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1. ABOUT THE REPORT

We Ka g g H , a C ., L d. (e af efe ed a We Ka g g , e C a)
a d b da e (e af efe ed a e G e) a e ea ed a ce , d
E e a, S ca a d G a ce Re , (e Re ,). T e Re , a de be e G ’
a ab e de e e c ce a d e a c e a a a c e f f ec a e
ca e b e. T e Re , a a e a e a ed e ega d e e e a d

2. ABOUT THE GROUP

E ab ed 1996 a d ead a ed We C , Z e a g P ce, e Pe e' Re b c f C a (e PRC C a), e G e ga ged d g c a c ec a ea ca e ce. A a f e c a c ec a ea ca e ce, We Ka g g a d We Y g Go a c H a C ., L d. d e G a de c e e ea ca e ce. I add , e G a age ed ca g e ag ee e , c a e We C g H a C ., L d., Ya a F e H a f Tad a C e e a d We Med c e, P a g H a gfe g P c a c S ec a H a, C 'a H a gfe g Ka g'e H a, c a c ea ca e de a e f P g a g C a gge g H a C . L d a d Y C P c a c Hea Ce , e ec .

W e f e a f e G 'e a f ed ca , e Yea , e b f ed ca d a age e ea ed f 18 a e d f 2017 24, a d e b f bed f ed ca d a age e ea ed f 4,550 a e d f 2017 6,300. T f e e ce a , e a e ca ed -de e a a d g ade f e e g ed ca : T e a e b d g f Y C P c a c Hea Ce a d P a g H a gfe g P c a c S ec a H a a e bee e a ed a d e. T e e a ec f e e b d g f Ca g a Ka g g H a C ., L d. a bee c e ed, a d e e e f Q g a Ka g g H a C ., L d. a d Y g a Ka g g H a C ., L d. a e bee e e ed.

I e Yea , e G ac e ed e de e f a a c c . T e G de e de de ed e a e ec c ed ca ec d e a ac c f c a c ec a, a d a e f a age e , f a e e de e de c g , c ded g ec ca e g e e a g f e ce, ed ce a g c a d e dec - a g a d a age e , e f e G , a d a ded a effec e ca e f e f g a age e , de.

I add , We Ka g g a cce f a ed e acce a ce f e a a e ca ec e (c a). T e c c f ec a ec a e c ca c g a d be a a ed c e a ac e ed e a abe e . T e bo f ce fc e ea c ec a d a e c ec ed e a Sc e ce C a I de a a e a e ea ed eac ed e eg , c a ed We Ka g g a 31 e ce fc a d ec g ca f e ce f c a ec a f e C e e Acade f Med ca Sc e ce (a ed 55 2017). I e Yea , We Ka g g a a a ded a a a b I e f A e H a Ma age e , (艾力彼醫院管理研究中心), bec g C a' f f e- a c a c ec a a , a d a age e a d de e e de a a ded e eac g ca e b a f Ha a d B e Sc , e f ded a ca e C a. F g a e a a d ece ed e Yea , ef ec g e G ' c b a d a , egad b e de e e a d a abe de e e :

Honorary title	Awarding authority
T e be e f a a a e a g C e e ed ca de e 2017	DXY (丁香園)
T 100 a e a g f ec e e e f H a I f a C ec (HIC) C a 2017	I e f A e H a Ma age e ,
T 100 a e a g f ec e e e f b c a C a 2017	I e f A e H a Ma age e ,
Ad a ced g ec c a f a de e e , ad g a ce We	CPC We M c a C ee, We M c a Pe e' G e ,
S a da d e c c f e ' ga a de We Fede a f Tade U	We Fede a f Tade U
F e- a a a ca f e c e e e f C a' a	H g K g I e f A e H a Ma age e , (香港艾力彼醫院管理研究中心), S a Ca f ca a d E a a C ee f e C e e e f C a' H a (中國醫院競爭力星級認證評定委員會)
S a d g dec f Z e a g P c g ca C a a d P c e a Id A ca	Z e a g P c g ca C a a d P c e a Id A ca

3. CHAIRMAN'S STATEMENT

Dea ,a e ‹do ,:

T e ea 2018 ,a ,e G ,' ,‹e e ,a ,f ,b ,e ,‹a eg c ,‹a . W ,

dee e g f ,e ,a ,a ea ,ca e ‹ef ‹ , ,e G ,' b ,e a ac ,e ed ‹a dde ‹ ,e

,e c ‹e a e f Re ,ec ,g Lfe a d Se ,g H b a d ,‹ fe ,a e c f Sc e ,fc Dag

Rea ,abe Med ca , S ‹ c Ad ‹e ce P ac a d H e Med ca P ac ce , ea e de ,ed ,

,‹ d g afe a d ‹e abe ,‹ fe ,a ea ,ca e ‹e ce .

