

Wison Engineering Services Co. Ltd.

(Incorporated in the Cayman Islands with limited liability Stock Code: 2236)



2020

**ENVIRONMENTAL, SOCIAL
AND GOVERNANCE REPORT**

**WISON
ENGINEERING**
Builds a Better World



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ABOUT THIS REPORT

REPORT OVERVIEW

This report is the fifth Environmental, Social and Governance Report of Wison Engineering Services Co. Ltd. (the “Company”). This report is issued regularly on an annual basis which focuses on the disclosure of the Company’s performance in economic, environmental protection, quality management, employees, communities and other aspects.

SCOPE OF REPORT

The policies and information contained in this report cover the Company and its wholly-owned and controlled subsidiaries (“Wison Engineering”, the “Group” or “We”). Some of the contents involve Wison Group Holding Limited (the “Wison Group”). The scope of information disclosure is from 1 January 2020 to 31 December 2020 (the “Reporting Period”), with some additional related information incorporated that may have occurred outside the reporting period. Unless otherwise specified, the currency used in this report is Renminbi (“RMB”).

BASIS OF PREPARATION

This report is prepared based on the Environmental, Social and Governance Reporting Guide in Appendix 27 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) with reference to the “Core” aspects of the GRI Standards (the “GRI Standards”) issued by the Global Sustainability Standards Board (the “GSSB”).

This report mainly discloses Wison Engineering’s performance in environmental, social and governance (“ESG”) aspects for stakeholders’ reference. The contents of this report are determined according to a set of established procedures including identifying and ranking important stakeholders and ESG issues, determining the boundaries of the report, collecting information in relation to the report, preparing the report based on the information and reviewing the information in the report.

SOURCE OF AND RELIABILITY GUARANTEE FOR INFORMATION

The information and cases of this report mainly come from the Company’s statistical reports and related files. The Board of Directors of the Company guarantees that this report does not contain any false records or misleading statements in any material respect, and is responsible for the authenticity, accuracy and completeness of its contents.



ACCESS TO AND RESPONSE TO THIS REPORT

This report is available in both traditional Chinese and English versions for readers' reference, and in case of any discrepancy, the traditional Chinese version prevails.

The electronic version of the report is available in the section "Financial Statements/Environmental, Social and Governance Information" on the website of the Stock Exchange (www.hkex.com.hk) or on the official website of Wison Engineering (www.wison-engineering.com).

We attach great importance to the suggestions of stakeholders and welcome readers to contact us using the following contact information. Your suggestions will help us further improve this report and enhance the overall sustainability performance of Wison Engineering.

Tel: 852-21164313

Fax: 852-21169273

Address: Room 5408, 54th Floor, Central Plaza, 18 Harbour Road, Wan Chai, Hong Kong

MANAGEMENT/CHAIRMAN'S MESSAGE

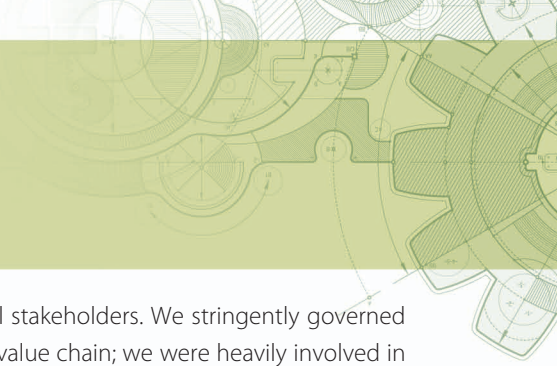
2020 was an extraordinary year for the world, China and Wison Engineering. Despite the impact of the pandemic and the global market turbulence, Wison Engineering continued to uphold the corporate objective of "Better Technology, Better Life" by empowering the industry with quality and innovation on an ongoing basis. In the constantly evolving market environment, we kept improving our sustainable competitiveness, committed to providing our customers with satisfactory solutions covering the full project lifecycle in the field of energy and chemical services, with a view to promoting the development of the engineering service industry, creating customer value, rewarding employees and shareholders, and contributing to society.

Looking back at 2020, we kept improving our quality management policy and provided customers with high-quality products and services to roll out a quality culture. We constantly held on constructing quality projects and delivering high-quality services. By continuously carrying out technological innovation and focusing on cutting-edge technologies, we kept seeking to upgrade the quality of our products and services, and have achieved leapfrog development of some important process technologies.

As an enterprise in the engineering field, we recognize the importance of protecting the ecological environment to the long-term development of a company and aim to minimize the impact of production and operations on the surrounding environment. In line with our top-down environmental management policy, we exercise stringent control over pollution emissions and energy consumption for our engineering projects. As we are developing green technologies, we aim to integrate risk management and environmental concepts into our decision-making process and management policy so as to infiltrate our environmental concepts and realize the Group's green development.

Safety production is the cornerstone of our smooth operation. We have established a sound safety management policy, strengthened our employees' safety awareness and kept improving our safety facilities. By preventing and detecting potential risks in advance, we strive to reduce occupational health and safety risks and fully discharge our responsibilities for safety production, in a bid to provide our employees with an intrinsically safe working environment.

The sustainable development of an enterprise depends on the sustainable competitiveness of its employees. Based on the philosophy of a "people-oriented and joint-development approach", we are communicating more with our employees and closely monitoring the rights and needs of all of our employees at home and abroad, in a bid to train talents and raise employee satisfaction, so as to assure our business development.



We cannot achieve steady development without the collaboration and support by all stakeholders. We stringently governed our suppliers' management of corporate social responsibilities to create a responsible value chain; we were heavily involved in industry communication and networking by participating in the R&D of cooperation projects and the setting of industry standards; and together with our partners in the public welfare sector, we placed our focus on financial aids to students and projects for the elderly, so as to create values for society.

Amid the challenging situations and the increasingly complex market in 2021, the energy and chemical industry will usher in new players, raw materials, technologies and regulations, presenting new development patterns and opportunities to the industry. Wison Engineering will keep its original aspirations, spare no effort to make breakthroughs and innovations, enhance its sustainable development capabilities and carry out more industrial investment and operations that can be effectively extended to the principal business, so as to build itself into a comprehensive energy service operator with prominent core advantages, diversified operational risks, strong technical strength and diverse profit sources, so as to achieve long-term and sustainable development of the Group.

Yan Shaochun

Executive Director and Chief Executive Officer

AWARDS AND SIGNIFICANT EVENTS IN 2020

AWARDS

During the reporting period, Wison Engineering won the “Most Valuable Small-and-Medium-Cap Stock Award” and the “Best ESG Award” at the Fifth Golden Hong Kong Stocks Awards Ceremony held by Zhitong Finance, which fully demonstrated its professional standards in market value management as well as in environmental, social, and corporate management, and showcased the Company’s recognition and encouragement by the industry and investors.

- **“Most Valuable Small-and-Medium-Cap Stock Award”**: the award aims to commend HK-listed companies with a small and medium market value, which has a business layout aligned with market developments, desirable operating conditions, enormous growth potential and a possibility to become eligible for trading through Stock Connect.
- **“Best ESG Award”**: the award aims to commend HK-listed companies which always maintain a customer-centred, employee-based and society-based accountability approach; fulfill social responsibility; focus on communication with global stakeholders; and create a long-term value for society as well as the environment, shareholders, customers, employees and partners especially against the backdrop of the pandemic over the past year.



Moreover, Wison Engineering was one of the companies awarded the title of “2020 China Best Managed Companies” at the annual award ceremony held by Deloitte, making it the first Chinese energy engineering company to receive this award. This award demonstrated Wison Engineering’s advanced corporate management concepts and excellent management in the areas of strategy, capability, commitment and financial strength, as well as its capability to integrate internal and external resources under the unprecedented pressure in 2020 to achieve more flexible, adaptable and highly resilient development. Wison Engineering also won the “Listed Company Excellence Award 2020” issued by Hong Kong Economic Journal, indicating that its business operations and corporate governance have been recognized by the industry and investors.

SIGNIFICANT EVENTS

**February
2020**

- ▶ Reacted to the prevention and control of the coronavirus pandemic in a timely manner by simultaneously working together with numerous regions such as Saudi Arabia, the UAE, North America and South Korea in the fight against the pandemic

**May
2020**

- ▶ Entered into a strategic cooperation agreement with Shenyang Blower Works Group Corporation on exploration of markets and promotion of the standardization of products and technologies as well as the localization of key equipment

**June
2020**

- ▶ Reacted to the call of the National "Work Safety Month" by arranging for the employees from the headquarters and project departments in various places to jointly carry out an array of work safety activities
- ▶ Signed a 250-tonne/year PTA project contract with Dongying Weilian Chemical Engineering Co., Ltd. to create a new benchmark for the PTA industry

**October
2020**

- ▶ Teamed up with Shandong Dongming Petrochemical Group to facilitate the transformation and upgrade of local oil refineries in Shandong
- ▶ Xin Feng Ming Group's Dushan Energy PTA project in Zhejiang was successfully put into production, making it the world's single-series PTA facilities with the largest production capacity

**December
2020**

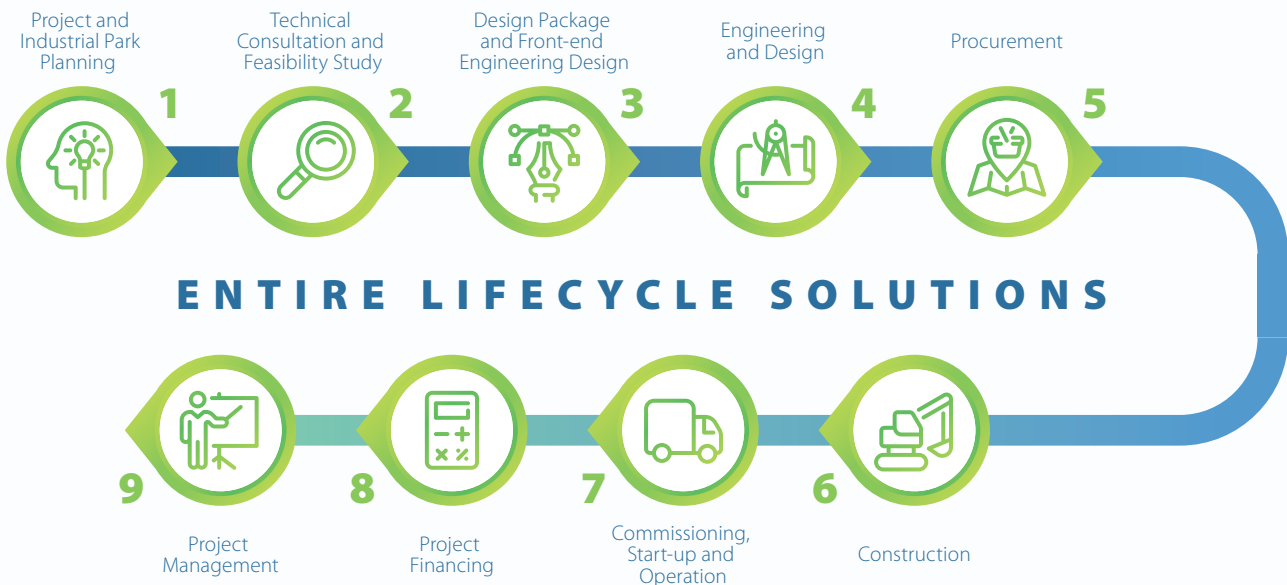
- ▶ Wison Engineering was awarded an EPC project by Saudi Aramco for the first time, which was also the first natural gas processing oil and gas upstream EPC project of the Group in the Middle East
- ▶ Wison Engineering made the breakthrough in modular solutions in Saudi Arabia

1. ABOUT WISON

1.1 A CLOSER LOOK AT WISON ENGINEERING

Company Profile

Wison Engineering Services Co. Ltd. (stock code: 2236) is headquartered in Shanghai and Hong Kong and has been listed in Hong Kong since 2012. As a leading provider of energy engineering EPC (engineering, procurement and construction management) services and integrated technology solutions in China, it specialized in the provision of technical and engineering construction services in the five fields of oil refining, petrochemicals, coal-to-chemicals, new materials, liquefied natural gas (LNG) and new energy. While proactively striving for technical innovation, Wison Engineering remains committed to enriching its product and service offerings, in a bid to forge itself into a full-chain enterprise covering the full project lifecycle.



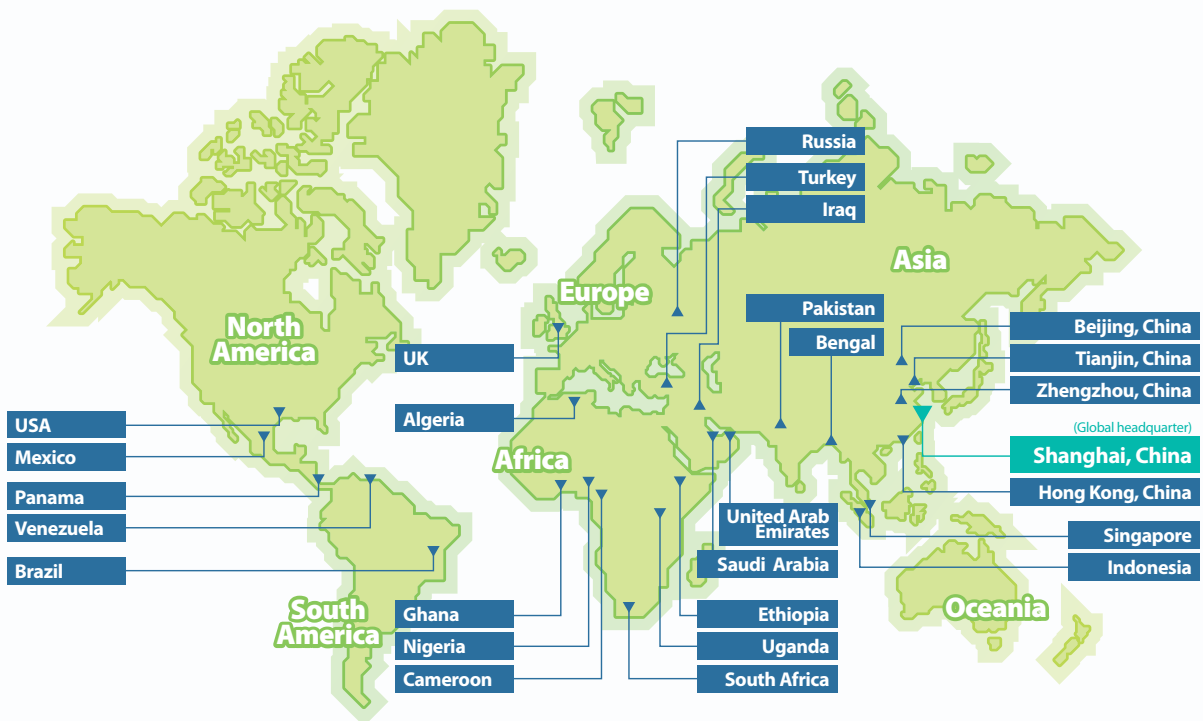
Key industry qualifications obtained

Grade A Engineering Design Qualification in Chemical, Petrochemical and Pharmaceutical Industries
Grade A Engineering Consulting Qualification in Petrochemical, Chemical and Pharmaceutical Industries
Grade I Petrochemical EPC Qualification
Special Equipment Production License (Pressure Vessel Design)
Special Equipment Production License (Pressure Pipeline Design)
GB/T 19001/ISO 9001 Quality Management System
GB/T 24001/ISO 14001 Environmental Management System
GB/T 45001/ISO 45001 Occupational Health and Safety Management System

History

Wison Engineering started from manufacturing core components of cracking furnace in 1988 and was officially established in Shanghai in 1997 after a decade of accumulation of experience. During the next ten years, Wison Engineering embraced rapid development, when it accelerated development of process equipment and broadened production and service scope. It achieved breakthrough in 2007 with the successful delivery of the first complete set of EPC equipment. Today, Wison Engineering has established a leading position in the chemical industry market leveraging its stable presence in both domestic and overseas markets, and it has grown into a diversified and internationalized comprehensive engineering company.

As of 31 December 2020, we had established 31 branches or subsidiaries in 5 continents and set up project execution centers in key regions including the Middle East and North America. Meanwhile, we proactively grasped core customers and business opportunities to extend our footprints into the international market.



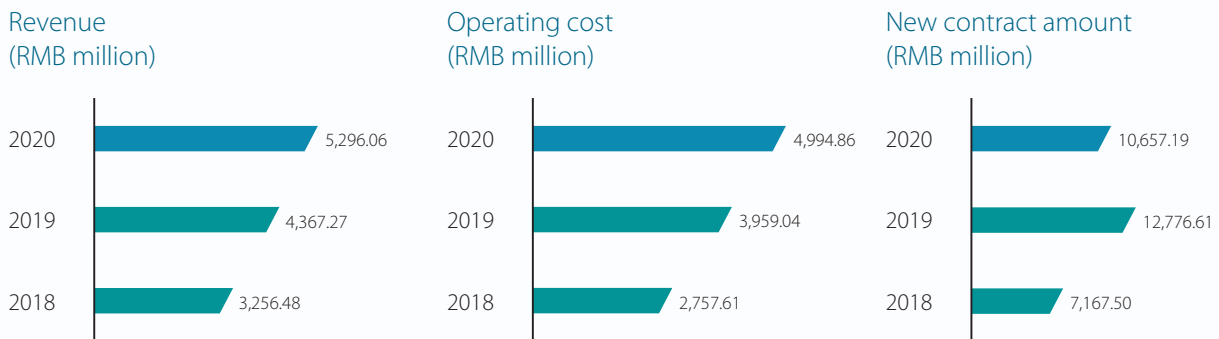
Mission

Wison Engineering upholds the mission and vision of Wison Group. Committed to the mission of “creating social value and promoting the harmonious development of human life and the natural environment” and the corporate principle of “Better Technology, Better Life”, Wison Engineering dedicates itself to the vision of becoming “a world-class enterprise powering economy and livelihood with a focus on technological industrialization”, adheres to the core values of customer priority and integrity, and follows the belief of fueling development with innovation, in a bid to strive for harmony and win-win results. Meanwhile, Wison Engineering gives top priority to the protection of the environment and the life safety and health of employees, integrates the advanced HSE (Health, Safety & Environment) concept into the entire decision-making process, and proactively assumes the corporate social responsibilities.

1. ABOUT WISON

Economic Performance

During the Reporting Period, the COVID-19 pandemic wreaked havoc to global economy, leading to sluggish macro-economic growth. Despite the adversities, Wison Engineering proactively tapped into the rapid-responding and flexible mechanism of private enterprises, unswervingly forged ahead and actively implemented new concepts and grasped new opportunities through optimizing organizational structure, refining project management, increasing investment in innovation and R&D and raising standards in digital and modular solutions. As of 31 December 2020, Wison Engineering secured revenue of RMB5,296.064 million, an increase of 21.3% over 2019.



During the Reporting Period, Wison Engineering adopted active measures to maintain the domestic core market and remained at the forefront in traditional business fields such as ethylene and coal chemical industries. Meanwhile, we also made breakthroughs in emerging fields such as PDH (propane dehydrogenation), PTA (purified terephthalic acid) and new chemical materials. In 2020, the domestic large-scale integrated joint devices successively commenced operation, and in particular, the strong investment by large-scale private petrochemical enterprises in the bulk basic chemicals and fine chemicals market injected new impetus to the industry. Meanwhile, we have made significant progress in several key domestic projects, and won wide recognition among peers.

