitigate user health and safety risks from product quality issues, we have formulated a "Product Recall Management Procedure" to standardize risk-product recalls. After quality assessment, the Quality Control Department collaborates with the Sales Department to initiate recalls, notify customers, isolate affected products, and investigate root causes to prevent recurrence.

These robust quality control and recall measures ensure our products meet top standards of quality, safety and customer satisfaction. Our steadfast quality commitment enables us to deliver products that exceed expectations, prioritizing customer well-being to build and sustain their trust.

10.2. Protecting Customer Privacy

Data governance and customer privacy are critical to the Group's success and reputation in the biopharmaceutical and pharmaceutical sectors. We have implemented stringent security measures to protect the sensitive information handled by the Test Service Department and issued the "Guidelines for Managing Visitors in Office Areas and Factories" across regions with strict enforcement of visitor registration, security protocols, monitoring and parking controls to safeguard operations and established industry-aligned cybersecurity policies complementing our data management strategy.

At AUSTAR, we uphold an accountability culture where all employees safeguard customer data. Our Labour Contract and Employee Handbook define confidentiality principles to protect non-public customer information and mitigate risks of breaching data protection, with IT and contract achieving staff required to sign client confidentiality agreements. Employees are prohibited from unauthorized disclosure of confidential information – including business strategies, financial data, insider details, contracts, quotations and client data – to third parties during and after employment and these protocols safeguard the security and integrity of our sensitive information.

During the Reporting Period, the Group complied with relevant laws and regulations such as the Personal Data (Privacy) Ordinance (Cap.486) of Hong Kong and the Data Security Law of PRC. The Group was not aware of any significant non-compliance cases associated with privacy matters.

10.3. Customer Satisfaction

Customer satisfaction is pivotal to our business success and we are committed to continuously improving product and service quality. Our customer satisfaction measurement integrates survey results with multi-channel communication (e.g., customer visits, calls) insights into holistic assessment. To facilitate this process, we have established a "Customer Satisfaction Management Procedure", which outlines a systematic method for measuring customer satisfaction.

Our latest customer satisfaction survey shows an impressive average rating of 97% for our products and services. We have also received customer recommendation letters praising our professional, timely responsiveness that enables productive collaborations. This outstanding outcome reflects our commitment to top-tier quality and underscores the strength of our management system.

Upon receiving verbal or written customer complaints, we strictly follow our "Management Procedures on Customer Requirements and Complaints", a framework that enables systematic, prompt investigation and resolution of issues. Our approach covers three core measures:

- Joint Investigation: We collaborate with relevant departments to conduct a thorough review of the full production process or service, identifying the root cause(s) of reported issues.

- Ongoing Communication: We maintain open dialogue with complainants, adjusting response and action plans as needed to ensure satisfaction with the resolutions.

- Complaint Analysis: We conduct an in-depth analysis of all complaints received every six months to identify areas for improvement in our management system and internal procedures, preventing recurrence of similar issues.

During the Reporting Period, the Group strictly complied with the Law of the PRC on the Protection of Consumer Rights and Interests and there was no product recall, return or complaint regarding our products and services. Moreover, we received customer appreciation letters from multiple regions, inspiring us to continually improve the quality of our products and services.

10.4. Protecting Intellectual Property

AUSTAR recognizes the pivotal role of intellectual property ("**IP**") protection in driving product R&D and strives to safeguard valuable intangible assets while fostering innovation. To this end, we have established comprehensive management systems and procedures, including the "Business Secret Information System", "Patent Management Procedure", "Registered Trademark Management Procedure", and "Copyright Management Procedure", which standardize application and registration processes, effectively mitigating IP risks across all operations.

Our Intellectual Property Strategy Department manages patent analysis, acquisitions, transfers and licensing to ensure comprehensive protection and prevent infringement. Emphasizing on IP protection nurtures an innovative culture and maximizes return on R&D investments. We collaborate with authorities and industry peers to align with best practices and regulations, strengthening growth foundations to deliver cutting-edge solutions and drive industry progress.

The table below provides an overview of the Group's IP held during the Reporting Period:

Types of IP	Number
Copyrights	5
Patents	24

11. Anti-Corruption

The Group is committed to conducting business with integrity and transparency and maintains a strict zero-tolerance policy toward corruption, extortion, money laundering, fraud, and solicitation. Our Employee Handbook clearly defines the code of conduct, requiring all employees to uphold legal and ethical standards, avoid conflicts of interest, and reject any form of bribery or misconduct.

To reinforce ethical behaviour, the Group has adopted the "Integrity Management Policy" covering all directors and employees, business activities and external events. It promotes anti-corruption awareness, strengthens compliance culture, and allows only reasonable business entertainment. All payments must be properly documented in accordance with financial rules, and relevant policies are reviewed regularly to ensure effective implementation. Any violations may result in disciplinary action, including dismissal.

The Group also maintains a confidential whistleblowing mechanism for reporting misconduct, malpractice, unethical behaviour, or unfair treatment. Reports are handled promptly, and whistleblowers' identities are protected to prevent retaliation. Investigations are conducted as needed, and information is disclosed only when required by law.

To reinforce our Group-wide anti-corruption program, we offer regular training to ensure all directors and employees understand our policies and procedures, and uphold a transparent, ethical workplace with zero tolerance for corruption and bribery. During the Reporting Period, we conducted 9 anti-corruption training sessions, totalling 2.25 hours of training for all directors and employees. The topics covered include but are not limited to prohibited behaviours during the procurement process, anti-commercial bribery, conflicts of interest, reporting requirements and more.