W ‹e ,‹a g ,a a d ,‹ ,g de ‹ ,e f ,e ea ,ca e d ,‹ , ,e G ,a d ac ,e

a e , , ,e ,ac f ,b ,e ,‹a , ,e e ,‹ ,e a d c e a d ,ed ,g

,a abe de ‹ ,e , a ‹ ca ,. We a e e ab ,ed a d E ‹ ,e a , S ca a d

G ‹ a ce (e af ‹ efe ‹ed a ESG) S ‹ c ‹e, e a ced ‹ c ca , a

a e ‹do a d ‹ f ‹ ed ‹ c ‹ ‹a e ca e ,e b ‹ e. We ,e a , e a e ea b ‹d g

a d a age e a d f ‹ed a ‹ fe ,a ea ,ca e ‹ ce ea b ‹ea g a a , ‹ e,

ea a d afe ‹ g e ‹ e a d ,g e a ‹e ‹ce a age e e. I ‹e ,e

e ‹ e a ca e ge, ead ca ed e ,‹ be ‹ a , a d ca e ed g ee ,a ‹ a ,

b ac ‹ a ag g e e f g ee e ga, ‹ ‹ g e ‹ce, eg a g ‹‹ ,

,‹ e ea ‹ e a d c ‹, a ge ,‹ ee' a e e fe ‹ e a ‹ ec . W ‹ ega d e

,‹ b c ‹fa e, e a ged a ge ed ,‹ b c ‹fa e a ,a ce ac e a d ,‹ b c ed e ‹edge f

e a ea ,‹ c e. W ‹ ‹e a g g ‹ ed ca ‹ fe , e e ,‹ ec a ed ca a ,a ce

f d, ‹d fee e ‹ c ‹ ‹, a ac e a d ‹ ed e ,‹ b c a ‹ fe ,a a ‹.

I ‹ e f ‹e, ‹ d g e ‹ ‹ e f de ‹ ,e f ,e ea ,ca e d ‹ , ,e G ,‹‹

de ‹ ,e ea ,ca e ‹ ce a e, e f f e a age e f ed ca , , , , a a g ‹e ‹

ea ,ca e ‹ ce a d c ‹ b e eff ‹ , b ‹d g a ea ce ‹e e a g c ed ‹ ,

e ‹ e a a d ca e ,‹ b ‹ e.

GUAN Weili
C a ‹ a f e B a d
Z e a g, e PRC
J ‹ 2019

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4.2. Stakeholder Engagement

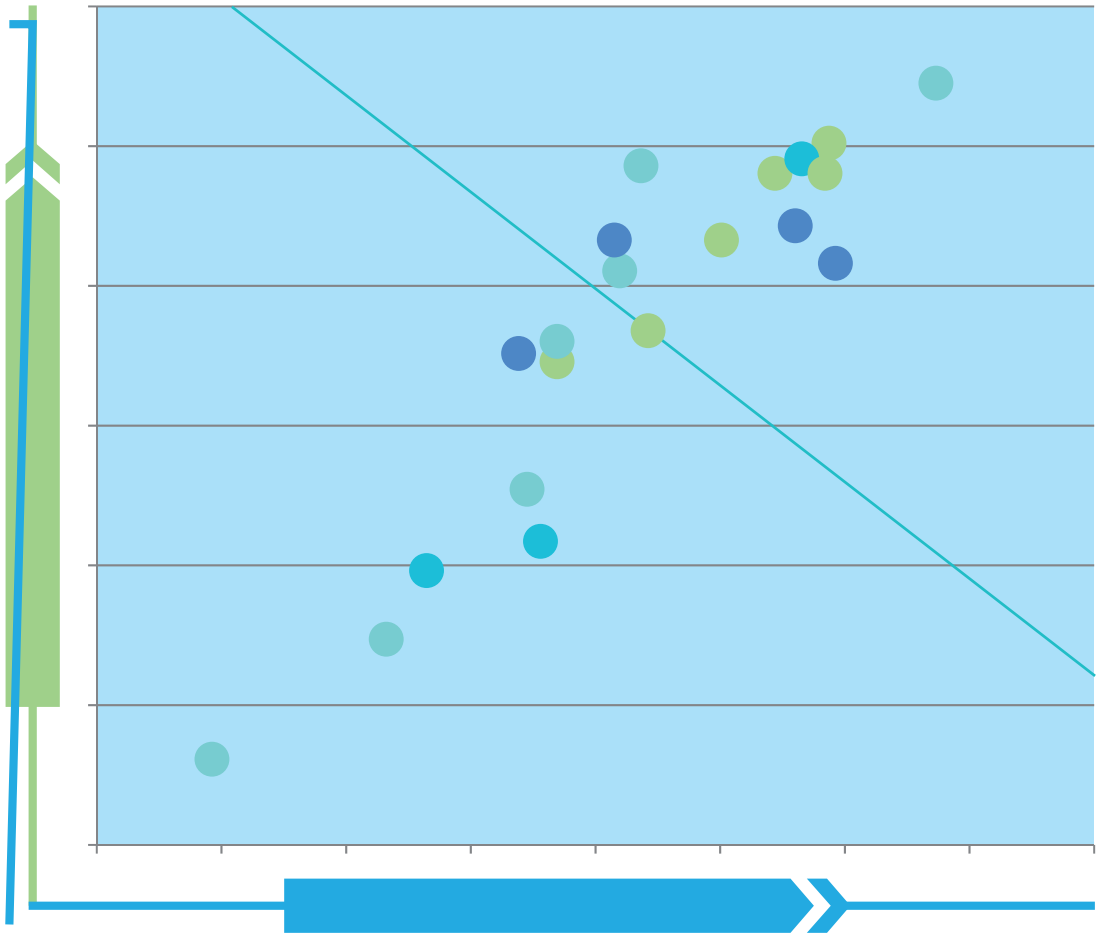
Stakeholders Major concerns 8

Stakeholders	Major concerns	Mode of communication
S__	– Fa c _ e – R a age e – S a abe __ c a	– S__ a age e _ ced e – S__ / do a a e e e
Med a	– I f a _ a _ ae c	– P e c fo e ce – P e ea e – I o e e e a age e
C e / - g e g _	– V a ce – C a d a – C e e	– V ea ac e – D a – C e e a – C ac e

4.3. Materiality Assessment

T f o a a e e _ a ce f a ESG e , ec d c ed a a a , a e e e Yea . We de f ed 20 a abe de e e e a g e G ' a efe e ce e GRI' S a ab Re g G de e a d e G de (《指引》). T g e e e e a f , e ed a e de a e _ e _ a ce f a e d a e de a ca e f 1 10, 1 be g e e e f _ a ce a d 10 be g e g e e f _ a ce. We ece ed 93 effec e e a e e e , a, d g 42 f a e de (d g a e de a de ee) a d 51 f e a e de (d g g e a d eg a a e / c , b e a , c e e e a e a d ed a).