While consolidating the domestic market, we also actively explored into overseas markets following our comprehensive internationalization strategy, constantly improved international marketing, project execution and management teams, and further strengthened the modular prefabrication capability in response to the needs of overseas markets to enhance the market competitiveness. Against the background of weak global economic environments and frustrating performance of domestic and international chemical markets as a result of the COVID-19 pandemic, we flexibly adjusted our strategies and mechanisms, successfully secured new customers and markets overseas, and scheduled deployments in Russia, Central Asia and Southeast Asia to explore for breakthroughs in emerging markets.

1.2 CORPORATE GOVERNANCE

Corporate Governance

The Group strictly follows the requirements of the Company Law of the People's Republic of China and the Corporate Governance Code set out in Appendix 14 to the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited to constantly improve the governance structure of the Group. The Group has established the Audit Committee, Remuneration Committee and Nomination Committee to supervise the governance of the Group. The Board of Directors of the Group is responsible for assessing risks and conducting overall maintenance of the risk management and internal control system.



1. ABOUT WISON

Risk Management and Control

Wison Engineering has established and maintains a risk management system and an internal control system in accordance with the Enterprise Risk Management-Integrated Framework issued by the Committee of Sponsoring Organizations (COSO) of the Treadway Commission. In line with the Group's overall objectives, we identified, sorted out and analyzed the key risks most relevant to business from the perspectives of risk management and value creation, and formulated relevant systems such as Risk Management Handbook, the Measures for Risk Management in the Early Stages of Engineering Projects, and the Risk Management Procedures for Execution of Engineering Projects to promote comprehensive risk management and implement control and supervision along the lifecycles of the entire business processes.

We carry out regular and irregular risk identification, assessment, response and follow-up activities each year through management, business departments and various engineering projects to confirm the effectiveness of relevant systems and establish the Company's risk management database. We set up a clear organizational structure to inspect and evaluate the review process and results through the internal audit function, identify defects and deficiencies in the design and implementation of internal control, follow up the improvement after inspection, and report the results, improvement suggestions and improvement of risk management to the Board of Directors and the Audit Committee, thereby properly ensuring the effective operation of the risk management and internal control system, and earnestly safeguarding the legitimate rights and interests of investors.



RISK MANAGEMENT CHECKLIST

Integrity and Compliance

Wison Engineering insists on fair trade and adopts a “zero tolerance” attitude towards corruption, bribery, money laundering, fraud and any other unethical behavior, and by following the Prevention of Bribery Ordinance of the Hong Kong Special Administrative Region, Company Law of the People’s Republic of China, Anti-Unfair Competition Law of the People’s Republic of China, Interim Provisions on Prohibition of Commercial Bribery and other national laws and regulations in the place where the Company operates and under the jurisdiction of the contract law, Wison Engineering formulated internal policies and documents such as Anti-Corruption, Anti-Bribery and Anti-Money Laundering Management System, Souvenirs Management Regulations, Staff Behavior, Reward and Punishment Management Regulations, and is committed to integrity and compliance. During the Reporting Period, we followed the improvements made by Wison Group to manuals, regulations and procedures such as Code of Business Conduct, Interim Measures for Investigation and Handling of Violation Cases, Interim Measures for Punishment of Violation of Compliance Regulations and Interim Provisions on Management of Business Hospitality and Gifts to standardize the Company’s operation and employee behavior by systems, and at the same time refine the investigation process and regulations for handling violation cases. We regulated and raised requirements regarding the ethical risks that may occur in the transactions with third-party business partners and third-party business partners should abide by the requirements of integrity and compliance of Wison Engineering, and sign the Commitment Letter for Integrity before conducting business cooperation with Wison Engineering.



R I S K M A N A G E M E N T C H E C K L I S T

In order to effectively convey the business philosophy of integrity and standardize employees’ behavior, we conduct training regularly on compliance and anti-corruption to explain the major compliance documents of the place of operation and the internal compliance regulations of Wison Group.

1. ABOUT WISON

Employee Compliance and Anti-corruption Training of Wison Engineering

During the Reporting Period, Wison Engineering launched training on compliance and anti-corruption for employees, which covered compliance documents such as Guidelines for Compliance Management System, Guidelines for Compliance Management of Overseas Operations, review of administrative enforcement of anti-commercial bribery in Shanghai in recent years, Foreign Corrupt Practices Act and Wison Group's compliance management system and provided all-round training to employees from the perspectives of development background of compliance and anti-corruption, major legal systems, institutional documents, current status of compliance and anti-corruption, and specific behavioral guidelines.



While improving the integrity management system and strengthening the integrity training for employees, we established and optimized various whistleblowing channels, including online web pages, e-mail, telephone calls and mail boxes. Meanwhile, we also proactively improve the whistleblower protection mechanism, and encourage employees to regulate their own behaviors and report cases of violations. During the Reporting Period, Wison Engineering did not record any case of corruption-related litigation.

Whistleblowing website, hotline and email:

Whistleblowing website	http://www.wison-engineering.com/site/honesty
Whistleblowing email:	ethics@wison.com

1.3 ESG GOVERNANCE

Social Responsibility Management Concept

Wison Engineering has been proactively assuming social responsibilities, prioritizing protection of the environment and the life safety and health of employees, integrating advanced HSE concepts into the entire decision-making process, and adopting effective preventive measures in production activities to ensure the safety and health of employees, customers, contractors, suppliers and other relevant parties and protect the environment. In addition, Wison Engineering takes the initiative to shoulder corporate social responsibilities and carry out various social welfare activities.

SOCIAL RESPONSIBILITY MANAGEMENT CONCEPT OF WISON ENGINEERING

SOCIAL RESPONSIBILITY CONCEPT

Green Technology

We adhere to the strategy of “driving green development with technology innovation”, maintain the strategic investment in research and development in the fields of “green technology”, “energy saving and consumption reduction” and “breakthrough technology”, and integrate the concept of social responsibility such as green, low carbon and sustainability into the whole development process. We believe that we will facilitate Wison Engineering to achieve the goal of “green project” more effectively from the source.

Community Communication

As the business continues to grow, we place great importance on the communication with local communities while expanding our overseas markets. Through active communication and understanding, we make good use of local resources, promote local development and respond to community needs.

Safety and Health

We adhere to “people-oriented” corporate culture, with a focus on employee career development and health and well-being, pursuing mutual growth with employees. By providing employees with a reasonable level of pay, equal opportunities for development and a safe construction environment, we hope to continuously improve the operational efficiency of the Company.

Environmental Cooperation

Wison Engineering proactively carries out research with peers and scholars, making good use of their advantages and working together towards green development. We conducted extensive investigations in the field of new energy and environmental protection to seek new opportunities for development. We are willing to take due responsibility and social responsibility in environmental protection.

Quality Assurance

We lay emphasis on quality assurance for our products and services, and have established and implemented a quality assurance system. The Group adopts advanced and stringent quality control measures at all stages of its business operations including establishing a compliance supplier system and focusing on client privacy protection and intellectual property rights protection, which are an important guarantee for us to ensure the quality of service.

1. ABOUT WISON

Social Responsibility Governance Structure and Function

In order to improve the scientific and systematic management of social responsibility, the Group continued to improve its social responsibility governance structure and functions, and optimize its social responsibility management level. We set up a social responsibility working group to which the Board of Directors takes the lead, the Social Responsibility Executive Committee acts as the focus and designated personnel from various functional departments serve as members, to ensure the optimization of social responsibility measures and the implementation of social responsibility planning in an all-round manner from the perspectives of organization and system.

SOCIAL RESPONSIBILITY GOVERNANCE STRUCTURE AND FUNCTION



Identification and Communication with Stakeholders

During the Reporting Period, we extended and maintained various online and offline communication channels, established a diversified communication mechanism, and committed ourselves to active and extensive communication with our stakeholders to understand their views and interests related to ESG issues. While listening carefully to the expectations of stakeholders, we proactively respond to their suggestions and opinions, and join hands with stakeholders to promote the sustainable development of Wison Engineering. The following table sets out the issues of concern to different stakeholder groups and our response measures during the Reporting Period.



Stakeholders of Wison Engineering

1. ABOUT WISON

Stakeholders	Issues of concern to stakeholders	Response of Wison Engineering	Communication and feedback channels	Communication frequency
Customers	<ul style="list-style-type: none"> Develop green technology Protect customers' privacy Protect intellectual property rights Improve the quality of products and services 	<ul style="list-style-type: none"> Follow the low-carbon and sustainable development policy of the state and the industry, guarantee the strategic investment in the research and development of green chemical technology and energy saving and emission reduction technology, and develop a number of green processes and catalytic technologies independently and together with other parties to promote sustainable business development. Earnestly protect customer privacy and intellectual property rights, taking the initiative to sign confidential agreements with customers, and orderly carry out routine maintenance of customer information security through a sound customer information management system. Continuously optimize the quality management system, introduce standardized management of projects, and adopt rigorous quality management measures in all stages of business operations, including project planning and control, procurement, design and construction management. 	Contract negotiation	Before entering contract
			Customer satisfaction survey	Regular
			Customer communication	Regular
			Customer services	Ad hoc
			Interviews	Ad hoc
Investors/ Shareholders	<ul style="list-style-type: none"> Business development and financial performance Compliant operations Safeguard the rights and interests of shareholders 	<ul style="list-style-type: none"> Maintain a sound financial position in the face of internal and external challenges, and share our performance and breakthroughs in domestic and overseas markets with investors via various channels. 	Annual and interim reports	Regular
			Annual General Meeting	Regular
			Interviews	Ad hoc

Stakeholders	Issues of concern to stakeholders	Response of Wison Engineering	Communication and feedback channels	Communication frequency
Employees	<ul style="list-style-type: none"> Personnel training and development Employee salary and benefits Provide a healthy and safe working environment Well-established employee grievance mechanism 	<ul style="list-style-type: none"> Continuously establish and improve the employee training system and strengthen staff training to promote the personal career development of employees. Regularly review the compensation and benefits system of employees to ensure that all employees enjoy fair and competitive compensation and benefits, and strive to improve employee compensation. Establish a sound occupational health and safety management system, review it regularly to ensure the effective implementation of safety measures, and endeavor to create a safe and healthy working environment. Value the two-way communication with employees, and provide different channels internally for employees to voice their opinions freely and furnish feedback in a timely manner. 	Labor Contract	Before induction
			Routine meetings of the Group and departments	Regular
			Internal announcements	Ad hoc
			Internal forum	Often
			Interviews and surveys	Ad hoc
			Education and training	Ad hoc
Suppliers	<ul style="list-style-type: none"> Establish a steady and long-term cooperation relationship Management of suppliers' social responsibility Improve occupational health and safety management 	<ul style="list-style-type: none"> Develop rigorous supplier admission and assessment criteria, effectively implement the green procurement policy for suppliers, and strengthen day-to-day supply chain management through ad hoc supplier evaluation and management at different levels. Establish and improve the occupational health and safety management system to ensure the effective implementation of relevant policies and measures, and carry out regular supervision and inspection to ensure the construction safety of engineering projects. 	Contract negotiation	Before entering contract
			Inspection and evaluation on site	Ad hoc
			Education and training	Ad hoc
			Regular meetings	Regular
			Interviews	Ad hoc

1. ABOUT WISON

Stakeholders	Issues of concern to stakeholders	Response of Wison Engineering	Communication and feedback channels	Communication frequency
Business partners	<ul style="list-style-type: none"> Business development and financial performance Actively develop green technology Reduce resource consumption and pollution emissions Improve internal anti-corruption management 	<ul style="list-style-type: none"> Maintain a sound financial position in the face of internal and external challenges, and achieve better-than-expected results in domestic and foreign markets. Strive to rapidly grasp the knowledge in related fields and achieve breakthroughs in green technology through independent research and development and cooperation with external scientific research institutions. Develop and apply green technology to provide production technology with low energy consumption and high efficiency, and reduce resource consumption during operation. Fully implement the Management Measures for Anti-Corruption, Anti-Bribery and Anti-Money Laundering, strengthen the internal anti-corruption supervision, and set up transparent whistleblowing channels to encourage employees to directly report their integrity concerns to the Group. We also incorporate integrity education activities into the annual training program, with a view to deepening the Group's integrity culture. 	Multi-channel cooperation and technical research	Long-term
			Contract negotiation	Before entering contract
			Regular meetings	Regular
			Interviews	Ad hoc

Stakeholders	Issues of concern to stakeholders	Response of Wison Engineering	Communication and feedback channels	Communication frequency
Community	<ul style="list-style-type: none"> • Impact on the community environment • Care about and respond to community needs 	<ul style="list-style-type: none"> • Conduct an environmental risk assessment on the construction site and surrounding communities prior to the construction of each project, and minimize the impact of construction on the local environment based on the principle of balancing construction and environmental protection during construction. • Actively get involved in the community near the project to learn about the needs of the community, invest and participate in issues of concern to the community to help the community improve the quality of life, including organizing educational, cultural and environmental activities of various types. 	Participate in and organize public welfare activities	Ad hoc

1. ABOUT WISON

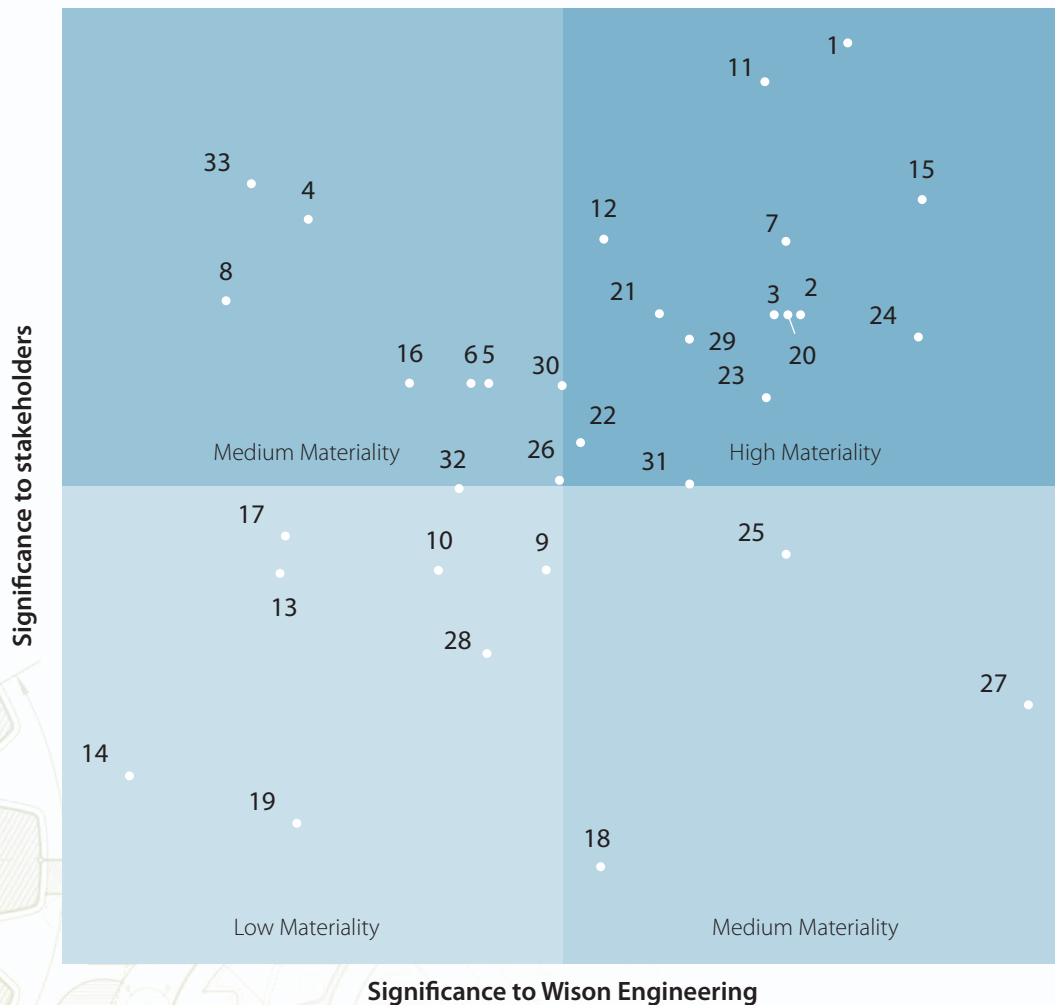
Analysis of Material Issues

We conducted an analysis of material issues after integrating the suggestions and opinions of stakeholders with media analysis and information collected from and benchmarking against peers to respond to the concerns of stakeholders in a targeted manner. The assessment of important issues includes the following two stages.

Identification of Potential Material Issues	Identify potential material issues that reflect the economic, environmental and social impacts of the Group's business operations, or that could affect stakeholders' assessment on and decisions about the Group through a detailed review of media analysis and peer benchmarking, etc.
Ranking of Potential Material Issues	Understand the issues of concern to stakeholders through interviews, and draw a matrix of material issues according to the interview results to rank the material issues.

The Group identified 14 social responsibility issues of high materiality, 12 social responsibility issues of medium materiality and 7 social responsibility issues of low materiality through the above two stages. The most material issues will be disclosed in detail in this report.

Social Responsibility Materiality Matrix of Wison Engineering



Environmental

- 1 Environmental compliance**
- 2 Wastewater and solid waste**
- 3 Use of Materials**
- 4 Biodiversity
- 5 Environmental impact assessment of suppliers
- 6 Water resources management
- 7 Energy management**
- 8 Environmental grievance mechanism
- 9 Environment and natural resources
- 10 Exhaust emissions

Economic

- 11 Economic performance**
- 12 Procurement model**
- 13 Market performance
- 14 Indirect economic impact

Human rights

- 15 Child labor and forced labor**
- 16 Security measures
- 17 Non-discrimination
- 18 Aboriginal rights
- 19 Rights grievance mechanism

Operation management and product responsibility

- 20 Customer privacy**
- 21 Product responsibility**
- 22 Marketing**
- 23 Intellectual property**

Employment and labor practices

- 24 Employment**
- 25 Training and education
- 26 Labor grievance mechanism
- 27 Occupational health and safety
- 28 Diversity and equal opportunity

Community

- 29 Anti-corruption**
- 30 Social impact grievance mechanism
- 31 Anti-unfair competition**
- 32 Social impact assessment of suppliers
- 33 Community public welfare services

2. INNOVATION ORIENTATION

Innovation is the primary driving force for industry development. Upholding the business philosophy of “innovation-driven, harmonious and win-win”, Wison Engineering responds to market demand quickly, deepens technological and management innovation, and continuously goes deep in the fields of energy and chemical engineering. We grasp the global industry development trends, and continuously strengthen core technologies and design capabilities through R&D cooperation and communication, with a view to demonstrating the innovation efficiency of Wison Engineering.

2.1 R&D SUPPORT

The Group adheres to the strategy of “promoting development and strengthening business with technologies”, keeps abreast of the hot issues and development trends in the global energy and chemical industry, focuses on breakthrough technologies of basic chemicals and chemical intermediates as well as green and clean production processes, and continuously explores comprehensive utilization of resources and circular economy, in an effort to intensify technology accumulation. Wison Engineering will build a global technical cooperation ecosystem to provide a strong guarantee for the development of the Group, and endeavor to march toward the goal of becoming “an engineering service enterprise with the most advanced technologies”.

