

# PERFORMANCE DATA SUMMARY

## (ENVIRONMENTAL)<sup>112</sup>

### GHG EMISSIONS<sup>113</sup>

(tCO <sub>2</sub> e)	2023	2022	2021	2023 vs 2022 Change (%)
Scope 1 and 2 GHG emissions	6,960	6,675	8,213	4%
Scope 1, 2 and 3 GHG emissions	78,772	N/A	N/A	
Direct GHG emission (Scope 1)	320	244	313	31%
Indirect GHG emission (Scope 2)	6,640	6,431 <sup>Note 1</sup>	7,900 <sup>Note 1</sup>	3%
Other indirect GHG emission (Scope 3)	71,812	N/A <sup>Note 2</sup>	N/A <sup>Note 2</sup>	
<i>Of which air travel:</i>	917	382	522	140%
Revenue (consolidated entities) (US\$'000)	837,999 <sup>Note 3</sup>	426,409	334,388	97%
Scope 1 & 2 GHG emission intensity (tCO <sub>2</sub> e/US\$'000 revenue)	0.008	0.016	0.025	-47%
Scope 1, 2 & 3 GHG emission intensity (tCO <sub>2</sub> e/US\$'000 revenue)	0.094	N/A	N/A	

tCO<sub>2</sub>e = tonnes (metric tons, t) of carbon dioxide (CO<sub>2</sub>) equivalent (e)

Note 1: Scope 2 emissions in 2022 and 2021 are restated due to re-calculation of steam consumption and improved data accuracy.

Note 2: Scope 3 emissions in 2022 and 2021 are limited to business air travel. Scope 3 emissions in 2023 include all other indirect emissions that occur outside the company, covering both upstream and downstream emissions.

Note 3: 2023 includes US\$280 million recognized from upfront payment by Takeda.

<sup>112</sup> The calculation standards and methodologies for GHG emissions were referenced from the “Guidelines to Account for and Report on Greenhouse Gas Emissions and Removals for Buildings (Commercial, Residential or Institutional Purposes) in Hong Kong” by the Environment Protection Department and Electrical and Mechanical Services Department of the HKSAR Government. Emission factors for the reporting of GHG emissions were referenced from sources including the Sustainability Report 2021 of CLP Power Hong Kong Ltd, the average CO<sub>2</sub> emission factors of China’s Regional Grid in 2019 issued by the Ministry of Ecology and Environment of the People’s Republic of China and “How to Prepare an ESG Report – Appendix 2 Reporting Guidance on Environmental KPIs” by the Hong Kong Stock Exchange.

<sup>113</sup> KPI A1.2

## AIR EMISSIONS<sup>114</sup>

(kg)	2023	2022	2021	2023 vs 2022 Change (%)
Nitrogen Oxides (NO <sub>x</sub> )	14.62	24.86	5.38	-41%
Sulphur Oxides (SO <sub>x</sub> )	0.19	0.18	0.12	8%
Particulate matter (PM)	1.29	2.23	0.40	-42%

## ENERGY CONSUMPTION<sup>115</sup>

(GJ) <sup>Note 1,2</sup>	2023	2022	2021	2023 vs 2022 Change (%)
Total Energy Consumption (kWh) ('000)	12,601	12,004 <sup>Note 3</sup>	14,500 <sup>Note 3</sup>	5%
Total Energy Consumption (GJ)	45,363	43,217 <sup>Note 3</sup>	52,200 <sup>Note 3</sup>	5%
Electricity consumption	34,201	32,557	41,140	5%
Steam consumption	10,700	10,241 <sup>Note 4</sup>	10,772 <sup>Note 4</sup>	4%
Natural gas consumption	0	0	0	0%
Diesel consumption	0	0	0	0%
Gasoline consumption	462	419	288	10%
Total energy intensity (GJ/US\$'000 revenue)	0.054	0.101 <sup>Note 3</sup>	0.156 <sup>Note 3</sup>	-47%

Note 1: GJ = Giga Joule (GJ), which is equal to  $1 \times 10^9$  joule (J) = 277.8 kWh

Note 2: Data from the U.S. office have been excluded in 2022 and 2021 because electricity is provided by the landlord

Note 3: The total energy consumption in 2022 and 2021 is reinstated due to reinstated steam consumption