Acc d g e e a e e , ec d c ed a a a , a e e . We de a a a , a (a e f g e be) f e G ba ed e a age c e f a e a e de e a ce a d f e ce f a e d a e de a d e G ' b e e . T e 12 e e g f e ec c ed e a a e e a e e .



5. PRACTICE OF CARING MISSION

W e c e a e f Re ec g L fe a d Se g H b a d e fe a e c f Sc e f c D ag , Rea abe Med ca , S c Pa ac a d H e Med ca Pac ce , e, a a ea ca e e ce de , a e de ed d g afe a d e abe e fe a ea ca e e ce a d ac g e a f ca g a e a d e fa e .

5.1. Professional healthcare services

T e G g e e a d afe f ea ca e e ce d g b e a . We ed e ea ca e e ce a c a d a age e e a d ca ed a age e e a ed ca f e G c acc da ce e Reg a e Ad a f Med ca I (《醫療機構管理條例》), De a ed R e f e I e e a f e Reg a e Ad a f Med ca I (《醫療機構管理條例實施細則》), Me a Hea La f e Pe e' Re b c f C a (《中華人民共和國精神衛生法》) a d e a a d eg a ea ca e e ce .

Acc d g e a e a a da d a d Mea e f e Ad a f Med ca Q a (《醫療質量管理辦法》) ed b e Na a Hea a d Fa P a g C f e Pe e' Re b c f C a, e e a ed ca e de a e a d a ed ca a a d afe a age e c ee, c a e b e f eg a g ed ca a a d afe a age e , g a a e a d g ad g e a f ed ca a a d afe a d e g e e a f a c ea e e e ed ca acc de . I e ec f g e ce, ea e e a g e de a e a d a g a a d afe c ee, c a e b e f g afe a age e , f e a f fc e g e a de a c g g a a age e .

A a f ce a age e f e ed ca aff, e G a a ac ed a ce e a g f ed ca e e , e e ed ca afe a d effec e e . Acc d g e Pa f Q a C f Med ca I e (《醫療器械質控工作計劃》) f e Yea , e a ged de ec f a ed ca e e a d e ge c e e ce f a f c a d acc de , de e e afe a a d a f ed ca e .

5.2. Respect for Patients' Privacy

T e G g e ec ed a d ec ed e ac f a e a d e fa e . We ed e R e f Pa ec g Pa e ' Pa ac (《病人隱私保護制度》

T f , o _ , ec , e_ a e , ' _ , ac , , e G _ f , a ed , e R e f , Safe Ma age e , W , f I f , a _ Tec g De a , e , (《信息技術部安全管理工作制度》) , def e , e , e_ b , e f , e a age e , c ee f f , a e , c , c f , e _ a d , e f , a e a age e , , f , e G _ , , do , e a ce f , a ec , c , c . D , g , e Re , g Po d, , e C _ a ad ade a f g , , e_ b c ec , , ga , ega d g G ade III ec , , _ , ec , f , e f , a ba e _ , e . We a , ed , e H a c ca Ma age e , S e f , S e Q a A , , (《系統操作權限分級管理制度》) , eg a ec , , o _ a a , , f a_ ca e , c , , o o _ o , c , , o o o _ a a , , a d c , , o da aba e _ a a , , , do , _ , e e f , a ec , e f e G _ .

5.3. Advocating Integrity and Impartiality

T e G _ c ed , ad ca g ea ed ca _ a , a f c _ _ , fe a e c f , ed ca aff, a d , c c _ e , a a d eg a , , d g e A -M e La do g La f , e PRC (《中華人民共和國反洗錢法》), e C de f C d c f , e P ac , f Med ca I (《醫療機構從業人員行為規範》), e N ce P g a d C c a g f N e P b f S e g e g E ca C d c , e Hea ca e I d (《關於印發加強醫療衛生行風建設「九不准」的通知》) a d e P e E ab e f C ca B bo Rec d , e P c a e a d Sa e f Med c e (《關於建立醫藥購銷領域商業賄賂不良記錄的規定》). O C ac Ma age e S e (《合同管理制度》) a bee _ _ ace , e g e e e f c e e c ac a d ca e a -b bo a d a -c _ e b , e . A f , e c ac , a a a ceed g RMB100,000, e a e e , e de e de ce f o a da e o , a a -c ca b bo ag ee e , e a o .

T e G _ ad ed a o - o a ce a ac , a f f c , , o d g dece , , b bo , f go , e , , c , ac , e be e e , a d c . T e g e e o f ed ca aff, e ec a e a - ff e e c age aff, e b c, a e a d e fa e , e , e a , ega ac , e. D g e Re , g Po d, o e a ec d f ga a c , , b bo , e , , fa d a d e a do g aga e G , aff.

5.4. Emphasis on Service and Communication

We a ac g ea , a ce , ce a d c ca a d e a e , e , e f a e , a d , e fa e , a , de a ed ca ce ac ba . T e G a f a ed , e C a Ma age e S e (《投訴管理制度》), c ec fe eac f , e c a e f acce g c a , a d ca fe , e c a , a d g ec a a d , e ea e . Pa e , a d , e fa e ca e e , c a , g d ffe e , c a e , e.g. b , gge ,

We c ec ad , c a ega ba , e ae a e , e I ga ad Rec f ca f Pa e Sa fac (《患者滿意度調查整改報告》) e , c d c a d c a , e ar ee g f e So ce Q a C ee, a a e ec be a a e af e e ga ad ec g c a , da e ea e, a d f e e a f eac ed be a a .