During the Reporting Period, in a continuous drive to pursue and deepen green and low-carbon development, we proactively promoted the technology development for the co-production of ethylene glycol and methanol via hydrogenation of ethylene carbonate as a major science and technology project of the Ministry of Science and Technology, and focused on breakthrough technologies concerning key raw materials of high-end polyester, complete sets of degradable plastic technology, comprehensive utilization of resources and other sustainable development areas.

Clean Technology Development

The Group has long been practicing the principle of “Better Technology, Better Life” by strengthening technology R&D to increase our core competitiveness. In an active effort to contribute to the state’s carbon peak and carbon neutrality goals, we continuously increase strategic investment in ground-breaking green and energy conservation technologies. During the Reporting Period, our investment in the development of environmental technologies amounted to RMB7,213,200, up 9.6% from 2019.

One-step Oxidation and Esterification of Methacrylaldehyde to Produce Methyl Methacrylate for Reduction of Pollution and Energy Consumption

During the Reporting Period, the Group signed a cooperation agreement with Qingdao Benzo New Materials Co., Ltd. and Dalian Institute of Chemical Physics, Chinese Academy of Sciences for the “engineering and commercialization of one-step oxidation and esterification of methacrylaldehyde to produce methyl methacrylate”. As a pioneering technological achievement in China, this technology has been recognized as internationally advanced by China Petroleum and Chemical Industry Federation (CPCIF). This technology will revolutionize China’s existing MMA production based on the high-pollution and high-energy-consumption acetone cyanohydrin process, and provide advanced technical support and solutions for green production and sustainable development. With rich engineering experience, the Group will work with the partners to rapidly promote the industrialization of this technology, so as to contribute to the high-quality development of the industry.



Development of New Technology for Hydrogenation of Ethylene Carbonate to Ethylene Glycol and Methanol to Reduce CO₂ Emissions

During the Reporting Period, the Group continued to deepen its green development strategy. For this end, we pushed ahead with the national key research and development project dubbed “new technology for efficient CO₂ synthesis of chemicals” by promoting the implementation of the technology development platform project, related intellectual property application and the preparation of a 100,000-tonne process package as scheduled. Specifically, the main construction works of the technology development platform for hydrogenation of ethylene carbonate to ethylene glycol and methanol have been almost completed, and we have started to prepare for production.

In addition, after our establishment was approved by Science and Technology Commission of Shanghai Municipality (“Shanghai STC”) in 2018, the Group’s “Shanghai Green Chemical and Energy-saving Engineering Technology Research Center” completed its construction tasks and targets and passed the comprehensive performance evaluation by Shanghai STC during the Reporting Period.

Technology Engineering Application

The Group strives to combine technology development and engineering application based on innovative R&D, in an effort to realize the rapid industrial application of technologies. During the Reporting Period, while maintaining our strengths in the traditional ethylene and coal chemical industries, we vigorously explored emerging areas and made breakthroughs in the fields of downstream PDH, PTA and new materials concerning light hydrocarbons, fully showcasing the innovation value of Wison Engineering.

BP New PTA Process Project with Less VOCs and Greenhouse Gas Emissions

During the Reporting Period, Wison Engineering’s design team applied and promoted BP’s new process technology in the Dongying Weilian PTA project (Xinfengming Phase II), which outputs 30% more electricity than traditional process at the same plant scale. In this process, the waste gas is centrally discharged after proprietary low-pressure catalytic oxidation treatment, which not only reduces the concentrations of volatile organic compounds (VOCs) and acetic acid and other organic substances in the wastewater, but also makes the emission concentrations of CO, CO₂ and other greenhouse gases far lower than those under traditional process technology.

2. INNOVATION ORIENTATION

Intellectual Property Protection

To protect the legitimate intellectual property rights of the Group, we comprehensively promote the standardization and systematization of intellectual property protection based on GB/T29490-2013 intellectual property management system certification. Meanwhile, we attach great importance to incentivizing innovative talents. We define the rewards for inventors in the patent application and authorization stages in the Patent Management Measures; and stipulate the reward methods for innovation achievements and the promotion and application thereof in the Measures for the Management of Technology R&D Achievements.

During the Reporting Period, Wison Engineering made 7 new patent applications and was granted 20 new licensed patents. In total, we had made 177 patent applications and obtained 118 licensed patents and 22 software copyrights, quite fruitful achievements in intellectual property.

2.2 LAYING A FOUNDATION FOR THE FUTURE

Digital Application

Wison Engineering believes that “technology can drive development”, and digitalization and intelligence will gradually become the core competitiveness of the engineering industry in the future. According to the “one core with two wings” strategy, we will focus on engineering services and new materials (one core) and capitalize on big data and capital (two wings) to promote the goal of enhancing the technological and digital capabilities of Wison Engineering. For this goal, we will build a governance framework underpinned by vision and culture and driven by talents and incentives to revolutionize business models and organizations, processes and methodologies, digital technologies and platforms.

DIGITAL STRATEGY OF WISON ENGINEERING



Strategy: One Core with Two Wings



The COVID-19 outbreak in 2020 not only affected the operating mode of the traditional chemical industry, but also accelerated the application of digital and intelligent technologies by Wison Engineering. To catch up with the global digital trends, we deeply studied and applied big data, deep learning, cloud computing and other intelligent tools. Various intelligent applications will emerge in the field of EPC (engineering, procurement, and construction) spanning process calculation, design selection, compliance inspection, logistics tracking, materials management, quality supervision and emergency training, which will greatly improve work efficiency. In the future, we will continue to follow the prospects of digitalization, and promote technologies for optimization of supply chain and simulation of production process, lean operations and management, life cycle asset management and 3D visual management to facilitate the construction of digital and intelligent factories, so as to provide strong support for the Group to establish a new competitive edge and achieve sustainable development.

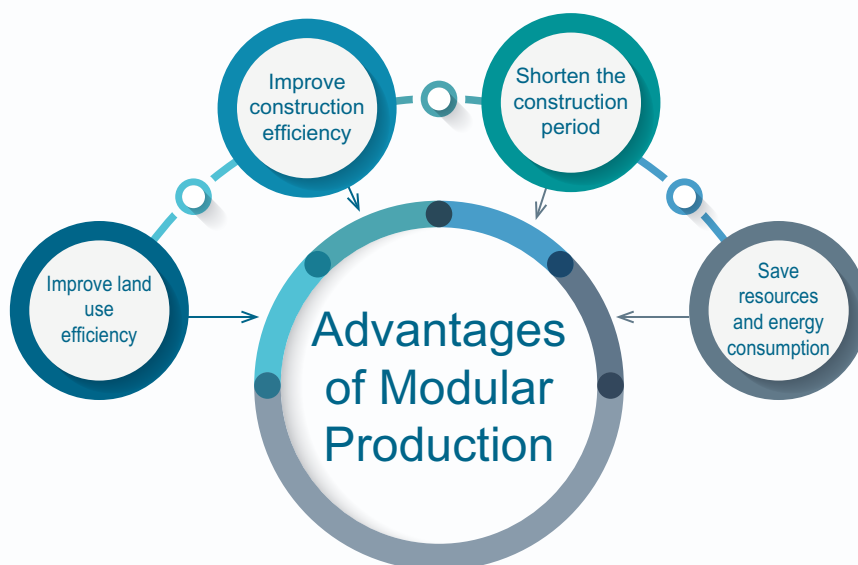
Intelligent Factories to Promote Digital Delivery

During the Reporting Period, both the SRU (Sulfur Recovery Unit) project and STC (SABIC Technology Center) project of Wison Engineering in the Middle East entered the phase of digital delivery review, the final phase of design. The SRU project represents the world's highest standards of digital delivery in the design phase, the completion of which will facilitate the Group to formulate a complete set of digital delivery standards in the design phase and a related documentation system. In addition, Wison Engineering continued to deepen its cooperation with Honeywell UOP, a leading player in the implementation of intelligent factories, by jointly setting up a working group to focus on the cooperation on petrochemical ethylene business, in an effort to coordinate data integration and smart application in the process of digital delivery and intelligent factory construction in potential ethylene projects.

2. INNOVATION ORIENTATION

Modular Production

By combining modular design with factory prefabrication, transportation conditions, on-site hoisting and other construction processes, Wison Engineering employs integrated, standardized, digital and engineering modular solutions to reduce project cost and construction period, lower environmental impact and dependence, minimize project risks, and improve execution quality and efficiency. During the Reporting Period, the Group leveraged its capabilities in feasibility study, basic design, detailed design and construction of modules for medium and large-scale plant facilities plus its sea and land transport and lifting design capacity to develop integrated capabilities in modular “design, construction and delivery”, thus building a leading competitive edge in domestic and international energy and chemical engineering markets. In the future, with the continuous optimization in design, manufacturing and transportation capability, the application value of modular production will keep rising, which will further enhance work efficiency, reduce costs, and improve quality, safety and schedule control.



US EG-2 Modular EPC Project with Improved Quality and Efficiency of Project Execution

During the Reporting Period, the US EG-2 project, where Wison Engineering was responsible for module design and supply, bulk material procurement and on-site construction and installation, came on stream smoothly. This project is the largest modular EPC project undertaken by a Chinese engineering company in the United States, and serves as another important milestone of Wison Engineering’s business expansion in the United States, marking that Wison’s North American business has gradually broken through the barriers of the existing Western engineering companies and entered a growth period.

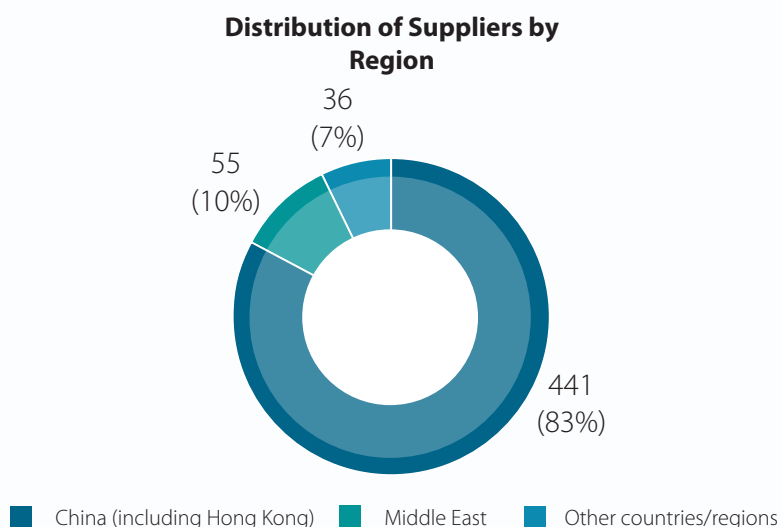
3. CREATING VALUE THROUGH COLLABORATION

The Group endeavors to promote industry coordination from supply to sales, strengthen supplier management, and develop together with partners. Meanwhile, we uphold the customer-oriented and integrity-based values, strive to build transparent and smooth communication channels, provide customers with customized solutions throughout the life cycle, so as to show our supreme service quality and achieve harmonious and win-win results.

3.1 RESPONSIBLE PROCUREMENT

Supply Chain Management

The stable and good supply quality of suppliers is an important foundation for us to provide high quality services for customers. We have formulated and continuously improved a series of procedures and measures including the Supplier Management Measures and the Management Measures for Procurement of Engineering Materials to clearly define the management procedures for supplier access, review and evaluation, in an effort to strictly select suppliers and strengthen supply quality control. As of 31 December 2020, the Group had 532 suppliers, including 91 overseas suppliers. Distribution of Suppliers by region:

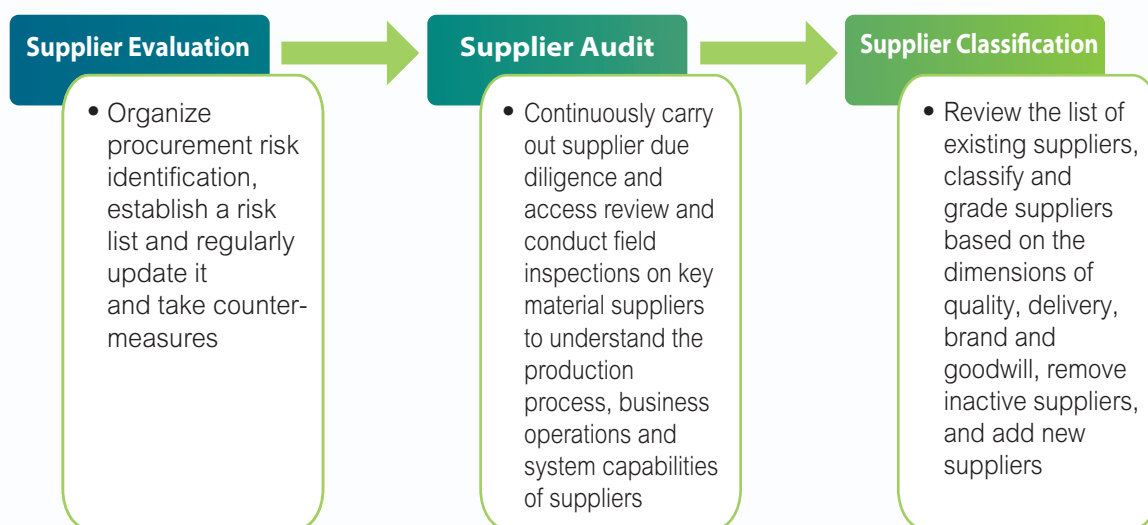


During the Reporting Period, in order to minimize the delivery risk posed by the COVID-19 epidemic to the supply chain, we raised the early warning level and carried out rigorous monitoring to track the manufacturing and delivery progress through videos and photos, strengthened the interaction with semi-closed factories and the transportation planning to reduce the impact of COVID-19 on the delivery of materials. During the Reporting Period, our supplier Foster in India repeatedly closed down its factory due to COVID-19, resulting in delays in delivery. The SRU project team communicated closely with the factory by email and telephone to follow up the manufacturing progress of the factory, promptly conducted acceptance inspection through a third-party manufacturing supervisor, and booked shipping space in advance, thus ensuring the on-schedule delivery of 19 pumps from Foster's factory in India.

3. CREATING VALUE THROUGH COLLABORATION

Supplier Access and Evaluation

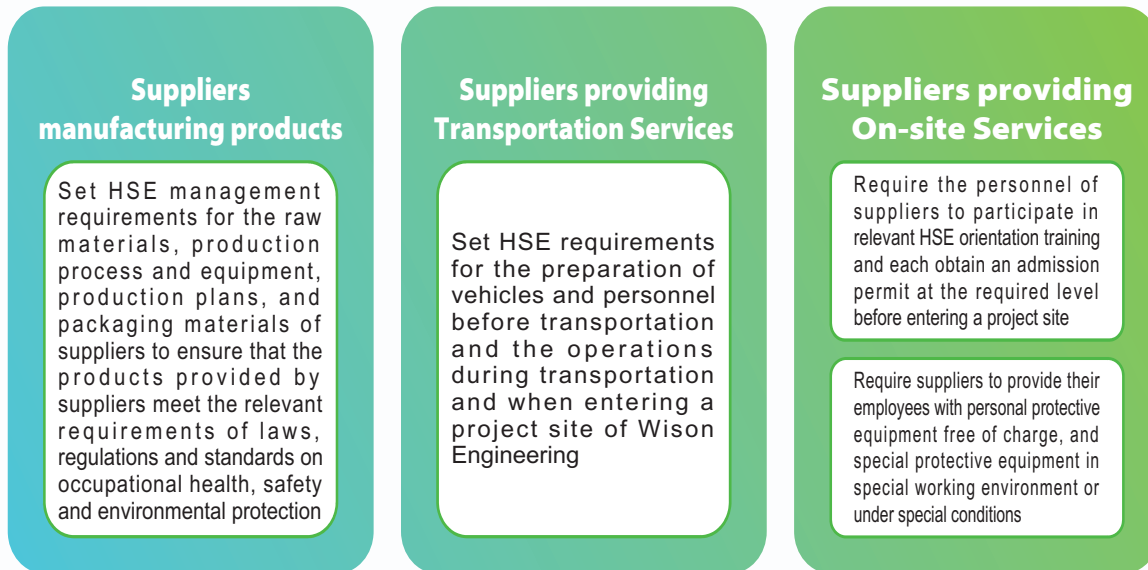
Based on the principles of "fairness, justice, resources, competition, opt for the best", we have established relevant management measures to consider social and environmental risks when granting access to suppliers and standardize the procedures for management of different suppliers such as construction subcontractors, design subcontractors, and suppliers of materials and services. During the Reporting Period, we updated the relevant procedures and measures for supplier evaluation, audit, access and classification, thus further improving the efficiency and effectiveness of supplier management.



Supplier Evaluation, Audit and Classification in 2020

Responsible Supply

The Group strives to build a harmonious and win-win supply chain ecosystem, and constantly urges suppliers to fulfill their social responsibilities. We strictly abide by the Anti-Unfair Competition Law of the People's Republic of China, the Civil Code of the People's Republic of China, the Bidding Law of the People's Republic of China and other laws and regulations, have accordingly formulated such internal measures as the Management Measures for Anti-corruption, Anti-bribery and Anti-money Laundering and the Contract Negotiation Management Measures, require suppliers to understand, sign and comply with the HSE Management Requirements for Projects of Wison Engineering, encourage suppliers to assume social responsibility, and value and strengthen environmental protection and occupational health management. We require manufacturers to have ISO 9001 certification, and give preference to suppliers who have obtained ISO 14001, ISO 9001 and OHSAS 18001/ISO45001 certifications under the same conditions. In addition, we require each supplier to sign the Letter of Commitment to Integrity before conducting business activities with us, so as to guarantee the business integrity of the Group. During the Reporting Period, 100% of the Group's suppliers had signed the Letter of Commitment to Integrity.



Suppliers manufacturing products

Set HSE management requirements for the raw materials, production process and equipment, production plans, and packaging materials of suppliers to ensure that the products provided by suppliers meet the relevant requirements of laws, regulations and standards on occupational health, safety and environmental protection

Suppliers providing Transportation Services

Set HSE requirements for the preparation of vehicles and personnel before transportation and the operations during transportation and when entering a project site of Wison Engineering

Suppliers providing On-site Services

Require the personnel of suppliers to participate in relevant HSE orientation training and each obtain an admission permit at the required level before entering a project site

Require suppliers to provide their employees with personal protective equipment free of charge, and special protective equipment in special working environment or under special conditions

HSE Management Requirements for Suppliers

Wison Engineering prefers to purchase and use energy-saving, water-saving, material-saving and other eco-friendly raw materials or products, in an effort to promote green procurement. The amounts of materials used by the Group during the Reporting Period are as follows:

Type of materials used	Unit	Consumption in 2020
Concrete	tonnes	304,326
Steel	tonnes	100,867
Stone	tonnes	4,269
Thermal insulation material	tonnes	3,485
Aluminium	tonnes	1,601
Copper	tonnes	821

3. CREATING VALUE THROUGH COLLABORATION

Supplier Communication

In order to help suppliers grow together with the Group, we carry out technical cooperation and exchanges to strengthen effective communication with suppliers, and provide targeted training and guidance to improve suppliers' production and operations and supply capacity, thereby effectively controlling the supply chain risks of the Group.