Note 4: Steam consumption in 2022 and 2021 is restated due to re-calculation and improved data accuracy

<sup>114</sup> KPI A1.1

<sup>115</sup> KPI A2.1

## WATER CONSUMPTION<sup>116</sup>

(cubic meters)	2023	2022	2023 vs 2022 Change (%)
Total water consumption	25,747	22,397	15%
Water consumption intensity (cubic meters/US\$'000 revenue)	0.031	0.05	-38%

## WASTEWATER DISCHARGE

(cubic meters)	2023	2022	2023 vs 2022 Change (%)
Total wastewater discharged	22,483	19,736	14%

## PAPER

(tons)	2023	2022	2023 vs 2022 Change (%)
Total paper purchased	14	12 <sup>Note 1</sup>	17%

Note 1: Paper consumption in 2022 is restated due to re-calculation and improved data accuracy.

<sup>116</sup> KPI A2.2

## PACKAGING MATERIALS<sup>117</sup>

(tons)	2023	2022	2023 vs 2022 Change (%)
Paper	16	12	33%
Plastic	7	6	17%
Metals	2	1	100%
Total	25	19	32%

## WASTE AND RECYCLING<sup>118</sup>

Waste (tons)	2023	2022	2023 vs 2022 Change (%)
Non-hazardous waste	68	N/A <sup>Note 1</sup>	N/A
Hazardous waste	106	79	34%
Non-hazardous waste intensity (tons/US\$'000)	0.000082	N/A <sup>Note 1</sup>	N/A
Hazardous waste intensity (tons/US\$'000)	0.000126	0.000186	-32%

Note 1: Non-hazardous waste data in 2022 is adjusted based on reassessment of data and updated calculation method.

Waste recycled by type (tons)	2023	2022	2023 vs 2022 Change (%)
Paper	4.278	1.943	120%
Plastic	1.105	0.000	N/A
Metals	0.345	0.000	N/A
Glass	0.003	0.000	N/A
Fluorescent tubes	0.002	0.000	N/A
Total <sup>Note 1</sup>	5.733	1.943	195%
Printer cartridges (pieces)	144	82	76%

Note 1: Total weight of waste recycled excludes printer cartridges.

<sup>117</sup> KPI A2.5

<sup>118</sup> KPI A1.3, KPI A1.4

# PERFORMANCE DATA SUMMARY

## (SOCIAL)

### WORKFORCE DEMOGRAPHICS<sup>119</sup>

Total number of employees	2023	2022	2021
	1,991	2,027	1,715

Total number of employees by age	2023		2022		2021	
	Female	Male	Female	Male	Female	Male
19 and below	0	0	0	0	0	0
20 - 29	242	189	304	203	236	160
30 - 39	570	495	539	475	456	402
40 - 49	203	205	199	195	170	181
50 - 59	36	33	49	38	47	42
60 and above	8	10	10	15	7	14
Total	1,059	932	1,101	926	916	799

Total number of employees by region	2023		2022		2021	
	Female	Male	Female	Male	Female	Male
Hong Kong	36	23	52	26	32	24
Mainland China	984	890	969	852	808	724
U.S., Europe and Others	39	19	80	48	76	51

Total number of employees by contract type	2023	2022	2021
Full-time	1,987	2,025	1,715
Part-time	4	2	0
Temporary	0	0	0

<sup>119</sup> KPI B1.1; S4.1; S4.3; S5.1

Total number of employees by employee category	2023				2022				2021			
	Female		Male		Female		Male		Female		Male	
General staff	796	53.0%	708	47.0%	806	55.4%	649	44.6%	672	54.4%	564	45.6%
Middle management	259	55.0%	212	45.0%	288	52.4%	262	47.6%	241	52.2%	221	47.8%
Executive and Senior management	4	25.0%	12	75.0%	7	31.8%	15	68.2%	3	17.7%	14	82.4%
Total	1,059	53.2%	932	46.8%	1,101	54.3%	926	45.7%	916	53.4%	799	46.6%

## EMPLOYEE TURNOVER RATE BY GENDER, AGE AND GEOGRAPHICAL REGION<sup>120</sup>

Employee turnover rate by gender (%)	2023	2022	2021
Male	26.8%	31.6%	26.7%
Female	22.1%	24.3%	19.3%
Total	24.3%	27.7%	22.7%