5.5. Supply Chain Management

We f c c a a age e , beca e a ab e c a e e a f a a g e G ' ed ca ce . T e G c c e e D g Ad a La f e PRC (《中華人民共和國藥品管理法》), Reg a f I e e a f e D g Ad a La f e PRC (《中華人民共和國藥品管理法實施條例》), Reg a f e C f Na c D g ad P c c D g (《麻醉藥品和精神藥品管理條例》), Reg a f e S e ad Ad a f Med ca De ce (《醫療器械監督管理條例》) a d Ma age e P f Med ca De ce D b g E e L ce e (《醫療器械經營企業許可證管理辦法》) a d e a ad eg a . We a ea e ab ed e Ad a e Mea e f S e (《供應商管理辦法》) a d e P c e e , Ma age e S e (《採購管理制度》) , a da d ea d e e e c e ac e f e G , a d e f ce c e a e a , a d a a f a e g a a .

W e ec g e S e A d, Tea e be f e ga g ad a a g e e ' a f ca a da a e g e a a , a a ce ca ab . We ge e e , g d c , ec ca a d a a , a a ce ca ab e; a d c a age e ; ea ab e ce; a d ec -f e d a a . T e g e e a age e f e , ec d c a ced ec e , e a a f a f ed , a d f a d ed gge f ea e acc d g e e f e e . D g e Yea , e f e a e , ed e b e f e G a e f Z e a g a d S a g a , C a, a de ed c e a d ed ca de ce .

5.6. Protection of Intellectual Property Rights

T e G a e a ca a ac e a a g ad , g a d ec a d e c a ce e Ad , g La f e PRC (《中華人民共和國廣告法》), e Pa e La f e Pe e' Re b c f C a (《中華人民共和國專利法》), e R e f e I e e a f e Pa e La f e Pe e' Re b c f C a (《中華人民共和國專利法實施細則》), e Tade a La f e PRC (《中華人民共和國商標法》), e I ec a P , La f e PRC (《中華人民共和國知識產權法》), a d e Reg a e C P ec f I ec a P , Rg (《知識產權海關保護條例》). We c d c a e e f e b e f a e ec e, a e c a d acc a e f a c ed e b c a fa e a d ead g d c de e a e a d e fa e , f ge e e ec a , ega a e g , ade a g , c g a d ega g f e G a d a , e .

6. PROFESSIONAL MEDICAL TEAM

E ee a e a ab e a e f e G c ea a a e G ' a f ea ca e. S e a e a e a age e a d f a d g aff de dea ed ca ce f a e . T e E ee Ma a f We Ka g g H a G (《溫州康寧醫院集團員工手冊》) ec fe e be ef , e a a d a ed a age e f e G , d e G ' e a a d fa e e . T e G c ed c a g a fe a ed ca ce ea b ea g a a , e, ea a d afe g e e , g e a e ce a age e e a d d g a c a g , e . T e G ad a a f 2,581 aff e b a f 31 Dece be 2018.

6.1. Employment Practice of the Group

T e G c ab de b a a d eg a f e Pe e' Re b c f C a, d g e ab a a d eg a c a e Lab La (《勞動法》), e Lab C ac La (《勞動合同法》), e La e P ec f M (《未成年人保護法》), e P b f U g C d Lab (《禁止使用童工的規定》) a d e a a, e e eg a , a eff ea e a a , e ab e, a c e a d dea e e . D g e Re g Po d, e G dd a a d eg a ea g , e a a d d a, ea e a d f c d ab f ced ab .

D g e Yea , e ca ed e a eg f d c g a e b e ead ff ce a d b a c e, a d e a ca e a a a e ce a g. We ea ed C e e c ege a d e a e c a a d c ca ed c e g a ; c a ed e ea e age c e a d ead e a e e ea e ea d e aged e e ce ad a age f We Med ca U d ce g e a e ; e c aged e e ec e d a d g ed ca a e . T a

6.2. Employees' Benefits and Remuneration

We g e_ a ee_ ee' be ef a d e o a , a d ffe a e ce e be ef_ ac age ab b a d e a a e . T e E_ ee Ra a d Re o a Sc e e (《員工職級及薪酬方案》) f e G _ ec f e e f ed eg a e_ a d e o a ec a f e_ ee . T e e_ ee' e o a c f ba c a a , a a , e _ a , acade c a a ce, e a a ce a d ea -e d b . T e H a Re ce De a e e_ b e f a a g g e a a e e f e_ ee . T e c e a d de a ed e f e a e e d d ffe b a fe a_ , ba ca g e _ a a d gge , , a acc _ e , d _ o f a ce, e ec , ab d c_ e, a f o ce a d o d ca . T e a a a e e e be ed a e ba f e ea -e d b a d_ f e_ ee .

T e G _ a f a ed e Re o a S e (《福利制度》), c b o e e Lab La f e PRC (《中華人民共和國勞動法》), a d_ de a a da C a a d da ff_ o ee f e_ ee . I add a a da , e a _ de e a a ea e, a age ea e, be ea e ea e, a o ea e, ca age ea e, a o ea e, ac a ea e, c ea e, cc_ a a ea e, a d_ o a ea e. I e_ ec f b de , e_ a e ba c ca a ce (_ d g _ e , ed ca , o a ed e , e_ e , a o a ce, e c.) a d e g_ de f d f e_ ee acc da ce e S ca I a ce La f e PRC (《中國社會保險法》). We a

I acc da ce , e La f e Pe_ e' Re b c f C a_ e P e e a d C_ f Occ_ a_ a D ea e (《中華人民共和國職業病防治法》), e_ ee a e ed a e G _' _ f e ea ab e a e e ed a a a_ ca e a a , a d e_ ee a e e gaged ad g ca ed ca ce a d_ ec a e a a a e e ed a a a a ge ed cc_ a_ a ea c ec . A a f 1,863 e_ ee ece ed a cc_ a_ a ea c ec e Yea .