<p>Technical exchange</p>	<ul style="list-style-type: none"> During the Reporting Period, the Group organized 37 suppliers, including Siemens, Socomec, Nash, Shandong Luyang, and PROTEGO (Nanjing), to carry out technical exchanges, in order to understand the product development trends of the industry and the advantageous products and process characteristics of the suppliers
<p>Quality Control</p>	<ul style="list-style-type: none"> Screen the technical problems of suppliers in advance via technical procurement Make equipment standard atlas, guide the supplier workers to watch out for quality problems and inspection areas, and carry out stringent quality control in the equipment manufacturing process
<p>Cooperation Support</p>	<ul style="list-style-type: none"> In the process of overseas project execution, actively recommend Chinese suppliers to be included in the customers' supplier list, and improve the capabilities in overseas project execution

Measures for Supplier Communication

On 19 May 2020, Wison Engineering reached a strategic cooperation agreement with Shenyang Blower Works Group Corporation (瀋陽鼓風機集團股份有限公司). Both parties conducted extensive and in-depth discussions on project development, market exploration, equipment supply, technical cooperation and new business model collaboration, and proposed to establish more profound and comprehensive strategic cooperation relations in terms of product and technology standardization, localization of key equipment and intelligent factories in the future.

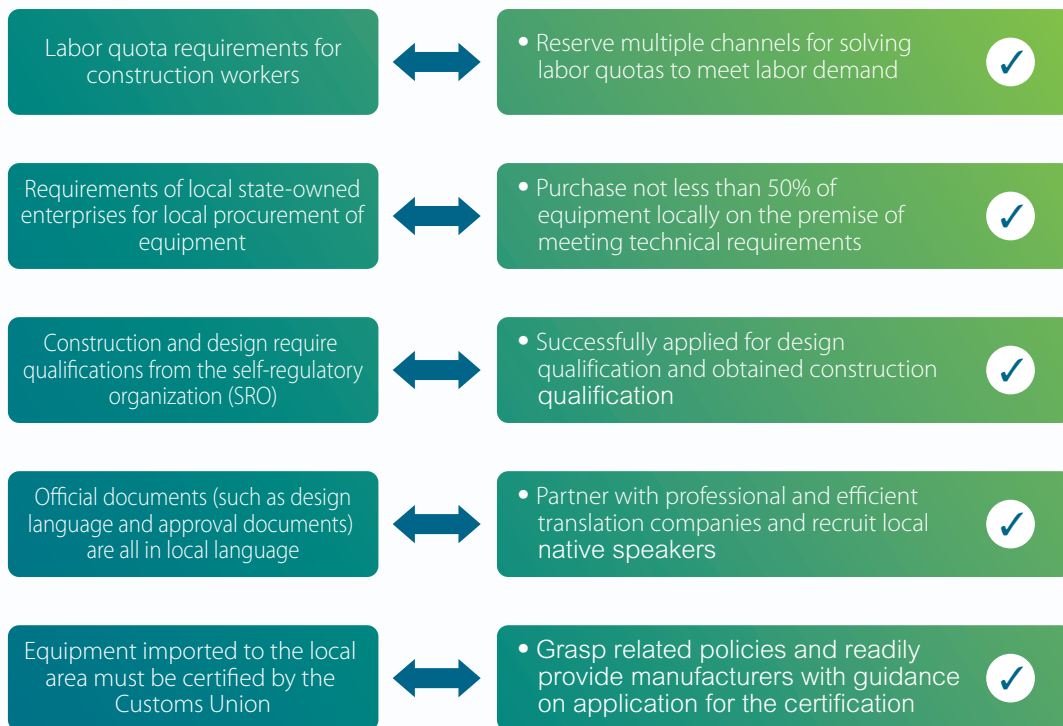


3.2 SERVICE ORIENTATION

The Group is convinced that customers' opinions and suggestions are a driving force for us to constantly improve our service quality. We have set up a product technology center based on accurate product positioning in the market and technology integration capabilities, and continuously understand the needs of customers through regular visits and communication and routine customer satisfaction surveys, and timely take customer feedback into consideration, in an effort to provide customers with optimized, high value-added comprehensive technical solutions.

Improving Customer Communication

The Group provides smooth channels for customer complaints and carefully listens to customers' opinions and suggestions, so as to ensure that their needs are met and their feelings are taken seriously and guarantee the quality of products and services. Furthermore, we also respond to the special needs of overseas customers in various ways.

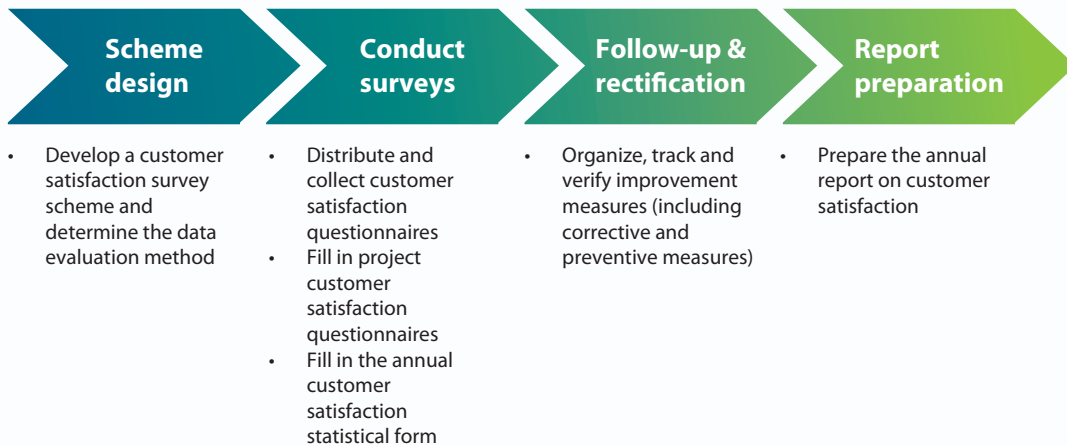


Meeting the Special Needs of Overseas Customers

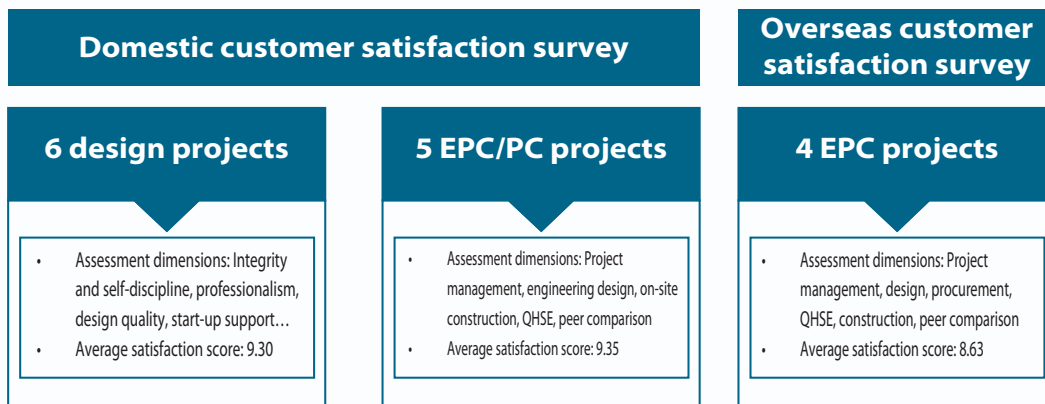
3. CREATING VALUE THROUGH COLLABORATION

Customer Satisfaction

The Group attaches great importance to customer satisfaction, and has formulated the Procedures for External Customer Satisfaction Assessment to improve customer satisfaction and ensure good communication with customers. During the Reporting Period, we conducted satisfaction surveys for customers and supervisors of domestic and overseas design and general contracting projects based on the concerns regarding different types of projects, and the survey results showed that the overall satisfaction was good.



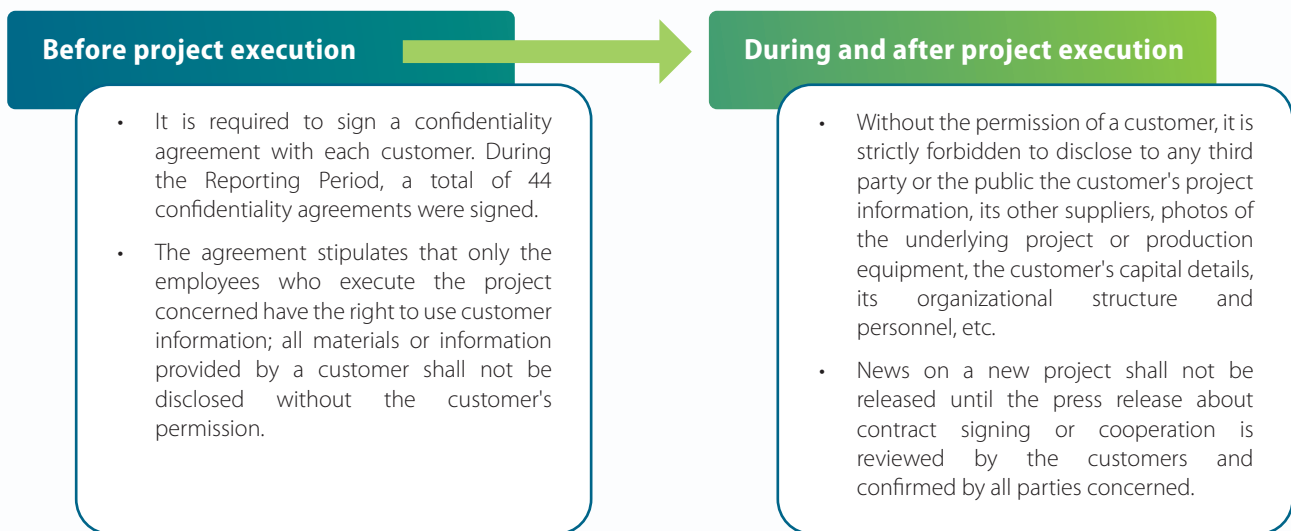
Customer Satisfaction Survey Process



2020 Customer Satisfaction Survey Results

Customer Information Security

We attach great importance to the information security and privacy protection of customers, strictly abide by the Consumer Protection Law of the People's Republic of China, the E-Commerce Law of the People's Republic of China and other relevant laws and regulations, and have established customer privacy protection measures before, during and after project execution to strictly protect the personal information of each customer and prohibit arbitrary screenshot forwarding, sharing and disclosure of personal privacy. We also have dedicated personnel to record and archive customer information to safeguard customer privacy. In addition, we also organize customer privacy protection training for employees to enhance their awareness of privacy and security, and consciously practice the responsibility of protecting customer privacy in daily operations, with a view to creating a harmonious and highly reputed marketing team.



Protection of Customer Information Security

3.3 WORKING TOGETHER

While providing sincere service to customers, the Group is committed to strengthening cooperation with upstream and downstream industry players to facilitate commercialization of technologies and achieve win-win results. We proactively participate in industry standard development and industry communication, and have established industry-university-research institutions with Tianjin University, Chinese Academy of Sciences and other scientific research institutions. Through sharing of technologies and communication of achievements, we aim to empower industry innovation while making progress together.

3. CREATING VALUE THROUGH COLLABORATION

Standard Development

Unified and well-established standards and measures can help prevent unreasonable competition, strengthen the compliance and responsibility performance of enterprises, and promote the sustainable development of the industry. Wison Engineering attaches great importance to the benign development of the industry and takes an active part in the development of industry standards. During the Reporting Period, Wison Engineering participated in the preparation of six sets of standards which had been implemented or issued by us.

Technical Exchanges

Building an extensive and high-quality "friend circle" for global R&D cooperation is an important measure under the Company's technology R&D strategy. During the Reporting Period, in an active effort to participate in industry exchanges, the Group attended over 30 online and offline industry and technology conferences organized by domestic and foreign organizations, including the CPCIF, the Chemical Industry and Engineering Society of China, Wood Mackenzie, ICIS, China National Petroleum & Chemical Planning Institute and IHS. We also held nearly ten video conferences for technical exchange and clarification with partners in the United States, the United Kingdom, Germany, etc.

Research Cooperation on Comprehensive Utilization of High-end Materials to Facilitate Sustainable Development

During the Reporting Period, the Group carried out substantial industrial cooperation with the Chinese Academy of Sciences, Sanley and an international chemical giant in the fields of innovative high-end material process and sustainable comprehensive utilization of resources, and conducted substantial cooperation and exchanges with a number of large central enterprises and local state-owned enterprises on key technologies with high dependence on foreign products and degradable materials. In the future, we will continue to strengthen both domestic and international cooperation and build a technology cooperation ecosystem into an important engine for technological development.

4. FACILITATING GROWTH WITH CARE

"People orientation and common development" is the talent development philosophy upheld by Wison Engineering for a long time, and is also what we are pursuing in personnel management. We strictly abide by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China and other relevant laws, regulations and measures of the countries or regions where we operate, uphold the principle of objective and fair recruitment, and strive to provide employees with a sound vocational training and development system and considerate and dynamic employee benefits and care, so that all employees and Wison Engineering can grow and develop together.

4.1 PUTTING EMPLOYEES FIRST

In an effort to achieve common development with its personnel, the Group continuously optimizes human resource management, ensures the soundness and compliance of the employment system, improves the efficiency of human resource management, with a view to facilitating people-oriented long-term development.

During the Reporting Period, we continued to improve our human resource management capabilities and optimize our workflow. Under the five-in-one framework of execution, control, marketing, technology and resources, the HR Department led and worked with the System Standard Department to update and release the management measures of each department, and collaborated with the Precision Control Department to upgrade the "man-working hour system" to quantify the per capita input-output ratio, so as to realize precise management of personnel costs, reduce labor cost and improve efficiency. During the Reporting Period, Wison Engineering explored and optimized the work content of HRBP (Human Resource Business Partner), and supplemented and improved various aspects of measures, procedures and business operations, in an effort to empower employees and achieve long-term development.

Improvements in Wison Engineering's HRBP in 2020	
Institutional construction	Established policies and management measures to support the development and improvement of relevant regulations and policies of HR modules
Personnel employment procedures	Optimized the staff structure, covering recruitment of new employees, identification and optimization of redundancies, internal transfers, employment renewal, conversion to regular employees, identification and retention of key talents, etc.
Corporate culture	Strengthened the positive guidance of employee culture and atmosphere, and built a sense of teamwork, competition and cooperation among employees
Business support	Strengthened the HR team's bonding and support for business departments
Supporting the adjustment and transformation of organizational structure	Reviewed and optimized the management measures and business procedures, guided corporate culture and team atmosphere, integrated resources and improved the online human resources platform to improve operational efficiency
Project management	Reviewed the current situation of project departments and personnel and strengthened the systematic management of HR modules to improve the efficiency of project human resources management

4. FACILITATING GROWTH WITH CARE

Employment System

The Group regards the principles of compliance, fairness and objectivity for talent recruitment as an important part of its corporate social responsibility. According to our own operating conditions and employment standards, we have formulated the Management Measures for Staff Recruitment to establish standardized employment procedures, so as to ensure that the recruitment process follows the principles of compliance, fairness, equality, voluntariness, consensus, and integrity. The Group has adopted sound management measures to protect employee compensation and benefits (including holiday leave) and prevent the occurrence of child labor and forced labor. In case of any violation of such measures by staff, we will take countermeasures according to the degree of violation to ensure normal operations while meeting the compliance requirements.

Employment Diversity

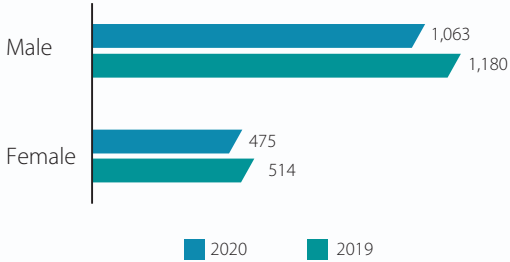
The localization of employees is conducive to the Company's integration into local culture, and plays a vital role in the Company's culture and business development. While pursuing global strategic expansion, the Group actively promotes the localization of employees, including overseas employees, thus contributing to local economic development and the growth in employment rate. We select key employees and put great efforts in training them to ensure team stability and enhance team competitiveness. Meanwhile, we adjust the payment process of employee compensation and benefits as appropriate to ensure that the stability of employee compensation is not affected by factors such as currency depreciation and fluctuations.

Wison Engineering insists on the diversity of human resources to enhance its competitiveness. We respect the culture and religious beliefs of each place where we operate, and enable cultural integration and business development to benefit each other. For projects in Islamic regions, we respect the local Islamic culture and set up prayer rooms in the offices and operating sites there. In terms of personnel equality, we uphold the concept of workforce diversity and respect the differences of job applicants and employees in, among other things, gender, age, cultural background and religious belief. Moreover, we promote and practice the concept of equality and diversity in daily operations and management of the Group through training and publicity each year to create an inclusive and receptive workplace culture and prevent any discrimination.

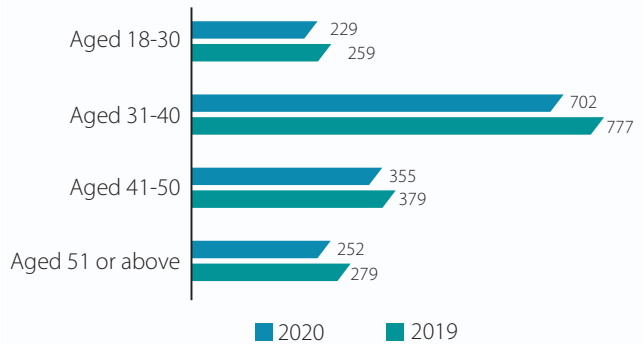
Talent Recruitment

The Group constantly improves its capabilities in human resources management and increases its workforce. As at 31 December 2020, we had a total of 1,538 employees. The breakdowns of employees by gender, age, rank and region are set out below:

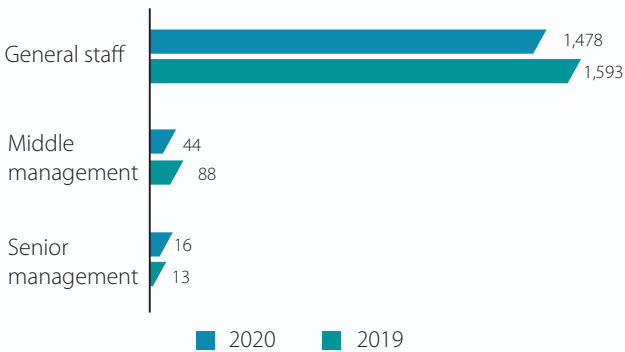
Breakdown of Employees by Gender
(Unit: person)



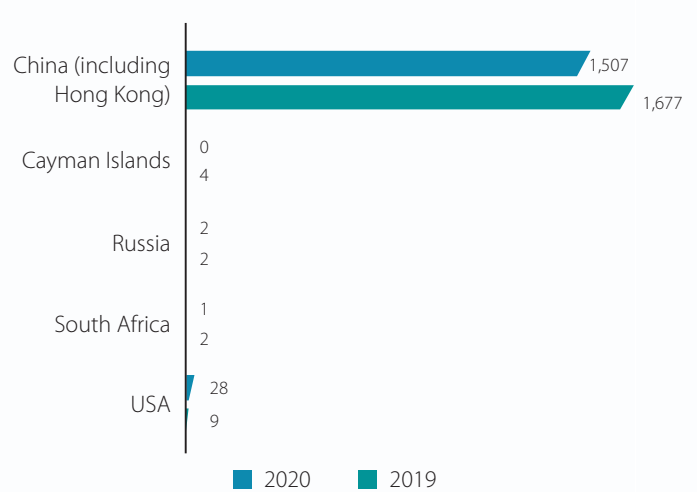
Breakdown of Employees by Age
(Unit: person)



Breakdown of Employees by Rank
(Unit: person)



Breakdown of Employees by Region
(Unit: person)



4. FACILITATING GROWTH WITH CARE

In response to the government's call for maintaining a stable job market under the outbreak of COVID-19, the Group proactively carried out recruitment activities. In the meantime, we expanded the recruitment scale of fresh graduates from target colleges and universities by extending recruitment activities from the original top petrochemical universities to colleges in second- and third-tier cities. We have implemented various recruitment measures and achieved good results, and have been selected as an internship base for international students in Shanghai. During the Reporting Period, we carried out staff recruitment in an orderly manner and recruited a total of 132 new employees.