Employee turnover by age (%)	2023	2022	2021
19 and below	0%	0%	0%
20 - 29	35.0%	34.3%	26.0%
30 - 39	20.8%	27.8%	26.2%
40 - 49	16.9%	17.5%	14.0%
50 - 59	40.6%	29.9%	1.1%
60 and above	83.3%	40.0%	9.5%

Employee turnover by region (%)	2023	2022	2021
Hong Kong	13.6%	23.1%	16.1%
Mainland China	21.9%	27.4%	24.2%
U.S., Europe and Others	113.8% <sup>Note 1</sup>	35.1%	7.9%

Note 1 – Due to the restructuring of U.S. commercial operations in 2023, the number of leavers in U.S., Europe and Others is greater than the number of employees by year end.

Turnover rate (in relevant geographical region) =  $L(x)/E(x) * 100$

L(x) = Employees in the specified region leaving employment

E(x) = Number of employees in the specified region

	2023	2022	2021
Voluntary employee (full-time) turnover (%)	19.7%	27.7%	22.5%

<sup>120</sup> KPI B1.2; S3.1-S3.2; SASB-BP-330a.2

Voluntary employee turnover by employee category (%)	2023	2022	2021
General staff	23.3%	N/A	N/A
Middle management	9.1%	N/A	N/A
Executives and senior management	0%	N/A	N/A
Total	19.7%	N/A	N/A

Involuntary employee turnover by employee category (%)	2023	2022	2021
General staff	1.9%	N/A	N/A
Middle management	12.7%	N/A	N/A
Executives and senior management	12.5%	N/A	N/A
Total	4.5%	N/A	N/A

New employee hires by gender	2023	2022	2021
Male	210	327	310
Female	181	397	410
Total	391	724	720

New employee hires by age	2023	2022	2021
19 and below	0	1	0
20 - 29	152	285	268
30 - 39	198	341	368
40 - 49	39	77	75
50 - 59	2	15	9
60 and above	0	5	0
Total	391	724	720

New employee hires by region	2023	2022	2021
Hong Kong	6	18	12
Mainland China	384	679	645
U.S., Europe and Others	1	27	63
Total	391	724	720

## OCCUPATIONAL HEALTH AND SAFETY DATA<sup>121</sup>

Safety Performance	Unit	2023	2022	2021
Total training hours of health and safety	Hours	6,306	5,490	N/A
Work-related fatalities	Cases	0	0	N/A
Rate of work-related fatalities <sup>Note 1</sup>	%	0	0	N/A
Lost days rate <sup>Note 1</sup>	%	0.85	2.23	N/A
Lost days due to work injury	Days	17	45	N/A

Note 1: Calculated based on 200,000 hours worked

## TRAINING<sup>122</sup>

Percentage of employees trained by employee category	2023	2022	2021
General staff	100%	100%	100%
Middle management	100%	100%	100%
Executive and Senior management	100%	100%	100%
Total	100%	100%	100%

Percentage of employees trained by gender	2023	2022	2021
Male	100%	100%	100%
Female	100%	100%	100%
Total	100%	100%	100%

Average training hours by gender	2023	2022
Male	22.0	23.8
Female	20.7	22.0
Total	21.3	22.8

<sup>121</sup> KPI B2.1-B2.2; S7

<sup>122</sup> KPI B3.1; KPI B3.2



Average Training hours by employment category	2023	2022
General staff	20.8	23.7
Middle management	21.8	20.8
Executive and Senior management	24.0	14.6
Total	21.1	22.8

Total training hours on the following topics	2023	2022
Code of Ethics	503	532
Anti-corruption and Compliance	1,830	2,100
Health and Safety	6,306	5,490
Others (including new hires induction training, academic lectures and forums, quality control, general skills, management and leadership trainings)	33,082	39,235
ESG	698	N/A
Total	42,419	47,375

Number of parental leave	2023		2022		2021	
	Female	Male	Female	Male	Female	Male
Entitled by gender	31	12	27	18	16	12
Taken by gender	30	12	27	18	16	12
Returned to work after parental leave, by gender	30	12	25	18	16	12
Returned to work rate	100%	100%	93%	100%	100%	100%