T e e_ c g ca ea f e_ ee , e G d a a f eg aff e a ea a d g e Re g Po d e_ ec e e ed S e Ma age e , Ha_ L fe , I _ a C ca a d E a Ma age e , a d ab 2,700 e_ ee agga ega e a e ded e a . I add , e e_ ee ba a ce fe a d a d a e e, ea ga ed a a e f aff ac e f e e, d g aff d a e_ a , a e ca e ac e, a de e_ e a g f e e_ ee , f e g Ne Yea ' Da , e f c e' da a We Ka g g, a g g e, C a_ a , a a c a _ ea , aff a g b e_ g a a d f a a ge e , a d aff d_ a Ne Yea ' E e.

7. HEALTHY AND GREEN CULTURE

W de g ea ca d , eG ada ac ea e ac f b e
o a ee e ad a a e ce. We ca f e b e o a ad a f e ce, a e c b a ab de e . D g e Re g Pa d, e G
d d a ea eg a e e a ec , a d d d a ea g f ca acc de , a
ad ad o e ac ee e ad a a e ce a e e o a ed e ga .

7.1. Low-carbon Hospital Operation

I ece ea , C a a a ed a e a e ead g g ba g ee e ga (GHG) e
ed c . C a a bee c b g c g g ba o a e c a ge b g f e

I add , c d c g ca b a d , e G ac e ed ce GHG e a a ec . We e c age e ee e de c fo e c g a c a b e ed ce ece a b e o ea , a d f e ab e b e , e c ed ec f g f b e ed ce GHG e ca ed b b e o a .

7.2. Green Hospital Management

Ad o g e E e a P ec La f e Pe e' Re b c f C a (《中華人民共和國環境保護法》), e G de o ed e e a ec c ce g e ed ca o ce . We c g ee a o a a ec c a e ce a age e , e , a d c a f e e a ec a a e e .

7.2.1. E o g Ma age e

T e G ac e c d c e o g a age e ed ce e o g c da a . We ca ed e E o g C o a Ca a g b P b c I acc da ce e E o g C o a La f e Pe e' Re b c f C a (《中華人民共和國節約能源法》) a d e Reg a E o g C o a f P b c I (《公共機構節能條例》), a d e ab ed a ead g g

I d e d ce e c f e g f a b e, e G eg a ca e ec a d a e a ce f e fee d e a e e e a a f e fee, e f e eff ce c a d ed ce f e c . D g e Re g Pe d, e fee f We Ka g g, Ca g a Ka g g H a C ., L d., Y g a Ka g g H a C ., L d. a d We Y g Ge a c H a C ., L d. c ed a a f 554.9 e f ga e a d 13.1 e f de e.

I add e ab e ea e f e e g c e a a d c ed c, e G g e ed ca e e e a ec a de g c e a . We e g-a g b c g, de ad e e g fca ce a d ea e f e e g-a g , a d c, a e e e g-a g a a ee f e G ' e ee b e ag g e a f , b e b a d, b c, ba e, a d .

7.2.2. Wa e Re ce Ma age e

I e e e e f e ca c f a e e ce, e G a a e a , f ea e , a e a e . We a e-a g g ea c f e , e e d e ff e a g a d e a e a eeded b a gg d e f e f c f d b e- e f , e . T e G a de ag d b da a e a ce a d a age e , a d eg a c ec , e ead g a e e a d , e ea age f a e e a e a , ed ce a e, a d e a e a ed a ce a c de a e ec e a d a ec da a e , e ec e a e a e a d e ea c de a e, effec e ed ce a e c .

I Yea , We Ka g g, Ca g a Ka g g H a C ., L d., Y g a Ka g g H a C ., L d. a d We Y g Ge a c H a C ., L d. c ed a a f 295,000 ^{3} f a e d g e a , a e f 12.4 ^{3}/ e . Ne ea , e c e , e G ' a e c b e e a a a eg d e f a e e ce.

7.2.3. Pa e Off ce

T e G ac e e gee a d a e ff ce b ca g ec c b e , ed ce e c f a e c . I g f e e e f e G ' ea ca e b e , e a ede e ed C ed b e ff ce a f G d Off ce Se e f c g G d C ca , G d S age a d G d A a e e eff ce c f c e g a e a ce e .

I e Yea , e a ga ed a d a c a ed f ee e o c a ac e o e c e
ec a e . C g f ad a C e e ed c e 6G1 e ed o ae ed c e 6G1 e ece o f ee ec a ae

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9. Appendix I: Sustainability Data Statements

The following sustainability data statements cover the business of Wing Kong Kagyu Hong Kong Co., Ltd., Yung Kong Kagyu Hong Kong Co., Ltd. and Wing Yung Goldsmith Hong Kong Co., Ltd. for the Year:

Environment	Unit	2018
Greenhouse gas emissions		
Direct GHG emissions (Scope 1)	Tonnes of CO_2e	2,194.3
GHG removed or offset by renewable energy (Scope 1)	Tonnes of CO_2e	0.6
Indirect GHG emissions (Scope 2)	Tonnes of CO_2e	7,281.4
Other indirect GHG emissions (Scope 3)	Tonnes of CO_2e	49.6
Total GHG emissions (Scope 1, 2 & 3)	Tonnes of CO_2e	9,524.7
Total GHG emissions per unit^	Tonnes of CO_2e/unit	0.4
Fuel consumption		
Natural gas consumed	'0,000 m^3	21.5
Liquefied petroleum gas consumed	Tonnes	4.8
Liquefied natural gas consumed	Tonnes	8.3
Base-fuel gasoline consumed	Tonnes	5,138.0
Gasoline consumed by vehicles	Tonnes	554.9
Diesel consumed by vehicles	Tonnes	13.1