During the Reporting Period, the total employee turnover rate of the Group¹ was 18.75%. Specifically, the turnover rates of general staff, middle management and senior management were 18.66%, 19.08% and 0%, respectively. The employee turnover rates by gender and age are set out below:

Employee Turnover Rate	Turnover in 2019	Turnover in 2020
Total employee turnover rate	10.74%	18.66%
Employee Turnover Rate by Gender		
Male employees	11.19%	18.05%
Female employees	9.73%	20.02%
Employee Turnover Rate by Age Group		
Aged 30 or below	15.06%	28.97%
Aged 31-40	11.58%	16.99%
Aged 41-50	8.44%	16.60%
Aged 51 or above	7.53%	16.57%
Employee Turnover Rate by Region		
Employees in Mainland China and Hong Kong	11.39%	18.31%
Employees in other regions	0.00%	38.60%

¹ Total employee turnover rate: Number of employees leaving during the Reporting Period/average monthly total number of employees during the Reporting Period. Due to the impact of the COVID-19 pandemic and an adjustment in corporate structure in 2020, the turnover rate was increased.

4.2 FACILITATING GROWTH

The Group regards personnel development as a foundation of corporate operations, and provides a sound training system, promotion channels and career development pathways for all employees to enhance their work enthusiasm and performance, so as to facilitate both employee growth and corporate development.

Training System

The Group is committed to providing a sound personnel training system and content for all employees. Guided by the Management Measures for Staff Training Management Regulations, we promote our corporate development strategy and personnel development philosophy, and provide scientific and standardized training courses in key processes such as induction, cultural integration, knowledge and skills learning, and business development to facilitate employee development. In 2020, the focus of KPIs for training performance appraisal shifted from lecturers to trainees, with trainee participation, learning quality, and key measures as the KPIs to further accurately quantify training effects.

Regular Training	Skills Training	Business Training
<ul style="list-style-type: none">• Orientation Training• Corporate culture training	<ul style="list-style-type: none">• External skills training• Irregular special training activities	<ul style="list-style-type: none">• Annual inter-departmental training• Centralized departmental training• International talent training

In 2019, in order to cultivate talents, spread the corporate culture and enable better employee communication, we established Wison School to provide employees with a full range of training courses, covering talent development programs, professional skills training, general ability training, and leadership training, so as to enhance employees' ability to perform their duties and facilitate their personal development. During the Reporting Period, we upgraded Wison School to version 2.0 to further expand its coverage to projects and marketing staff at home and abroad, carried out 20 learning and exchange sessions online and offline, and improved the professional skills of staff by setting up practical training subjects, inviting professionals to share cases, and emphasizing training effects. Wison School 2.0 added the roles of cultural communication, knowledge accumulation and vitality stimulation to the original basic functions of personnel training, in an effort to build a talent training and delivery base, a platform for corporate culture communication, a vitality stage and an important communication platform of the Company. By doing so, we aim to meet the needs of business development, personnel training and employee growth, and enhance the overall capabilities and sense of belonging of employees.

4. FACILITATING GROWTH WITH CARE

2020 Project Execution Management Seminar of Wison Engineering

In order to improve the project management capabilities of business executives, Wison Engineering conducted a two-day seminar in 2020 where 18 internal lecturers were invited to give lectures, with a total of 41 participants. With the theme of “Brand, Efficiency and Cost”, the seminar was attended by key personnel such as engineering executives and heads of various project departments. The boring professional knowledge on project management was combined with real cases for extensive discussions to guide the execution of new and under-construction projects and to provide practical materials for scientific and standardized project management. The seminar, being results-oriented and practical, generated a total of 18 teaching materials and 13 key issues of project management, thereby providing reference for the work priorities of the project management department in 2021.



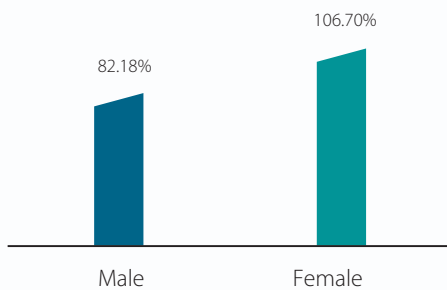
2020 Performance Management Seminar and Training of Wison Engineering

In order to share the core philosophy of performance management, communicate its understanding of and requirements for talents, and clarify the personnel evaluation criteria for managers, Wison Engineering conducted a 2.5-day seminar in 2020, which was attended by 49 people and developed such documents as the 2021 Key Events and Learning Summary, the Performance Management Training Course, and the 13 Company-level Key Issues. Meanwhile, Wison Engineering conducted 6 offline (online) performance management training sessions, which were attended by 165 people and developed the 2021 Key Events and Learning Summary for managers.

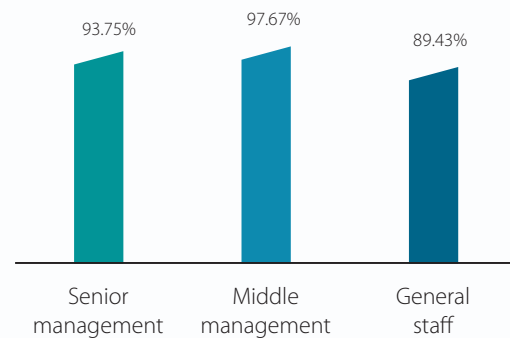


During the Reporting Period, the total training hours² of our employees were 32,020 hours, representing an average of 21.16 training hours per employee. The training mainly included orientation training for new employees, induction training for fresh graduates, qualification training, outbound training, management leadership training, and training for key positions and key projects such as project managers. The breakdown of employees' training hours and percentage by gender and rank are set out below:

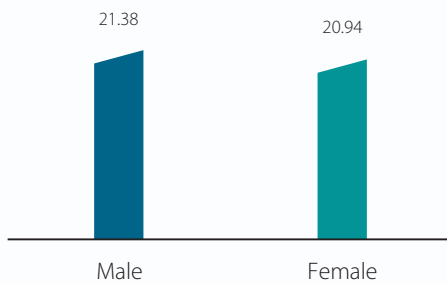
Percentage of Employees Trained by Gender (including resigned employees)



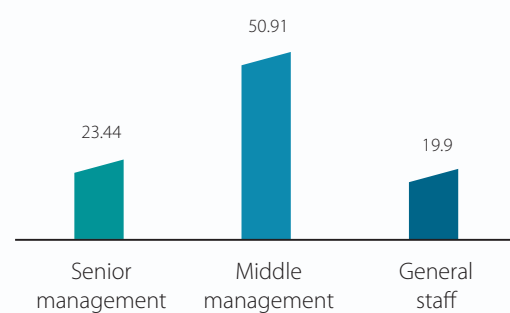
Percentage of Employees Trained by Rank



Average Training Hours of Employees by Gender (Hours/person)



Average Training Hours of Employees by Rank (Hours/person)



Promotion Channels

Well-planned, practical and attractive career development can promote the continuous improvement and development of employees' personal capabilities and potential. In terms of career development, we have created two development pathways for employees: professional and management development, and put forward clear requirements for the work ability and experience of employees of different ranks. We also carry out objective and transparent development pathway assessment for all employees, so that employees can make an informed choice among the multiple development pathways according to their own conditions and preferences.

² The following training data cover employees in Mainland China and Hong Kong, China.

4. FACILITATING GROWTH WITH CARE

We have optimized the employee performance appraisal system by developing more comprehensive and scientific appraisal dimensions. On this basis, we fully identify outstanding talents and offer them incentives, put forward appropriate improvement plans for those whose performance needs to be improved, and provide detailed suggestions on career planning and improvement for employees based on performance targets. In order to further improve employees' enthusiasm and initiative, we have updated the equity incentive mechanism to make it more in line with our organizational structure. The new equity incentive mechanism is more transparent and fair, and favors high-performance employees. By promoting the equity incentive mechanism within the Company, we can stimulate the personal development of employees.

4.3 CONTINUOUS CARE

Employees are an important force for the development of an enterprise. Wison Engineering fully recognizes the contributions of employees and cares for them at work and life, which reflects its people-oriented philosophy. We endeavor to offer employees competitive compensation in the industry. Moreover, we provide employees with life benefits by carrying out cultural and sports activities and setting up leisure facilities, give assistance to employees in need, and learn about employees' needs and opinions through smooth communication channels and make improvements accordingly, with a view to creating a more humane and warm working environment for employees.

Employee Communication

Sincere and efficient employee communication can allow the Company to obtain feedback and understand its operating conditions in a timely manner and enhance team cohesion and information transmission efficiency, which in turn will improve team efficiency and performance. In order to better understand the real demands of employees and solve their difficulties, Wison Engineering builds two-way communication channels (top-down and bottom-up) for employees through seminars, employee meetings and forums, etc.

Bottom-up Communication

In order to strengthen the communication between senior executives and grassroots employees, we launched the activity of "Issues Concerned by Wison's Employees" on our mobile platform to collect issues concerned and demanded by grass-roots employees. We also held a Spring Festival seminar for the face-to-face dialogues between the senior executives and the general staff and respond to the issues concerned by our employees, thus enabling employees to feel that their opinions are taken seriously and enhancing their sense of belonging to and trust in the Group.

In order to allow the general staff to understand our development philosophy and strategic decisions more intuitively and efficiently, we continued to hold regular department meetings this year, in which heads of various departments received the opinions of the senior management and then communicated such opinions within their respective departments. Meanwhile, we interpreted the management's decisions on Wison's WeChat Official Account from time to time to convey the voice of senior executives to grassroots employees, thus strengthening the internal communication of the Company.

Top-down Communication

In addition, Wison Engineering introduces diverse communication methods, and combines online and offline communication channels to enable team and business communication anytime, anywhere, uses various communication media to ensure the efficiency, accuracy and timeliness of different types of communication.

EMPLOYEE COMMUNICATION CHANNELS

Online Communication



- ▶ WeChat "Wison Says" (惠問) platform
- ▶ Online voting
- ▶ Employee surveys
- ▶ Internal forum
- ▶ President's mailbox
- ▶ Notices & announcements

Offline Communication



- ▶ Staff interviews and seminars
- ▶ Employee meetings
- ▶ Regular meetings of the Group and departments
- ▶ President's Forum



The Group launched online and offline symposiums to enhance communication between management and employees during the Spring Festival.

4. FACILITATING GROWTH WITH CARE

Caring for Employees

In order to enhance employees' sense of identity and belonging at work, Wison Engineering, on the basis of statutory employee benefits such as contributions to five social insurance schemes and housing provident fund, further learn about employees' needs and provide them with more diverse benefits, including employee activities, accommodation subsidies, leisure facilities, assistance for those in need, consolatory visits to their family members, etc. Furthermore, we lay great emphasis on humanistic care and welfare for new employees, employees in need and female employees, so as to improve employee well-being and strengthen team cohesion.

Female Engineers Who Brave the Winds and Waves

We respect the contribution and dedication of female employees, and given them affirmation and encouragement accordingly. To celebrate the seventh International Women Engineers Day, on 23 June 2020, we invited several women engineers as representatives to share their career choices and testimonials. Their speeches aroused the enthusiasm of all employees and set role models for them.



In terms of accommodation, we provide new employees with free accommodation for three months and sign preferential cooperation agreements with local talent apartments to solve their housing problems; in terms of transportation, we provide employees with free shuttle buses to home from work to ease their commuting pressure; in terms of dining, we conduct satisfaction surveys on staff canteens from time to time, and encourage everyone to voice their opinions by handing out small gifts; in terms of healthcare, we carry out health diagnosis and treatment activities from time to time to help employees and their families in need solve health problems.

Employee Benefits



- ▶ Five insurances and housing provident fund
- ▶ Share incentives
- ▶ Supplementary medical insurance
- ▶ Leave system
- ▶ Regular physical examination
- ▶ Staff canteens
- ▶ Baby care rooms
- ▶ Shuttle buses commutation

Helping those in Need



- ▶ Poverty alleviation activities
- ▶ Consolatory visits to overseas employees' families
- ▶ Consolatory visits to retired employees

Staff activities



- ▶ Cultural, sports and recreational activities
- ▶ Public welfare activities

- ▶ Organized employees to make housing applications through the higher-level union, with 19 employees passed the internal review eventually
- ▶ Follow the reward system of the higher-level trade union for promoted technicians, and give extra rewards to employees who have been promoted to technicians
- ▶ Set up a "Mommy House" equipped with a disinfection cabinet, refrigerator, air purifier, magazines, disposable bag for breast milk and disinfect wet wipes for female employees
- ▶ The Company regularly makes consolatory visits to retired old experts and consultants. In 2020, a total of 52 old experts were visited and thanked
- ▶ In November 2020, we began to screen employee difficulties and identified 22 employees who had difficulties in life due to serious illness of themselves or their family members or other reasons. With the support of the higher-level union, we made consolatory visits to these employees
- ▶ Two consolatory visits were made to overseas personnel and their families, including 134 persons on the Mid-Autumn Festival and 98 persons on the Chinese New Year
- ▶ Actively take part in the activities of the higher-level trade union. In 2020, 9 groups of employees participated in the cultural experience event of Pudong Development and Opening 30th anniversary
- ▶ Participated in the public welfare activity of "Unattended Heart-warming Station" to pay tribute to ordinary workers under COVID-19

In order to help employees maintain good physical and mental health, Wison Engineering provides employees with recreational facilities such as gymnasiums, and organizes badminton games, football matches and other cultural and sports activities from time to time, so that employees can relax themselves, understand and coordinate with colleagues better, and have a stronger sense of belonging to the Company.

4. FACILITATING GROWTH WITH CARE

Intangible Cultural Heritage Experience Activity

Wison Engineering organized an intangible cultural heritage experience activity for employees. More than 20 employees and their family members participated in the activity to appreciate Ebru paintings of cheongsam and paper-cutting works. The activity enabled the participants to feel the charm of traditional culture and enhanced team cohesion.



Wison Engineering's Staff Football Matches

Wison Engineering organized employees to set up football teams and carry out football matches regularly, so that employees can relax after work, better coordinate with colleagues, strengthen the relationship with colleagues and get a stronger sense of belonging to the Company.



Spring Festival Carnival of Wison Engineering

During the Spring Festival, the Group held a grand carnival at the Shanghai headquarters to enlighten employees with the festive atmosphere through wonderful performances and lucky draws, and honored employees with outstanding performance.



5. PURSUING FUTURE GROWTH RESPONSIBLY

Wison Engineering is committed to guaranteeing environmental compliance, production safety and occupational health of employees, strictly follows the laws, regulations, technical standards and regulatory requirements of the state and the place where it operates in terms of quality, environment and occupational health and safety to strive to achieve the goal of "zero safety accidents, zero environmental pollution and zero casualties of employees". It also established an advanced and complete health, safety and environmental management system and HSE culture with Wison's characteristics. We have set up and continuously optimized the quality, health, safety and environment management systems applicable to domestic and overseas EPC projects and management services, and adhere to the long-term development strategy of high-quality engineering construction and delivery, thereby fulfilling our corporate social responsibility while shouldering responsibilities towards customers.

5.1 SYSTEM GUIDANCE

Wison Engineering set up a System Standard Department, which is based on the ISO 9001 Quality Management System, ISO 45001 Occupational Health and Safety Management System and ISO 14001 Environmental Management System, established the QHSE management system adaptable to Wison's culture and constantly strengthened its own capacity in target setting, management procedures, management review, compliance and information communication, in a bid to continuously improving the construction of management system.



Certificate of ISO 9001 Quality Management System



Certificate of ISO 45001 Occupational Health and Safety Management System



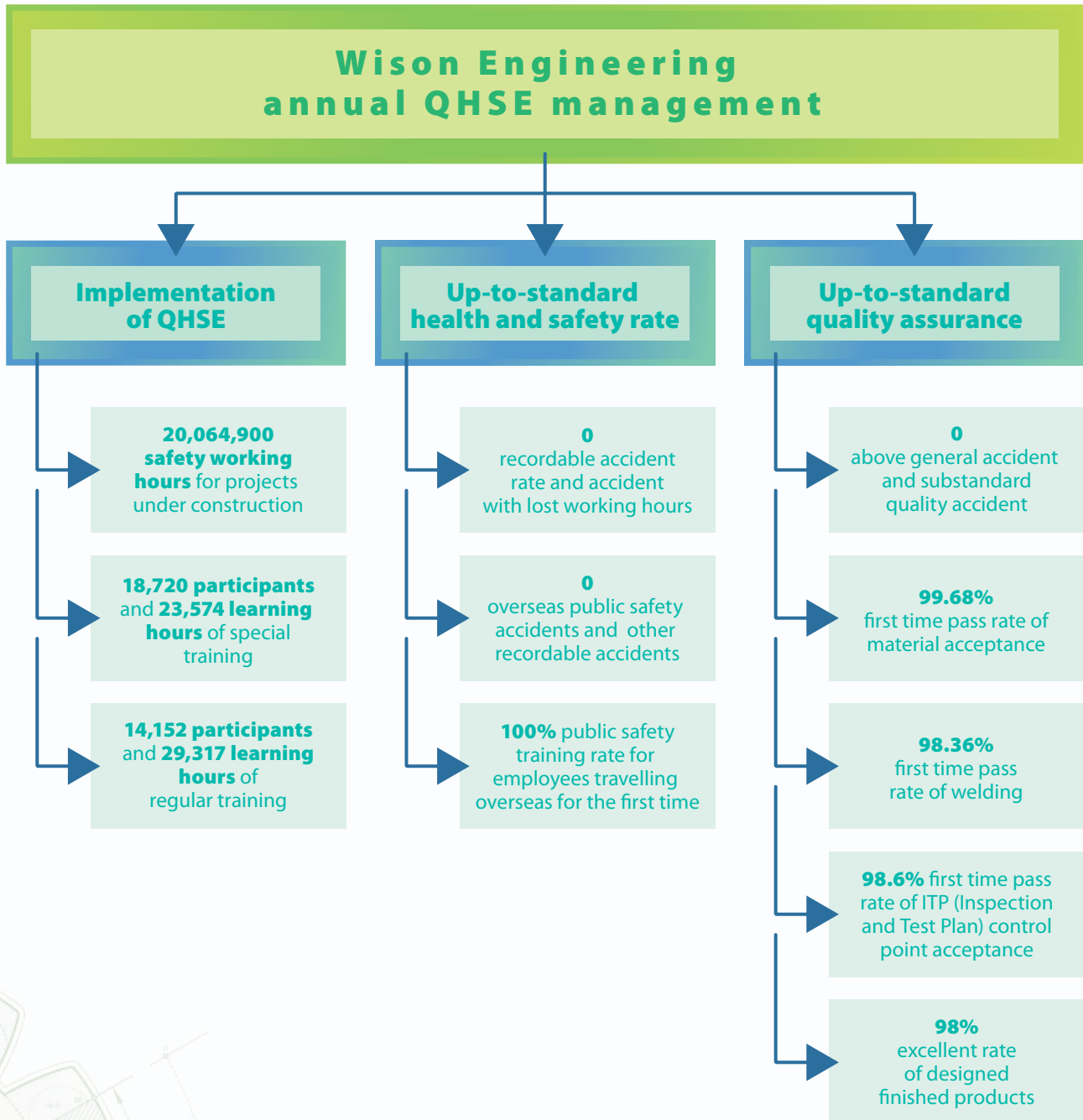
Certificate of ISO 14001 Environmental Management System

The QHSE management of contractors is also one of our concerns. Wison Engineering is committed to making ongoing efforts to strengthen the QHSE management level and capability of contractors and conducting in-depth supervision over their performance in quality, health, safety and environmental management model by launching QHSE training and system evaluation for the contractors, aiming to join hands with relevant external parties to assume social responsibilities.