During the Reporting Period, the Group strictly complied with relevant laws and regulations that have a significant impact on the Company relating to bribery, extortion, fraud and money laundering, including but not limited to the Criminal Law of the PRC, the Anti-unfair Competition Law of the PRC, and Anti-Money Laundering Law of the PRC. There were no cases of corruption, extortion, fraud, or money laundering brought against the Group or its employees.

12. Community Investment

Driven by the Group's vision and mission, we are committed to advancing pharmaceutical technology for our customers while upholding our corporate responsibility to contribute to community development. Our engagement focuses on education and labour needs, and we foster mutually beneficial community ties by encouraging employee participation in initiatives that support underprivileged groups.

To strengthen the management of external donations and sponsorships, we have implemented the "External Contribution and Sponsorship Management Policy", which regulates and optimizes our outreach practices to better fulfil corporate social responsibilities. The Group prepares an annual budget for such initiatives, while refining internal approval and audit protocols. We also conduct comprehensive reviews and impact evaluations for each donation and sponsorship project.

By nurturing a culture of philanthropy and community engagement, we strive to drive positive impact and honour our social responsibility commitments.

ESG REPORTING CODE INDEX

ESG Reporting Code		Section/Explanation
Mandatory Disclosure Requirements		
Governance Structure	A statement from the board containing the following elements: (i) a disclosure of the board's oversight of ESG issues; (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 (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.	ESG Management Approach – Management Structure
Reporting Principles	A description of, or an explanation on, the application of the following Reporting Principles in the preparation of the ESG report: **Materiality:** 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. **Quantitative:** 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. **Consistency:** 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.	About the Report – Reporting Principles
Reporting Boundary	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.	About the Report

ENVIRONMENTAL PERFORMANCE

ESG Reporting Code		Section/Explanation
A1 Emissions		
A1	General Disclosure Information: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	1. Emissions
KPI A1.1	The types of emissions and respective emissions data.	1. Emissions – 1.1 Air Emissions
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	Repealed 1 January 2025
KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1. Emissions – 1.2 Waste and Wastewater Management
KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	1. Emissions – 1.2 Waste and Wastewater Management
KPI A1.5	Description of emissions target(s) set and steps taken to achieve them.	1. Emissions – 1.1 Air Emissions
KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	1. Emissions – 1.2 Waste and Wastewater Management

ESG Reporting Code		Section/Explanation
A2 Use of Resources		
A2	General Disclosure Policies on the efficient use of resources, including energy, water, and other raw materials.	2. Use of Resources
KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	2. Use of Resources – 2.1 Energy Use
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	2. Use of Resources – 2.2 Water Management
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	2. Use of Resources – 2.1 Energy Use
KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	2. Use of Resources – 2.2 Water Management
KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	2. Use of Resources – 2.3 Packaging Materials
A3 The Environment and Natural Resources		
A3	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	3. The Environment and Natural Resources
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	3. The Environment and Natural Resources

ESG Reporting Code		Section/Explanation
A4 Climate Change		
A4	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Repealed 1 January 2025
KPI A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them.	Repealed 1 January 2025

SOCIAL PERFORMANCE

ESG Reporting Code		Section/Explanation
B1 Employment		
B1	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	5. Employment
KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	5. Employment – 5.4 Employee Profile
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	5. Employment – 5.4 Employee Profile

ESG Reporting Code		Section/Explanation
B2 Health and Safety		
B2	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	6. Health and Safety
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the Reporting Period.	6. Health and Safety
KPI B2.2	Lost days due to work injury.	6. Health and Safety
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	6. Health and Safety
B3 Development and Training		
B3	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	7. Development and Training
KPI B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	7. Development and Training
KPI B3.2	The average training hours completed per employee by gender and employee category.	7. Development and Training

ESG Reporting Code		Section/Explanation
B4 Labour Standards		
B4	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	8. Labour Standards
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	8. Labour Standards
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	8. Labour Standards
B5 Supply Chain Management		
B5	General Disclosure Policies on managing environmental and social risks of the supply chain.	9. Supply Chain Management
KPI B5.1	Number of suppliers by geographical region.	9. Supply Chain Management
KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	9. Supply Chain Management
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	9. Supply Chain Management
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	9. Supply Chain Management

ESG Reporting Code		Section/Explanation
B6 Product Responsibility		
B6	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling, and privacy matters relating to products and services provided and methods of redress.	10. Product Responsibility
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	10. Product Responsibility – 10.3 Customer Satisfaction
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	10. Product Responsibility – 10.3 Customer Satisfaction
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	10. Product Responsibility – 10.4 Protecting Intellectual Property
KPI B6.4	Description of quality assurance process and recall procedures.	10. Product Responsibility – 10.1 Strict Quality Assurance
KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.	10. Product Responsibility – 10.2 Protecting Customer Privacy

ESG Reporting Code		Section/Explanation
B7 Anti-Corruption		
B7	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud, and money laundering.	11. Anti-Corruption
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	11. Anti-Corruption
KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	11. Anti-Corruption
KPI B7.3	Description of anti-corruption training provided to directors and staff.	11. Anti-corruption
B8 Community Investment		
B8	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	12. Community Investment
KPI B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	12. Community Investment
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	12. Community Investment