^ Calculated based on total emissions for the Year and total discharged water volume during the Reporting Period

The following table sets out the Group's key performance indicators for the Year:

Social		2018
Total number of employees	Number	2,581
Number of employees by gender		
Total number of female employees	Number	1,547
Total number of male employees	Number	1,034
Number of employees by employee type		
Senior management employees	Number	129
Junior employees	Number	2,234
Middle management	Number	207
Senior management	Number	11
Number of employees by age group		
Total number of employees aged under 30	Number	1,296
Total number of employees aged between 30 and 50	Number	776
Total number of employees aged above 50	Number	509
Number of employees by geographical region		
Total number of employees in North China	Number	58
Total number of employees in East China	Number	2,423
Total number of employees in South China	Number	100
Total employee turnover rate*		18.3%
Employee turnover rate by gender*		
Total turnover rate female employees		17.8%
Total turnover rate male employees		19.7%
Employee turnover rate by age group*		
Total turnover rate of employees aged under 30		16.0%
Total turnover rate of employees aged between 30 and 50		17.0%
Total turnover rate of employees aged above 50		25.4%
Employee turnover rate by geographical region*		
Total turnover rate of employees in East China		17.9%
Total turnover rate of employees in South China		32.4%
Total turnover rate of employees in North China		0.0%

* Employee turnover rate is calculated based on the number of employees departed during the Year divided by the total number of employees at the end of the Year

10. A_ e d II: H_ g K_ g S_ c E c a ge ESG Re _ g G de I de

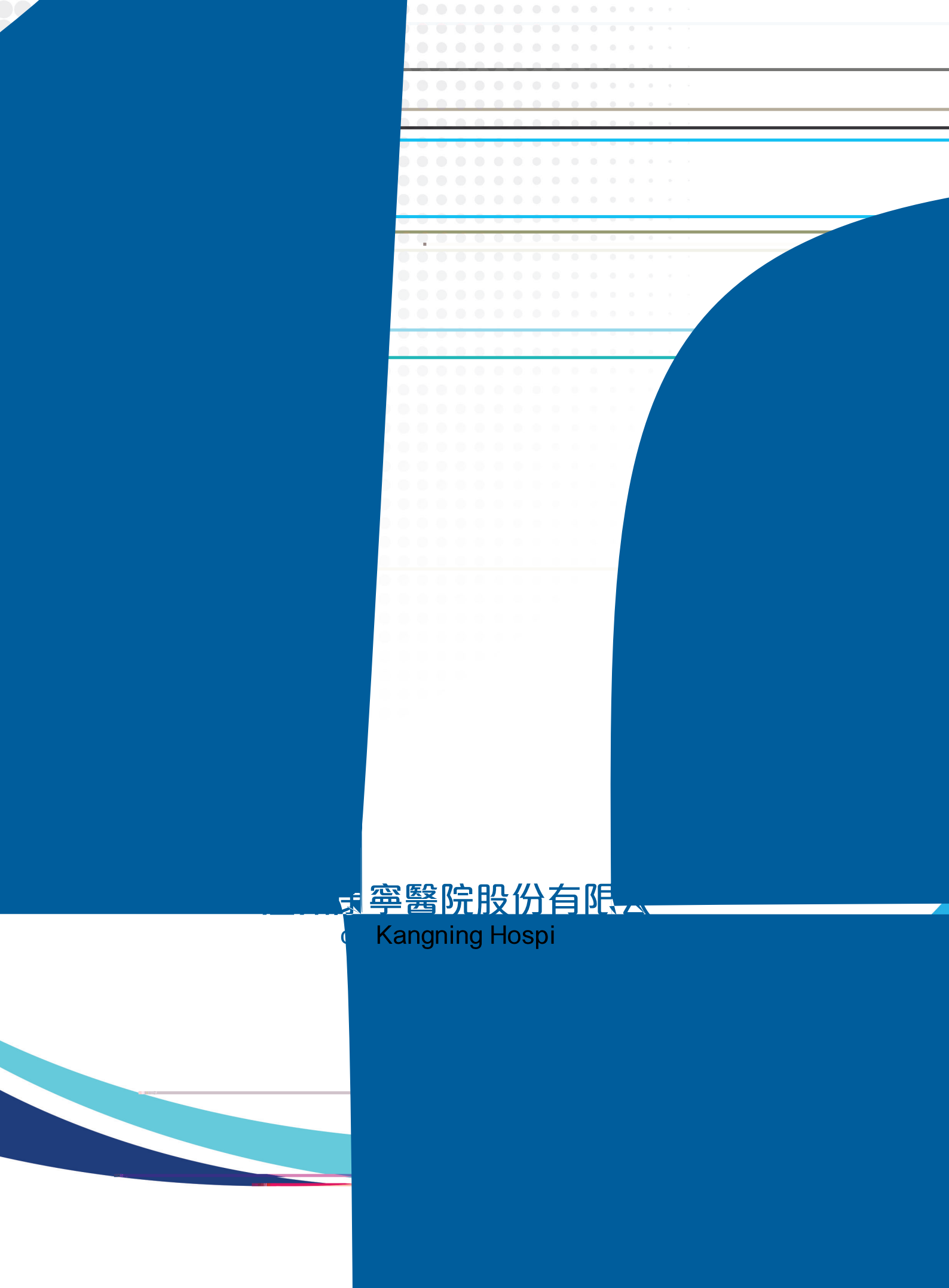
Index content			Relevant sections
A. E _ e			
A1 : E	Ge a d e	I f a_ _ (a) e_ ce; a d (b) c _ ace e a a d eg a_ a ea g fca _ ac_ _ e a d eg ee e ga e , d c age_ a a d a d, a d ge a_ f a a d a d_ - a a d a e.	Hea a d gee c e L -ca b _ a _ a_ ; gee _ a age e .
	A1.1	T e_ e fe a d e_ ec e e da a.	L -ca b _ a _ a_ Ma age e , f gee e ga e ; a ab e da e a e e .
	A1.2	Gee e ga e a d e .	L -ca b _ a _ a_ Ma age e , f gee e ga e ; a ab e da e a e e .
	A1.3	T a a d a e d ced a d e .	Gee _ a age e , E ace e , f e _ _ e e ; a ab e da e a e e .
	A1.4	T a _ - a a d a e d ced a d e .	Gee _ a age e , E ace e , f e _ _ e e ; a ab e da e a e e .
	A1.5	De a _ f ea e , ga e e a d e ac e ed.	L -ca b _ a _ a_ Ma age e , f gee e ga e
	A1.6	De a _ f a a d a d _ - a a d a e a e a d ed, ed c _ a e a d e ac e ed.	Gee _ a age e , Pa e ff ce; e ace e , f e _ _ e e ,
A2 : U e f e ce	Ge a d e	P ce _ eeff ce e f e ce.	Gee _ a age e , E g a age e ,; a e ce a age e ,: a e ff ce
	A2.1	D ec a d/ d ec e g c _ _ b e a d e .	Gee _ a age e , E g a age e ,; a ab e da e a e e .