During the Reporting Period, under the guidance of the HSE Management Objectives in 2020 of the Company, we further optimized our QHSE management level leveraging control of the operation of the management system and implementation of HSE quantitative management. In addition, we gained appraisal from relevant external parties for our performance in QHSE management. During the Reporting Period, the Group's Zhejiang Petrochem & Chemical Phase II project was awarded the "Certificate for 10 Million Safe Working Hours", the USA Nan Ya EG2 project won the "2 Million Safe Working Hours Platinum Helmet" and the Middle East STC project won the "Medal for 2 Million Safe Working Hours".

5. PURSUING FUTURE GROWTH RESPONSIBLY

ACHIEVEMENT OF ANNUAL QHSE MANAGEMENT OBJECTIVES OF WISON ENGINEERING



During the Reporting Period, the Group's domestic and foreign project departments for projects under construction did not receive any notices of penalties for violations in relation to environmental protection from relevant environmental protection departments of the local governments where the projects were located or complaints or lawsuits from relevant parties.

5.2 OUTSTANDING QUALITY

Wison Engineering regards project execution, efficient delivery and high-quality project quality as the foundation of development. During the Reporting Period, we completed the renewal of the qualification for Special Equipment Production License (Pressure Pipeline Design). The Group continued to expand its business scope, improve its market competitiveness, and stick to outstanding quality through strengthening its capacity in project management and quality management and processes regulation. During the Reporting Period, we won 16 awards for our outstanding engineering quality, including four awards for outstanding engineering consultation achievements, four awards for outstanding engineering design achievements and two awards for high-quality projects in chemical industry.

OUTSTANDING QUALITY AWARDS SECURED BY WISON ENGINEERING IN 2020

<div style="border: 1px solid #76b82a; padding: 5px; text-align: center;"> Outstanding engineering consultation achievements </div>	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> AUG 2020 </div>	First prize (one) and second prize (three) of Outstanding Engineering Consultation Achievements in Henan Province Association of Engineering Consultation of Henan Province
<div style="border: 1px solid #76b82a; padding: 5px; text-align: center;"> Outstanding engineering design achievements </div>	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> JUN 2020 </div>	Special prize (one), first prize (one) and second prize (one) of Excellent Survey and Design Award in Henan Province Survey and Design Association of Henan Province
	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> JUL 2020 </div>	Grade II Achievements of Evaluation of Green Building Design Level of Engineering Construction Projects (one) China Association of Construction Enterprise Management
<div style="border: 1px solid #76b82a; padding: 5px; text-align: center;"> High-quality projects in chemical industry </div>	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> SEP 2020 </div>	High-quality Project in Chemical Industry (two) China National Association of Chemical Construction Industry Enterprises
<div style="border: 1px solid #76b82a; padding: 5px; text-align: center;"> Others </div>	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> SEP 2020 </div>	Top 100 Suppliers in Petrochemical Industry China Petroleum and Chemical Industry Federation
	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> DEC 2020 </div>	Grade I Technical Research and Development Achievements (one) China National Association of Chemical Construction Industry Enterprises
	<div style="background-color: #007060; color: white; padding: 5px; text-align: center;"> DEC 2020 </div>	Shanghai Industrial Design Center (2021-2023) Shanghai Economic and Informatization Committee



5. PURSUING FUTURE GROWTH RESPONSIBLY

During the Reporting Period, Wison Engineering actively promoted the completion and implementation of project standardization, and improved the standardized project workflow from three aspects: standardization of construction and inspection, implementation of quality model project and project quality of special process management, so as to ensure project quality and enhance QHSE brand.

Project standardization construction

- ▶ Inspect and support the implementation of standardization for all projects under construction
- ▶ Over 80% implementation rate of applicable projects in the Project Standardization Atlas of domestic projects under construction in 2020
- ▶ The Middle East project and EG2 project overseas fully met the management requirements of quality and safety standardization

Implementation of quality model project

- ▶ Update and complete the new edition of Model Project Compilation
- ▶ The number of model projects increased from 38 to 50, an increase of 12, and the reuse rate of each model projects exceeded 80%
- ▶ The project ITP (Inspection and Test Plan) was soundly implemented, and the project department established an ITP inspection account, with an actual implementation rate of approximately 100%

Project quality of special process management

- ▶ Complete the revision of the Regulations on the Management of Special Construction Processes of Engineering Projects
- ▶ Complete the preparation of 29 special process confirmation records and special process monitoring record templates for each specialty
- ▶ The Special Process Implementation Plan was developed and implemented for all the projects under construction and the special process confirmation rate and special process monitoring rate exceeded 90%

In addition, Wison Engineering continuously explores the construction of quality control system, improves the quality management level through modular prefabrication to ensure high-quality project delivery, and guarantees various needs of customers by virtue of technical capacity and project management capability.

Wison Engineering is committed to implementing quality responsibility, enhancing quality awareness and securing quality brand. During the Reporting Period, Wison Engineering analyzed and formulated quality improvement measures according to the actual situation, and completed the construction of quality standardization and the promotion of model projects, thus clearly defining quality management standards and improving the quality management level of various departments in a targeted manner. In terms of quality awareness promotion, we launched a series of quality activities during the "Quality Month" in 2020, and promoted employees' quality management awareness through various forms of quality publicity materials. Meanwhile, we organized activities such as question & answer game with awards, case study and sharing, quality lectures and quality training for all employees, in a bid to publicize quality management standards, guide and promote employees to gain knowledge and skills in quality management required for their posts, and ensure physical quality in design, procurement, manufacturing supervision, construction and operation.

5.3 SAFETY OF TOP PRIORITY

Wison Engineering strictly abided by the Safety Production Law of the People's Republic of China, the Regulations on Production Safety Management of Construction Projects and other laws and regulations, established a perfect responsibility system for safety production, explored and applied a series of safety management methods, including whole-process safety supervision, the Hazard and Operability Analysis (HAZOP), Safety Integrity Level (SIL) and Job Hazard Analysis (JHA), and remained committed to the implementation of forward-looking safety risk prevention, so as to provide a healthy and safe working environment for employees and fulfill its social responsibilities.

During the Reporting Period, Wison Engineering formulated guiding documents such as Laboratory Management Regulations, Hazardous Chemicals Safety Management System and Hazardous Waste Safety Management System to ensure the safe and stable operation of the laboratory. Meanwhile, it introduced laboratory safety equipment and provided labor protection articles to ensure the safety of employees. During the Reporting Period, the Group invested RMB14.29 million in HSE, and recorded no work-related fatalities in the past three years and zero lost man-hour accident rate and zero total recordable incident rate (TRIC) for every 200,000 working hours.

Safe Operation

Wison Engineering firmly believes that a continuous and perfect employee occupational health and safety management system plays a crucial role in protecting employees from potential safety risks. The Group acts in strict accordance with the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, developed the Occupational Health Management Procedures and the Regulations on the Management of High (Low) Temperature, Dust, Poison and Noise and other institutional documents to specify the occupational health and safety objectives of employees, regularly detects occupational hazard factors, and strives to create a healthy and safe working environment. Meanwhile, we established a standardized occupational health management system, and implemented the occupational health management of employees through setting up employee health records and regular physical examinations for employees. We also extend the health and safety requirements to the supply chain, and work with subcontractors to identify, prevent and mitigate the potential safety hazards that cause employees' occupational health, so as to ensure employees' occupational health and safety in a targeted and purposeful manner.

Wison Engineering attaches great importance to occupational disease prevention and operational safety. We regularly inspect, record and track the operation of HSE system, control of hazard sources and environmental factors, and on-site construction safety through the establishment of HSE performance supervision and inspection mechanism. Adhering to the "risk-based thinking" safety management principle, the Group developed documents such as Identification, Evaluation and Control of HSE Hazard Sources to carry out hazard source identification, risk assessment and control in all aspects of the production process from project design to construction and operation facilities management, so as to comprehensively investigate and eliminate potential risks in production and operation. Leveraging continuous exploration and improvement of safety operation management tasks and procedures, we constantly strengthened the safety operation capacity of Wison Center office building, construction project sites and R&D pilot project sites to ensure the safety and health of employees.

During the year, we carried out risk identification for public health emergencies, and established the management system for public health emergencies of the Company and various projects with reference to the risk identification results. Meanwhile, based on the different pandemic prevention stages of projects and the extreme weather conditions in the places where the projects are located, we conducted more targeted risk identification and evaluation, and formulated corresponding control measures to improve the risk control capacity in the project implementation process, and prevent the occurrence of safety accidents.

5. PURSUING FUTURE GROWTH RESPONSIBLY

Safety Emergency Response Management

With a focus on precluding safety accidents, the Group continuously improved its emergency response capacity and implemented timely and effective response to emergencies and high-quality accident rescue. We established a three-level safety emergency response mechanism comprising Wison Engineering's Comprehensive Emergency Response Plan, Wison Engineering Headquarters' Emergency Response Plan and Branches and Project Departments' Emergency Response Plan to specify the responsibilities of emergency management organizations and emergency response procedures.

During the Reporting Period, in order to achieve balanced improvement in the level and capacity of safety emergency response management of all operating branches of Wison Engineering, Wison Engineering updated the Emergency Response Plan of Wison Center, Emergency Response Plan of Wison Engineering Beijing Branch, Emergency Response Plan of Wison Engineering Henan Branch and New Technology Research Institute Laboratory Safety Accident Emergency Response Plan of Wison Engineering. Meanwhile, in order to adapt to the changes in internal and external conditions, the Group issued and implemented the Special Emergency Response Plan for COVID-19 Prevention of Wison Center on 26 January 2020.

Furthermore, the department of each project under construction formulated an emergency response plan according to the progress of the project, and organized emergency drills as scheduled. As of 31 December 2020, 12 project departments of new and in-progress projects formulated, issued and implemented project emergency response plans, and the departments of projects under construction organized 32 emergency drills, which verified the effectiveness and operability of the project emergency response plans.

Emergency response evacuation drill of Wison Center

On 25 September 2020, the Comprehensive Management Department and Quality Safety Department of Wison Engineering and the property company jointly devised and organized the emergency evacuation drill of Wison Center, with a total of 1,900 participants, including 892 employees of Wison and 1,008 other tenants. After the drill, Wison Engineering organized the management and emergency personnel to evaluate the drill process, summarize the deficiencies identified during the drill process, and put forward improvement measures. The emergency drill effectively verified the reliability of fire alarm, broadcast and alarm system and access control system of Wison Center, and the feasibility and effectiveness of the Emergency Response Plan of Wison Center, which provided a guarantee for Wison to continuously improve emergency management.

EMERGENCY RESPONSE EVACUATION DRILL OF WISON CENTER

Join hands
with
stakeholders:
devise
emergency
evacuation
drills

Organize
employees
and external
personnel:
participate
in drills

Gather
management
and stakeholders:
summarize
and improve
emergency
management

Safety Culture Promotion

Wison Engineering proactively enhanced the HSE management awareness of all employees, and guaranteed the safety culture of operation and the safety construction of engineering projects through carrying out training and organizing safety activities. Our HSE training cover all employees, including HSE related topics such as emergency response management, construction safety and personal protective measures. In terms of promoting safety activities, we launched an array of activities including questions & answers game with awards and micro-movies and other publicity channels to convey the concept of safety culture to employees and continuously enhance their safety awareness.

Production Safety Month activity at Wison Engineering Headquarters

- Issue special training courseware for four sessions of safety-month activities
- Publish 10+ safety-month micro movie QR code link in WeChat groups
- 1,081 person times in the safety month prize-winning Q&A of "Eliminating Hidden Dangers and Accidents"
- Publish four sets of theme desktop and six sets of poster



5. PURSUING FUTURE GROWTH RESPONSIBLY

“Eliminating Hidden Dangers and Accidents” Q&A activity

In order to promote the safety culture of construction and enhance employees' awareness of safety management, Wison Engineering carried out a promotional Q&A with the theme of “eliminating hidden dangers and accidents” in the safety month. A total of 1,081 personnel answered questions, 28 pieces of HSE subject training courseware were updated, and employees' safety awareness was strengthened through entertaining and education.

Safety theme competition and appraisal activity

In order to further implement the safety construction and emergency response capabilities of project personnel, Wison Engineering carried out safety theme competition and appraisal, and provided incentives such as working hour rewards for outstanding individuals and subcontractors through competitions such as “Safety Belt Wearing Competition”, which inspired the enthusiasm and initiative of construction personnel in improving safety awareness and skills.



Traffic safety theme training activity

In order to improve employees' awareness of safe travel and avoid traffic safety risks, we launched the theme training activity of "Behavior Safety Manual" and "Known Habitual Violation" to ensure the traffic safety and personal safety of employees in Wison Science and Technology Park.

Emergency response knowledge sharing theme training activity

During the Reporting Period, Wison Engineering Headquarters invited HSE experts to carry out emergency response knowledge sharing theme training activity, which covered 85 participants with 170 training hours. Sharing industry experience and popularizing practical knowledge facilitated employees to further improve emergency response management level and ensure safety management capability.

Safety emergency response drill activity

Wison Engineering carried out special training including CPR cardiopulmonary resuscitation, use of fire-fighting equipment and high-risk operation for construction projects, and conducted emergency response drills for safety accidents such as fire-fighting, electric shock, emergency evacuation and falling from height, so as to improve the safety awareness and capacity of project personnel and their safety emergency response capabilities.



Wison Engineering attaches importance to the opinions of different parties. At the launching ceremony of "Safety Month" of various projects, we invite the owners and government departments to participate in and experience the safety culture of Wison together.



Safety month launching ceremony of Zhejiang Petrochem & Chemical Phase II project



Safety month launching ceremony of Shen yuan project

5. PURSUING FUTURE GROWTH RESPONSIBLY

5.4 GREEN DEVELOPMENT

Environmental protection has risen to a concern of industry development. Wison Engineering proactively delivers on the green development strategy, and strictly controls and manages each process from the formulation of policies and systems to the daily management of office premises, as well as the implementation of civilized construction and green construction in engineering sites.

Environmental Management Mechanism

Wison Engineering is dedicated to green operation, strictly follows the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste, the Regulations on Environmental Protection Management of Construction Projects and other laws and regulations to continuously improve the environmental management system, and formulated and issued procedures such as Environmental Management Procedures and Regulations on the Management of Solid Waste, Waste Steam (Gas) and Wastewater to stipulate specific rules and requirements on the environmental management of office premises and project construction sites.

In terms of environmental management on the construction project sites, we set up special environmental management teams in various project departments, and at the same time required the construction subcontractors to designate full-time environmental management personnel to jointly organize and implement specific environmental management rules, environmental protection facilities, and environmental pollution prevention and control facilities, so as to reduce the impact of construction projects on the environment. In the process of project management, we take into account the possible impacts of risks from climate change, and establish an extreme weather response mechanism to mitigate the risks brought by climate on operations.

In terms of environmental management in office premises, we set up an energy-saving and emission-reduction team to take charge of and supervise the energy consumption management in office premises, convene regular energy-saving and emission-reduction meetings, and shoulder responsibilities for the application of energy-saving facilities and the daily management of energy-saving and emission-reduction tasks, so as to minimize the environmental impact of daily operations and promote green development.

Energy saving and emission reduction measures in office premises of Wison Engineering

Upgrade energy-saving facilities:

- Improve the mechanical and electrical equipment and airflow fans in the office building
- Change to energy-saving bulbs
- Continue to use geothermal circulation system

Strengthen daily management:

- Popularize paperless office
- Adjust the temperature of office air conditioners in real time
- Continue to water the green belts in the park with surface water
- Incorporate water conservation and electricity-saving indicators into assessment, and advocate employees to practice energy conservation and environmental protection



In terms of green procurement, Wison Engineering resorts to ISO 14001 environmental management system certification as one of the supplier access conditions, and preferentially selects more socially responsible suppliers and establishes long-term cooperative relations with them to improve the overall environmental protection capability of the supply chain. In addition, we require transportation service providers to carry out transportation planning in advance, inspect transportation routes, select transportation vehicles and ships, reasonably optimize transportation schemes, reduce transportation costs and energy consumption, so as to mitigate the impact of supply chain on the environment, and practice the concept of green supply chain.

Pollutant Emissions Management

Wison Engineering acts in strict compliance with the requirements of laws and regulations related to pollutant emissions and the standards of the place where it operates, adheres to compliance discharge, and continuously reduces the pollutant emissions through the establishment of the Environmental Management Procedure and other institutional systems and the application of green processes and technologies.

Based on compliance emissions, Wison Engineering implements green operation in engineering design, constantly explores and applies green processes and technical solutions, and strives to reduce the impact on the environment.

Adjust work plan to reduce exhaust emissions

- In the Fujian Shenyuan EPC Project, Wison Engineering changed from steam turbine to electric drive for synthesis gas compressor, ammonia compressor and air separation compressor, which reduced the load of power boiler and the impact of boiler flue gas on the environment.
- Wison Engineering set up oil and gas recovery facilities for tail gas from tank farm in medium and large-sized projects such as Dongying Weilian PTA project and Shandong Jinhai Chemical 1 million tonnes/year hydrocarbon comprehensive utilization project. It adopted technologies such as direct catalytic oxidation, adhesion + condensation and absorption + adhesion + catalytic oxidation to achieve better emissions indicators than those required by the state, thereby reducing the impact of tail gas from the tank farm on the atmospheric environment.