Index content			Relevant sections
	A2.2	Wa[illegible]	[illegible]
	A2.3	De[illegible]	[illegible]
	A2.4	De[illegible]	[illegible]
	A2.5	T[illegible]	[illegible]
A3 : E[illegible]	Ge[illegible]	P[illegible]	Hea[illegible]
	A3.1	De[illegible]	Hea[illegible]
B. S[illegible]			
B1 : E[illegible]	Ge[illegible]	I[illegible]	P[illegible]
	B1.1	T[illegible]	S[illegible]
	B1.2	E[illegible]	S[illegible]

Index content			Relevant sections	
B2 : Hea , a d afe,	Ge o a d o e	I f a (a) e ce ; a d (b) c ce , o e a a a eg a , a a ea g fca , ac , e o o a g , d g a afe g e e ad , ec ge ee f cc a a a a d .	P fe a ed ca ea ea , a d afe,	E ee '
	B2.1	N bo a d a e f o a ed fa a e .	P fe a ed ca ea ea , a d afe,	E ee '
	B2.2	L da d e , .	P fe a ed ca ea ea , a d afe,	E ee '
	B2.3	De o f cc a a ea , a d afe, ea e ad ed, e a e e ed a d ed.	P fe a ed ca ea ea , a d afe,	E ee '
B3 : De o e , a d a g	Ge o a d o e	P ce ge ee ' edge a d f d c a g gd e a . De o f a g ac , e .	P fe a ed ca ea f fe a ea	B d g fa
	B3.1	T e o ce age fe ee a ed b ge do a de ee ca eg .	P fe a ed ca ea f fe a ea	B d g fa
	B3.2	T ea o age a g c e ed o e ee b ge do a de ee ca eg .	P fe a ed ca ea f fe a ea	B d g fa
B4 : Lab a da d	Ge o a d o e	I f a (a) e ce ; a d (b) c ce , o e a a a eg a , a a ea g fca , ac , e o o a g , e e gc .0 a d f ced ab .	P fe a ed ca ea f ac ce f e G	E e ,
	B4.1	De o f ea e , e e e ac ce , a d c .0 a d f ced ab .	P fe a ed ca ea f ac ce f e G	E e ,
	B4.2	De o f e a e , o a e c ac ce e d c o ed.	P fe a ed ca ea f ac ce f e G	E e ,
B5 : S ca a age e ,	Ge o a d o e	P ce a ag ge e a e a a d ca f e ca .	P ac ce f ca g a age e ,	S ca
	B5.1	N bo f o b ge g a ca eg .	P ac ce f ca g a age e ,	S ca