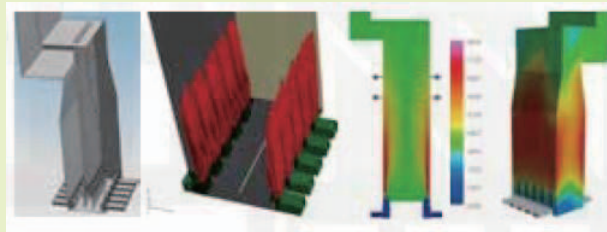
In addition, Wison Engineering Industrial Furnace Division proactively responded to the requirements of the "Thirteenth Five-Year Plan" and the Notice on Printing and Distributing the Action Plan for Air Pollution Prevention and Control on air pollutant control, strictly complied with the emission standards for nitrogen oxides in the Emission Standards for Petrochemical Industry (GB 31571-2015), paid attention to pollutant emission control from the aspects of research and development and design, and committed itself to reducing the emission of nitrogen oxides (NO_x) and air pollution through making NO_x reduction transformations to the burners and adopting SCR/SNCR denitration process. Meanwhile, Wison Engineering Industrial Furnace Division strived to find alternatives to similar foreign technologies through the research and development of clean production processes, reduce foreign exchange losses incurred in the introduction of foreign technologies, improve the strength of China's environmental protection technology in the international arena, accelerate the application of denitration technology in China and develop flue gas purification industry suitable for national conditions to protect the environment and sustainable development of national economy.

For wastes, we collect by classification and treat uniformly. We entrust qualified disposal service providers to dispose of hazardous wastes, so as to continuously reduce the impact on the environment.

5. PURSUING FUTURE GROWTH RESPONSIBLY

Highlights of pollutant emission control in R&D and design in 2020

- Our newly-built ethylene cracking furnace adopted the combined process of “ultra-low NO_x burner +SCR denitration” to control NO_x emission within 40mg/Nm³. Such process was used in the cracking furnace of Wanhua 1 million tonnes/year ethylene cracking furnace project and the Shandong Jinhai 1 million tonnes/year hydrocarbon cracking furnace project to reduce nitrogen oxides (NO_x) emission.



- We conducted SNCR (selective non-catalytic reduction denitrification technology) denitration test with an ethylene plant in China to reduce air pollution.
- We reformed the burner of cracking furnace in old plants to cut down NO_x, and further reduce the concentration and total amount of exhaust pollutants.
- We optimized the heating furnaces of three propane dehydrogenation units (PDH) in Qixiang, Binhua and Donghua Energy (Maoming), and reduced the exhaust gas temperature to 125°C–130°C. The waste heat of flue gas was further recovered through optimizing the design of convection section of the heating furnace, and the thermal efficiency was increased to over 92.5%, which improved the heating furnace thermal efficiency, reduced the fuel consumption per unit product, and correspondingly the flue gas emission per unit product, thus mitigating the air pollution.

During the Reporting Period, the Group's wastewater discharge³ was set out below:

Type of Discharge	Unit	Total Discharge in 2019	Total Discharge in 2020
Total wastewater discharge	tonnes	110,000	61,700
Intensity of wastewater discharge	tonnes/ten thousand yuan revenue	0.251	0.117

During the Reporting Period, the Group's solid waste generation⁴ was set out below:

Type of Waste	Unit	Total Waste in 2019	Total Waste in 2020
Kitchen waste	tonnes	205.57	68.60
Household waste	tonnes	1,614	73.12
Recyclable waste	tonnes	334.70	176.80
Construction waste	tonnes	9,569.45	281.50
Total non-hazardous waste	tonnes	11,723.58	546.32
Intensity of non-hazardous waste	tonnes/ten thousand yuan revenue	0.027	0.001
Disposal volume of hazardous waste	tonnes	22.88	26
Disposal intensity of hazardous waste	tonnes/million revenue	0.005	0.005
Total waste	tonnes	11,746.46	572.32
Waste intensity	tonnes/ten thousand yuan revenue	0.027	0.001

³ Relevant data on wastewater discharge in 2019 is subject to the data disclosed in this report. During the Reporting Period, the scope of statistical data of the Group's total wastewater discharge covers all the waste water generated by Wison Engineering Headquarters and its wholly-owned and controlled subsidiaries during working process. During the Reporting Period, the volume of the Group's engineering works decreased due to the impact of the epidemic and total wastewater discharge was therefore lower than that in 2019.

⁴ Relevant data on solid waste in 2019 is subject to the data disclosed in this report. During the Reporting Period, the scope of statistical data of the Group's waste covers the waste generated by Wison Engineering Headquarters and its wholly-owned and controlled subsidiaries as well as subcontractors during working and construction process. During the Reporting Period, the volume of the Group's engineering works decreased due to the impact of the epidemic and total solid waste was therefore lower than that in 2019.

5. PURSUING FUTURE GROWTH RESPONSIBLY

Resource Management

In order to further explore the application of energy-saving technologies, the "Shanghai Green Chemical and Energy-saving Engineering Technology Research Center" of Wison Engineering completed the construction tasks and objectives in the construction period in 2020, successfully passed the comprehensive performance evaluation organized by Shanghai Science and Technology Commission on 13 January 2021, and was officially approved for establishment, which laid the foundation for the future application of energy-saving technologies and processes.

During the Reporting Period, the energy consumption and greenhouse gas emissions data⁵ of the Group were set out below:

Type of Energy	Unit	Consumption in 2019	Consumption in 2020
Unleaded gasoline	tonnes	251	313.79
Diesel	tonnes	336	1,017.60 ⁶
Natural gas	m ³	9,289	10,119
Electricity purchased	kWh	13,234,378	12,355,738
Direct energy consumption	GJ	25,458	55,501
Indirect energy consumption	GJ	47,644	43,558
Total energy consumption intensity	GJ/ten thousand yuan revenue	0.167	0.187
Scope 1 greenhouse gases emission	tonnes CO ₂ -e	1,840	4,177
Scope 2 greenhouse gases emission	tonnes CO ₂ -e	8,984	8,888
Total greenhouse gases emission	tonnes CO ₂ -e	10,824	13,066
Greenhouse gases emission intensity	tonnes CO ₂ -e/ten thousand yuan revenue	0.025	0.025

During the Reporting Period, the business trip status⁷ of all staff of the Group was as below:

	2019	2020
Number of business trips	6,512	4,557
Number of days on business trips	97,560	58,555

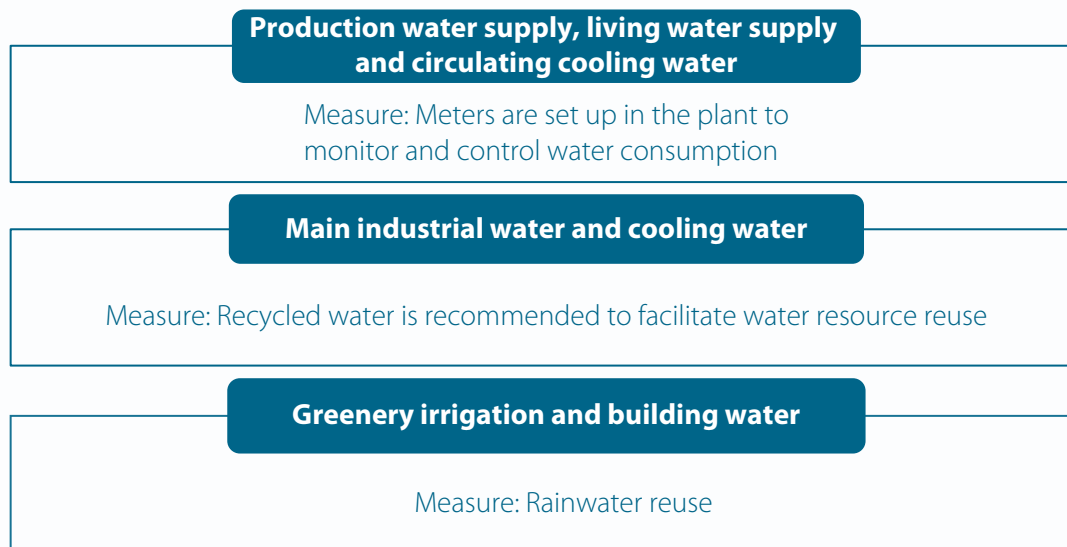
Wison Engineering will further improve collection of business trip data in the future and include it into the Scope 3 greenhouse gases emission calculation.

⁵ Relevant data on energy consumption and greenhouse gas emissions in 2019 is subject to the data disclosed in this report.

⁶ Some projects of Wison Engineering in Saudi Arabia used diesel to generate electricity, which caused the substantial increase of diesel consumption compared to it of 2019.

⁷ Business trip status: during the Reporting Period, the Group increased the number of telephone and video conferences and reduced business trips for employees, so as to cut down on energy consumption and prevent employees from being infected by the pandemic.

In terms of water resources management, the Group advocates water conservation. In order to continuously improve the efficiency of the Group's water resources, reduce the consumption of water resources and eliminate the waste of water resources, we have implemented a series of water conservation management measures for different water systems:



We strengthened on the collection of surface water in 2020 and use it for garden irrigation and other purposes, reducing the water reliance on municipal water supply correspondingly. During the year, the Group's water resource consumption⁸ was set out below:

Type of Water Resource	Unit	Total Consumption in 2019	Total Consumption in 2020
Municipal water supply	cubic meters	216,031	122,243
Surface water	cubic meters	12,000	108,156
Underground water	cubic meters	0	0
Total water consumption	cubic meters	228,031	230,399
Water consumption intensity	cubic meters/ten thousand yuan revenue	0.522	0.435

In terms of raw material management, Wison Engineering adheres to the development strategy of "promoting development and strengthening business with technology", focuses on green and clean production technology, and attaches importance to and develops technical reserves in comprehensive utilization of resources and circular economy.

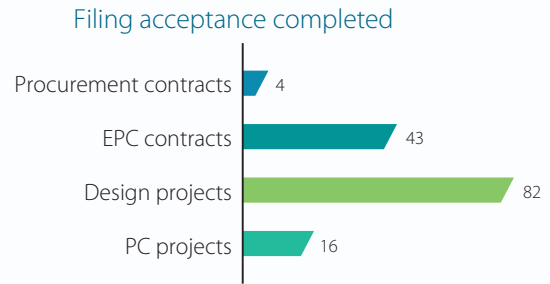
⁸ Relevant data on water consumption in 2019 is subject to the data disclosed in this report.

5. PURSUING FUTURE GROWTH RESPONSIBLY

Project Document Management System (DC-ONLINE) of Wison Engineering



During the Reporting Period, Wison Engineering completed the development and acceptance of the project document management system DC-ONLINE) and put it into use. A total of 41 boxes of project files, 10,957 drawings and 1,446 contracts were electronized with 100% electronization of the base maps throughout the year, thereby reducing the consumption of paper.



Project document management system filing acceptance results

Green Construction

Wison Group has upheld the green construction and commissioning principle of "putting people first, adapting to local conditions, giving priority to environmental protection, and making efficient use of resources" and insisted on civilized and green construction to minimize the negative impact of construction projects on the environment and the pressure on energy consumption. We strictly implement the Regulations on the Management of On-Site Civilized Construction to standardize the behavior of construction subcontractors.

Before project construction

Conduct environment risk assessment on the construction site and surrounding community and, based on the results of which, formulate risk mitigation measures;

Formulate construction plans including green construction management and technical requirements, clarify requirements and control measures for resource conservation and environmental protection, and formulate special plans for green construction when necessary, such as special plans for energy conservation and energy utilization, and special plans for solid waste (including construction waste) disposal.

During project construction

Each project department shall promote advanced construction techniques, use efficient construction equipment, and eliminate or restrict construction techniques, equipment, and materials that do not meet the requirements of green construction;

Organize operations according to construction plans and special plans for green construction, formulate effective management and controls in respect of soil protection and waste disposal, set up car washing machines and fog guns in the plant areas and ensure the construction site environment management complies with laws and regulations through effectively carrying out dust control and promote natural ecological protection.

WISON ENGINEERING PROMOTES GREEN CONSTRUCTION IN FOUR ASPECTS



6. CONTRIBUTING TO SOCIETY WITH OUR HEART

Wison Engineering always upholds the corporate objective of “Better Technology, Better Life”, with the “customer-oriented and integrity-based approach” as our values. It boosts corporate development through innovation and strives to achieve a harmonious and win-win situation. As we are growing vigorously, we create more social values; facilitate the harmonious development between human life and the natural environment; monitor and offer support to humanities and arts, charity projects and other areas in the community; boost the integration of our humanistic spirit into modern socialism; strive to give back to the society; and continuously make contributions to social development.

6.1 FIGHTING THE PANDEMIC TOGETHER

2020 was an extraordinary year as the pandemic was raging across China and all over the World. During the pandemic, we were heavily involved in the fight against the pandemic by monitoring the health of all of our employees and their families as well as the reserves of anti-pandemic supplies in the community, in a bid to raise the awareness of our employees and the general public to protect their own health. We fully cooperated with the government as well to provide manpower and financial aids to our employees and the general public.

Protection against the pandemic

To cope with the COVID-19 pandemic, Wison Engineering worked rapidly and effectively to make sure its employees were safe. It reacted positively to the national disease control policy by immediately setting up a pandemic emergency team and a 24-hour response working group for Wison Center and the projects under construction. Chief Executive Officer Rong Wei served as the commander-in-chief of the emergency and pandemic prevention team to lead the core members to research, deploy and launch the anti-pandemic emergency plan for the Wison Center and the projects under construction. For strengthening staff management and control, all visitors entering the industrial park were required to receive body temperature check, and those whose body temperature was higher than 37°C were told to return home for quarantine. Moreover, the central public areas, office areas, restaurants, relevant equipment, etc. were systematically disinfected, and various stringent measures were implemented for dining, physical condition management, allocation of anti-pandemic supplies and safe use of elevators in respect of our employees to reduce their risks as much as possible.



Checked body temperature of visitors



Disinfected office area



Employees took meals in batches



Distributed facemasks to employees

Wison Engineering's pandemic prevention and control measures

Moreover, we disseminated virus-related news and countermeasures by various channels and forms such as publicity boards, notice boards and short videos, and arranged for all employees to learn about pandemic prevention knowledge. We hosted a total of four knowledge sharing sessions on “New Coronavirus Prevention and Control”, attracting 867 attendants and covering 867 training hours. We launched four events to award winners with facemasks after they gave correct answers to the questions about pandemic prevention knowledge. During the pandemic, we published real-time pandemic prevention requirements based on the pandemic situation, compiled and released 11 issues of the “HSE Bulletin Board” featuring protection against the pandemic, and pushed them through WeChat groups, emails, websites and so on.



Wison Engineering’s Pandemic-featured Notice Board

Moreover, the Group provided employees dispatched to its overseas offices with resources to receive COVID-19 vaccination, arranged regular nucleic acid tests for them and supervised those returned employees in quarantine. We frequently communicated with customers at home and abroad, evaluated the impact of the pandemic on our engineering projects and adopted timely and positive countermeasures.

Support to external parties

While we were working hard to safeguard the health of our employees and customers, we undertook our corporate social responsibility by encouraging our employees to participate in voluntary pandemic prevention activities, and by collecting pandemic prevention and control supplies from overseas, based on our advantages as a global company, to be sent to the frontline projects as our contributions.

We encouraged our employees to participate more in volunteer work for the pandemic. As we just began to resume operations, over 50 volunteer employees participated in the pandemic prevention in the industrial park by assisting in checking the health codes and travel codes, and maintaining the travel of vehicles and pedestrians in and out of the Wison Park in an orderly manner to assure the safety of the Company. Moreover, we arranged on our own for our employees to participate in voluntary blood donations as support to the pandemic prevention.

6. CONTRIBUTING TO SOCIETY WITH OUR HEART

Wison Engineering's assurance for prevention and control supplies

At the beginning of the outbreak of the pandemic, the Group expanded the full advantages as an international engineering company by gathering internal and external resources for efficiently and quickly collecting epidemic prevention and control supplies from overseas. As at the end of October 2020, we purchased a total of 202,000 facemasks, 2,200 pairs of goggles, 400 protective suits, 5,460 alcohol prep pads and 2,264 boxes of Lianhua Qingwen Capsules, and distributed a total of 108,814 facemasks, 160 pairs of goggles, 140 protective suits, 2,140 alcohol prep pads and 1,500 boxes of Lianhua Qingwen Capsules. We promptly purchased these prevention and control supplies and quickly delivered them to the frontline projects to assure the safety of our employees in the first instance. As at 1 December, the total cost of the protection against COVID-19 was RMB1,841,739.90.



Active participation in blood donation

As the pandemic has become a regular thing, the demand for blood is on the increase everyday. In June 2020, Wison Engineering hosted an annual voluntary blood donation activity to encourage its employees to participate in voluntary blood donation. From 12 to 14 June, our employees gathered at the gate of the Pudong Blood Station for donating safe blood to society to help prevent and control the pandemic.



6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD

We come under public spotlight for we are heavily involved in the environmental, social and other sectors. During the Reporting Period, we set an example by personally taking part in various public welfare projects, such as setting up unmanned public welfare stations, implementing a policy for river patrol by civil river chiefs and heavily engaging in education and public welfare as our contributions to the building of the society. We established non-profit charitable art institution Wison Art Center in 2005 for holding art exhibitions throughout the year, aiming to boost technological innovation with artistic creativity and provide a new way to explore how to organically integrate technology with art in practice. Moreover, we funded the construction of Wison Hope Primary Schools in the impoverished areas in Shandong, Gansu, Xinjiang, Sichuan and other provinces in China as support to the development of education projects in the country.

Take over the Unmanned Heart-warming Station

At the beginning of March 2020, Wison Engineering's Labour Union hosted the "Unmanned Heart-warming Station" charity event by providing free meals and drinks for the frontline delivery service staff who were standing fast at their posts, such as express and takeaway delivery men, passing through the Zhangjiang area, as support to them.



Fight the battle for water environmental control

In 2020, for the purpose of strengthening the comprehensive improvement of river channels and improving the water environment, the Pudong government introduced a new model on "river management by the whole people for joint management and sharing" by calling on "civil river chiefs" to undertake their "3-in-1" responsibilities for the management, regulation and protection of rivers, thus building up a strong joint force for the whole society for the regulation and protection of water together. After learning the call for setting up a team of "civil river chiefs" in Zhangjiang Town, Wison Engineering reacted positively by hosting a number of employees to form a patrol team of "Civil River Chiefs for Wison's Projects" to proactively undertake the task of patrolling Xiangyang River's channels in Pudong, making a contribution to the battle for water environmental control.