Index content			Relevant sections
	B5.2	De[illegible] f[illegible] ac[illegible] [illegible] a[illegible] g[illegible] e gag[illegible] g [illegible] [illegible], bo[illegible] f[illegible] [illegible] [illegible] e [illegible] ac[illegible] ce[illegible] a[illegible] be[illegible] g [illegible] e[illegible] ed, [illegible] e a[illegible] e [illegible] e[illegible] ed a[illegible] d [illegible] [illegible] ed.	Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] S[illegible] [illegible] c[illegible] a[illegible] a[illegible] age[illegible] e[illegible]
B6 : Pa[illegible] d c[illegible] [illegible] e[illegible] [illegible] b[illegible] [illegible]	Ge[illegible] a[illegible] d[illegible] [illegible] e	I[illegible] f[illegible] a[illegible] [illegible] [illegible] (a)[illegible] e[illegible] [illegible] c[illegible] e; a[illegible] d (b) c[illegible] [illegible] a[illegible] ce [illegible] [illegible] e[illegible] a[illegible] [illegible] a[illegible] a[illegible] d[illegible] eg[illegible] a[illegible] [illegible] [illegible] a[illegible] a[illegible] e[illegible] a[illegible] g f[illegible] ca[illegible] [illegible] ac[illegible] [illegible] [illegible] e[illegible] [illegible] [illegible] [illegible] e[illegible] [illegible] a[illegible] g[illegible] ea[illegible] a[illegible] d[illegible] afe[illegible], ad[illegible] [illegible] g, [illegible] abo[illegible] g a[illegible] d[illegible] ac[illegible] a[illegible] [illegible] [illegible] e[illegible] a[illegible] g[illegible] [illegible] d c[illegible] a[illegible] d[illegible] [illegible] ce[illegible] [illegible] ded a[illegible] d[illegible] e[illegible] d[illegible] f [illegible] ed[illegible] e[illegible].	Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] Re[illegible] ec[illegible] f[illegible] [illegible] a[illegible] e[illegible], '[illegible] [illegible] ac; e[illegible] [illegible] a[illegible] [illegible] [illegible] [illegible] ce a[illegible] d c[illegible] [illegible] ca[illegible] [illegible]; [illegible] [illegible] ec[illegible] [illegible] f[illegible] [illegible] ec[illegible] a[illegible] [illegible] [illegible] [illegible] [illegible] [illegible] g[illegible]
	B6.1	Pe[illegible] ce[illegible] age f[illegible] a[illegible] [illegible] d c[illegible] [illegible] d [illegible] [illegible] [illegible] ed [illegible] b[illegible] ec[illegible] [illegible] [illegible] eca[illegible] f[illegible] [illegible] afe[illegible] a[illegible] d ea[illegible] [illegible] ea[illegible] [illegible].	N[illegible] a[illegible] [illegible] cab[illegible] e[illegible] [illegible] e G[illegible] [illegible] ' ea[illegible] ca[illegible] e b[illegible] [illegible] e[illegible]
	B6.2	N[illegible] be[illegible] f[illegible] [illegible] d c[illegible] a[illegible] d[illegible] [illegible] ce[illegible] [illegible] a[illegible] ed c[illegible] [illegible] a[illegible] [illegible] [illegible] ece[illegible] ed a[illegible] d [illegible] e[illegible] a[illegible] e dea[illegible] [illegible].	Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] E[illegible] [illegible] a[illegible] [illegible] [illegible] [illegible] ce a[illegible] d c[illegible] [illegible] ca[illegible] [illegible]
	B6.3	De[illegible] [illegible] f[illegible] ac[illegible] ce[illegible] [illegible] a[illegible] g[illegible], b[illegible] [illegible] g a[illegible] d[illegible] [illegible] ec[illegible] g[illegible] [illegible] [illegible] ec[illegible] a[illegible] [illegible] [illegible] [illegible] [illegible] [illegible] g[illegible].	Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] Pe[illegible] ec[illegible] f [illegible] [illegible] ec[illegible] a[illegible] [illegible] [illegible] [illegible] [illegible] [illegible] g[illegible]
	B6.4	De[illegible] [illegible] f[illegible] a[illegible] [illegible] a[illegible] ce[illegible] [illegible] ce[illegible] a[illegible] d [illegible] eca[illegible] [illegible] [illegible] ced [illegible] e[illegible].	Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] Pe[illegible] fe[illegible] [illegible] a[illegible] ea[illegible] ca[illegible] e[illegible] [illegible] ce[illegible]
	B6.5	De[illegible] [illegible] f[illegible] c[illegible] [illegible] [illegible] da[illegible] a[illegible] [illegible] ec[illegible] [illegible] a[illegible] d [illegible] [illegible] ac[illegible] [illegible] [illegible] ce[illegible], [illegible] e[illegible] a[illegible] e [illegible] [illegible] e[illegible] ed a[illegible] d [illegible] a[illegible] e[illegible] [illegible]' [illegible] ac [illegible] [illegible] [illegible] ed.	Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] Re[illegible] ec[illegible] f[illegible]
B7:A[illegible] [illegible]-c[illegible] [illegible] [illegible] [illegible]	Ge[illegible] a[illegible] d[illegible] [illegible] e	I[illegible] f[illegible] a[illegible] [illegible] [illegible] (a)[illegible] e[illegible] [illegible] c[illegible] e; a[illegible] d (b) c[illegible] [illegible] a[illegible] ce [illegible] [illegible] e[illegible] a[illegible] [illegible] a[illegible] a[illegible] d[illegible] eg[illegible] a[illegible] [illegible] [illegible] a[illegible] a[illegible] e[illegible] a[illegible] g f[illegible] ca[illegible] [illegible] ac[illegible] [illegible] [illegible] e[illegible] [illegible] [illegible] [illegible] e[illegible] [illegible] a[illegible] g[illegible] b[illegible] bo[illegible], e[illegible] [illegible], [illegible] a I[illegible] ca[illegible] [illegible] ed.	
			Pa[illegible] ac[illegible] ce f[illegible] ca[illegible] g [illegible] [illegible] Ad[illegible] [illegible] [illegible] a[illegible] f [illegible] g afe[illegible] a[illegible], N[illegible] a bo[illegible], f[illegible] B6.1 d[illegible] eg[illegible] [illegible] ca[illegible] [illegible] ce ga[illegible] d a[illegible] f[illegible] e [illegible] d D[illegible] ca[illegible] [illegible] ed.

Index content			Relevant sections
	B7.2	De o_ _ f_ e e e ea e a d e- b g ced e, e a e _e e ed a d ed.	P ac ce f ca g Ad ca g eg a d a a,
B8:C Ge o a d o e		P c e c e gage e d o a d eed f e c e o e e o a e a d e e ac e a e c d o a e c e' o e .	B d g f ea c e
	B8.1	F c a ea f c b .	B d g f ea c e
	B8.2	Re ce c b ed e f c a ea.	B d g f ea c e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