APPENDIX I LIST OF MAJOR APPLICABLE LAWS AND REGULATIONS

Enterprise Risk Management Integration Framework (《企業風險管理整合框架》)
Foreign Corrupt Practices Act 1977 of the United States (《美國 1977 年反海外腐敗法》)
Bribery Act 2010 of the United Kingdom (《英國 2010 年反賄賂法》)
Prevention of Bribery Ordinance of the Hong Kong Special Administrative Region (《香港特別行政區防止賄賂條例》)
Company Law of the People's Republic of China (《中華人民共和國公司法》)
Criminal Law of the People's Republic of China (《中華人民共和國刑法》)
Anti-Unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》)
Interim Provisions on Prohibiting Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》)
Law of the People's Republic of China on Consumer Rights Protection (《中華人民共和國消費者權益保護法》)
Electronic Commerce Law of the People's Republic of China (《中華人民共和國電子商務法》)
Production Safety Law of the People's Republic of China (《中華人民共和國安全生產法》)
Law of the People's Republic of China on Emergency Response (《中華人民共和國突發事件應對法》)
Fire Protection Law of the People's Republic of China (《中華人民共和國消防法》)
Regulations on Safety Production Management of Construction Projects (《建設工程安全生產管理條例》)
Regulations on Safety Management of Dangerous Chemicals (《危險化學品安全管理條例》)
Law of the People's Republic of China on Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》)
Regulations on Work-Related Injury Insurance (《工傷保險條例》)
Regulations on the Administration of Overseas Public Safety (《境外公共安全管理規定》)
Regulations on Reporting, Investigation and Handling of Production Safety Accidents (《生產安全事故報告和調查處理條例》)
Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》)
Law of the People's Republic of China on Prevention and Control of Environmental Noise Pollution (《中華人民共和國環境噪聲污染防治法》)
Water Pollution Prevention Law of the People's Republic of China (《中華人民共和國水污染防治法》)
Law of the People's Republic of China on Prevention and Control of Air Pollution (《中華人民共和國大氣污染防治法》)
Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》)
Law of the People's Republic of China on Assessment of Environmental Impact (《中華人民共和國環境影響評價法》)
Management Regulations on the Environmental Protection of Construction Projects (《建設項目環境保護管理條例》)
Bidding Law of the People's Republic of China (《中華人民共和國招標投標法》)
Labor Law of the People's Republic of China (《中華人民共和國勞動法》)
Labor Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》)
Special Provisions on Labor Protection of Female Employees (《女職工勞動保護特別規定》)

APPENDIX II CONTENT INDEX OF HKEX ESG GUIDE

Major scope, aspect, general disclosure and key performance indicators (KPI)		2020 Environmental, Social and Governance Report
A. Environmental		
Aspect A1 Emissions		
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on us relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	5.4 GREEN DEVELOPMENT
KPI A1.1	Types of emissions and respective emissions data.	5.4 GREEN DEVELOPMENT
KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions in total (ton) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.4 GREEN DEVELOPMENT
KPI A1.3	Total hazardous waste produced (ton) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.4 GREEN DEVELOPMENT
KPI A1.4	Total non-hazardous waste produced (ton) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	5.4 GREEN DEVELOPMENT
KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	5.4 GREEN DEVELOPMENT
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.	5.4 GREEN DEVELOPMENT

APPENDIX II CONTENT INDEX OF HKEX ESG GUIDE

Major scope, aspect, general disclosure and key performance indicators (KPI)		2020 Environmental, Social and Governance Report
Aspect A2	Use of Resources	
General Disclosure	<p>Policies on the efficient use of resources including energy, water and other raw materials.</p> <p>Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc.</p>	5.4 GREEN DEVELOPMENT
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).	5.4 GREEN DEVELOPMENT
KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	5.4 GREEN DEVELOPMENT
KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	5.4 GREEN DEVELOPMENT
KPI A2.4	Description of issue in sourcing water, water efficiency target(s) and steps taken to achieve them.	5.4 GREEN DEVELOPMENT
KPI A2.5	Total packaging material used for finished products (in tonnes), and, if applicable, with reference to per unit produced.	5.4 GREEN DEVELOPMENT
Aspect A3	Environment and Natural Resources	
General Disclosure	Policies on minimising the issuer's significant impact on the environment and natural resources.	5.4 GREEN DEVELOPMENT
KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	5.4 GREEN DEVELOPMENT
Aspect A4	Climate Change	
General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	5.4 GREEN DEVELOPMENT
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.	5.4 GREEN DEVELOPMENT

Major scope, aspect, general disclosure and key performance indicators (KPI)		2020 Environmental, Social and Governance Report
B. Social		
Aspect B1	Employment	
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on us</p> <p>relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.</p>	4.1 PUTTING EMPLOYEES FIRST
KPI B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.	4.1 PUTTING EMPLOYEES FIRST
KPI B1.2	Employee turnover rate by gender, age group and geographical region.	4.1 PUTTING EMPLOYEES FIRST
Aspect B2	Health and Safety	
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on us</p> <p>relating to providing a safe working environment and protecting employees from occupational hazards.</p>	5.3 SAFETY OF TOP PRIORITY
KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	5.3 SAFETY OF TOP PRIORITY
KPI B2.2	Lost days due to work injury.	5.3 SAFETY OF TOP PRIORITY
KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	5.3 SAFETY OF TOP PRIORITY

APPENDIX II CONTENT INDEX OF HKEX ESG GUIDE

Major scope, aspect, general disclosure and key performance indicators (KPI)		2020 Environmental, Social and Governance Report
Aspect B3	Development and Training	
General Disclosure	<p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p>Training refers to vocational training. It may include internal and external courses paid by the employer.</p>	4.2 FACILITATING GROWTH
KPI B3.1	Percentage of employees trained, by gender and employee category (e.g. senior management, middle management).	4.2 FACILITATING GROWTH
KPI B3.2	Average training hours completed per employee, by gender and employee category.	4.2 FACILITATING GROWTH
Aspect B4	Labour Standards	
General Disclosure	<p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on us</p> <p>relating to preventing child and forced labour.</p>	4.1 PUTTING EMPLOYEES FIRST
KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	4.1 PUTTING EMPLOYEES FIRST
KPI B4.2	Description of steps taken to eliminate such practices when discovered.	4.1 PUTTING EMPLOYEES FIRST
Aspect B5	Supply Chain Management	
General Disclosure	Policies on managing environmental and social risks of the supply chain.	3.1 RESPONSIBLE PROCUREMENT
KPI B5.1	Number of suppliers by geographical region.	3.1 RESPONSIBLE PROCUREMENT
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.	3.1 RESPONSIBLE PROCUREMENT
KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	3.1 RESPONSIBLE PROCUREMENT
KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	3.1 RESPONSIBLE PROCUREMENT

Major scope, aspect, general disclosure and key performance indicators (KPI)		2020 Environmental, Social and Governance Report
Aspect B6	Product Responsibility	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on us relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	3.2 SERVICE ORIENTATION
KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	5.3 SAFETY OF TOP PRIORITY
KPI B6.2	Number of products and service related complaints received and how they are dealt with.	3.2 SERVICE ORIENTATION
KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	2.1 R&D SUPPORT
KPI B6.4	Description of quality assurance process and recall procedures.	5.2 OUTSTANDING QUALITY
KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	3.2 SERVICE ORIENTATION
Aspect B7	Anti-corruption	
General Disclosure	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on us relating to bribery, extortion, fraud and money laundering.	1.2 CORPORATE GOVERNANCE
KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against us or its employees during the reporting period and the outcomes of the cases.	1.2 CORPORATE GOVERNANCE
KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	1.2 CORPORATE GOVERNANCE
KPI B7.3	Description of anti-corruption training provided to directors and staff.	1.2 CORPORATE GOVERNANCE

APPENDIX II CONTENT INDEX OF HKEX ESG GUIDE

Major scope, aspect, general disclosure and key performance indicators (KPI)		2020 Environmental, Social and Governance Report
Aspect B8	Community Investment	
General Disclosure	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its business activities take into consideration the communities' interests.	6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD
KPI B8.1	Focus areas of contribution (e.g. education, environment, labour needs, health, culture, sports).	6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD
KPI B8.2	Resources contributed (e.g. money or time) to the focus area.	6.1 FIGHTING THE PANDEMIC TOGETHER

APPENDIX III GRI STANDARDS CONTENT INDEX

Disclosure	Description	Chapter(s)	Note
GRI102: General Disclosure 2016			
Organizational Profile			
102-1	Name of the organization	1.1 A CLOSER LOOK AT WISON ENGINEERING	
102-2	Activities, brands, products, and services	1.1 A CLOSER LOOK AT WISON ENGINEERING	
102-3	Location of headquarters	1.1 A CLOSER LOOK AT WISON ENGINEERING	
102-4	Location of operations	1.1 A CLOSER LOOK AT WISON ENGINEERING	
102-5	Ownership and legal form	1.1 A CLOSER LOOK AT WISON ENGINEERING	
102-6	Markets served	1.1 A CLOSER LOOK AT WISON ENGINEERING	
102-7	Scale of the organization	1.1 A CLOSER LOOK AT WISON ENGINEERING 4.1 PUTTING EMPLOYEES FIRST	
102-8	Information on employees and other workers	4.1 PUTTING EMPLOYEES FIRST	
102-9	Supply chain	3.1 RESPONSIBLE PROCUREMENT	
102-10	Significant changes to the organization and its supply chain	3.1 RESPONSIBLE PROCUREMENT	
102-11	Precautionary Principle or approach	1.2 CORPORATE GOVERNANCE	
102-12	External initiatives	/	Nil
102-13	Membership of associations	3.3 WORKING TOGETHER	
Strategy			
102-14	Statement from senior decision-maker	MANAGEMENT/CHAIRMAN'S MESSAGE	
102-15	Key impacts, risks, and opportunities	1.3 ESG GOVERNANCE	

APPENDIX III GRI STANDARDS CONTENT INDEX

Disclosure	Description	Chapter(s)	Note
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	1.1 A CLOSER LOOK AT WISON ENGINEERING 1.3 ESG GOVERNANCE	
102-17	Mechanisms for advice and concerns about ethics	1.2 CORPORATE GOVERNANCE	
Governance			
102-18	Governance structure	1.2 CORPORATE GOVERNANCE 1.3 ESG GOVERNANCE	
102-19	Delegating authority	1.3 ESG GOVERNANCE	
102-20	Executive-management's responsibility for economic, environmental and social topics	1.3 ESG GOVERNANCE	
102-21	Consulting stakeholders on economic, environmental, and social topics	1.3 ESG GOVERNANCE	
102-22	Composition of the highest governance body and its committees	1.2 CORPORATE GOVERNANCE	
102-23	Chairman of the highest governance body	1.2 CORPORATE GOVERNANCE	
102-24	Nomination and selection of the highest governance body	1.2 CORPORATE GOVERNANCE	
102-25	Conflicts of interests	1.2 CORPORATE GOVERNANCE	
102-26	Functions of the highest governance body in formulating the principle, values and strategy	1.2 CORPORATE GOVERNANCE	
102-27	Collective knowledge of highest governance body	1.2 CORPORATE GOVERNANCE	
102-28	Evaluating the highest governance body's performance	1.2 CORPORATE GOVERNANCE	
102-29	Identifying and managing economic, environmental and social impacts	1.3 ESG GOVERNANCE	
102-30	Effectiveness of risk management processes	1.2 CORPORATE GOVERNANCE	
102-31	Review of economic, environmental, and social topics	1.3 ESG GOVERNANCE	
102-32	Highest governance body's role in sustainability reporting	1.3 ESG GOVERNANCE	

Disclosure	Description	Chapter(s)	Note
102-33	Communicating critical concerns	1.3 ESG GOVERNANCE	
102-34	Nature and total number of critical concerns	1.3 ESG GOVERNANCE	
102-37	Stakeholders' involvement in decision of fixing remuneration	1.3 ESG GOVERNANCE	
Stakeholder Engagement			
102-40	List of stakeholder groups	1.3 ESG GOVERNANCE	
102-42	Identifying and selecting stakeholders	1.3 ESG GOVERNANCE	
102-43	Approach to stakeholder engagement	1.3 ESG GOVERNANCE	
102-44	Key topics and concerns raised	1.3 ESG GOVERNANCE	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	ABOUT THIS REPORT	
102-46	Defining report content and topic boundaries	ABOUT THIS REPORT	
102-47	List of material topics	1.3 ESG GOVERNANCE	
102-48	Restatements of information	/	Nil
102-49	Changes in reporting	1.3 ESG GOVERNANCE	
102-50	Reporting period	ABOUT THIS REPORT	
102-51	Date of most recent report	ABOUT THIS REPORT	
102-52	Reporting cycle	ABOUT THIS REPORT	
102-53	Contact point for questions regarding the report	ABOUT THIS REPORT	
102-54	Claims of reporting in accordance with the GRI Standards	ABOUT THIS REPORT	
102-55	GRI content index	APPENDIX III GRI STANDARDS CONTENT INDEX	

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Disclosure	Description	Chapter(s)	Note
GRI103: Management Approach 2016			
General requirements for reporting management approach			
103-1	Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
103-2	The management approach and its components	1.1 A CLOSER LOOK AT WISON ENGINEERING	
103-3	Evaluation of the management approach	1.1 A CLOSER LOOK AT WISON ENGINEERING	
Specific Disclosures			
Economic			
GRI201: Economic Performance 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	1.2 CORPORATE GOVERNANCE	
	103-3 Evaluation of the management approach	1.2 CORPORATE GOVERNANCE	
201-1	Direct economic value generated and distributed	1.1 A CLOSER LOOK AT WISON ENGINEERING	
GRI205: Anti-corruption 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	1.2 CORPORATE GOVERNANCE	
	103-3 Evaluation of the management approach	1.2 CORPORATE GOVERNANCE	
205-1	Operations assessed for risks related to corruption	1.2 CORPORATE GOVERNANCE	
205-2	Communication and training about anticorruption policies and procedures	1.2 CORPORATE GOVERNANCE	
205-3	Confirmed incidents of corruption and actions taken	1.2 CORPORATE GOVERNANCE	

Disclosure	Description	Chapter(s)	Note
GRI206: Anti-competitive Behavior 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	1.2 CORPORATE GOVERNANCE	
	103-3 Evaluation of the management approach	1.2 CORPORATE GOVERNANCE	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.2 CORPORATE GOVERNANCE	
Environmental			
GRI301: Materials 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
301-1	Materials used by weight or volume	5.4 GREEN DEVELOPMENT	
301-2	Recycled input materials used	5.4 GREEN DEVELOPMENT	
301-3	Reclaimed products and their packaging materials	5.4 GREEN DEVELOPMENT	
GRI302: Energy 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
302-1	Energy consumption within the organization	5.4 GREEN DEVELOPMENT	
302-2	Energy consumption outside the organization	5.4 GREEN DEVELOPMENT	
302-3	Energy intensity	5.4 GREEN DEVELOPMENT	
302-4	Reduction of energy consumption	5.4 GREEN DEVELOPMENT	
302-5	Reduction in energy requirements of products and services	5.4 GREEN DEVELOPMENT	

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Disclosure	Description	Chapter(s)	Note
GRI303: Water 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
303-1	Water withdrawal by source	5.4 GREEN DEVELOPMENT	
303-2	Water sources significantly affected by withdrawal of water	5.4 GREEN DEVELOPMENT	
303-3	Water recycled and reused	5.4 GREEN DEVELOPMENT	
GRI304: Biodiversity 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	5.4 GREEN DEVELOPMENT	
304-2	Significant impacts of activities, products, and services on biodiversity	5.4 GREEN DEVELOPMENT	
304-3	Habitats protected or restored	5.4 GREEN DEVELOPMENT	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	5.4 GREEN DEVELOPMENT	

Disclosure	Description	Chapter(s)	Note
GRI305: Emissions 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
305-1	Direct (Scope 1) GHG emissions	5.4 GREEN DEVELOPMENT	
305-2	Energy indirect (Scope 2) GHG emissions	5.4 GREEN DEVELOPMENT	
305-3	Other indirect (Scope 3) GHG emissions	5.4 GREEN DEVELOPMENT	
305-4	Intensity of GHG emissions	5.4 GREEN DEVELOPMENT	
305-5	Reduction of GHG emissions	5.4 GREEN DEVELOPMENT	
305-6	Emissions of ozone-depleting substances (ODS)	5.4 GREEN DEVELOPMENT	
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	5.4 GREEN DEVELOPMENT	
GRI306: Effluents and Waste 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
306-1	Water discharge by quality and destination	5.4 GREEN DEVELOPMENT	
306-2	Waste by type and disposal method	5.4 GREEN DEVELOPMENT	
306-3	Significant spills	5.4 GREEN DEVELOPMENT	
306-4	Transport of hazardous waste	5.4 GREEN DEVELOPMENT	
306-5	Water bodies affected by water discharges and/or runoff	5.4 GREEN DEVELOPMENT	

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Disclosure	Description	Chapter(s)	Note
GRI307: Environmental Compliance 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	5.4 GREEN DEVELOPMENT	
	103-3 Evaluation of the management approach	5.4 GREEN DEVELOPMENT	
307-1	Non-compliance with environmental laws and regulations	5.4 GREEN DEVELOPMENT	
GRI308: Supplier Environmental Assessment 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	3.1 RESPONSIBLE PROCUREMENT	
	103-3 Evaluation of the management approach	3.1 RESPONSIBLE PROCUREMENT	
308-1	New suppliers that were screened using environmental criteria	3.1 RESPONSIBLE PROCUREMENT	
308-2	Negative environmental impacts in the supply chain and actions taken	3.1 RESPONSIBLE PROCUREMENT	
Social			
GRI401: Employment 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.1 PUTTING EMPLOYEES FIRST	
	103-3 Evaluation of the management approach	4.1 PUTTING EMPLOYEES FIRST	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1 PUTTING EMPLOYEES FIRST	
401-3	Parental leave	4.1 PUTTING EMPLOYEES FIRST	

Disclosure	Description	Chapter(s)	Note
GRI402: Employer-employee relationship 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.1 PUTTING EMPLOYEES FIRST	
	103-3 Evaluation of the management approach	4.1 PUTTING EMPLOYEES FIRST	
402-1	Minimum notice periods regarding operational changes	4.1 PUTTING EMPLOYEES FIRST	
GRI403: Occupational Health and Safety 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.3 CONTINUOUS CARE	
	103-3 Evaluation of the management approach	4.3 CONTINUOUS CARE	
403-1	Workers representation in formal joint management — worker health and safety committees	4.3 CONTINUOUS CARE	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	4.3 CONTINUOUS CARE	
403-3	Workers with high incidence or high risk of diseases related to their occupation	4.3 CONTINUOUS CARE	
403-4	Health and safety topics covered in formal agreements with trade unions	4.3 CONTINUOUS CARE	

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Disclosure	Description	Chapter(s)	Note
GRI404: Training and Education 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.2 FACILITATING GROWTH	
	103-3 Evaluation of the management approach	4.2 FACILITATING GROWTH	
404-1	Average hours of training per year per employee	4.2 FACILITATING GROWTH	
404-2	Programs for upgrading employee skills and transition assistance	4.2 FACILITATING GROWTH	
404-3	Percentage of employees receiving regular performance and career development reviews	4.2 FACILITATING GROWTH	
GRI405: Diversity and Equal Opportunity 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.1 PUTTING EMPLOYEES FIRST	
	103-3 Evaluation of the management approach	4.1 PUTTING EMPLOYEES FIRST	
405-1	Diversity of governance bodies and employees	4.1 PUTTING EMPLOYEES FIRST	
GRI408: Child Labor 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.1 PUTTING EMPLOYEES FIRST	
	103-3 Evaluation of the management approach	4.1 PUTTING EMPLOYEES FIRST	
408-1	Operations and suppliers at significant risk for incidents of child labor	4.1 PUTTING EMPLOYEES FIRST	

Disclosure	Description	Chapter(s)	Note
GRI409: Forced or Compulsory Labor 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	4.1 PUTTING EMPLOYEES FIRST	
	103-3 Evaluation of the management approach	4.1 PUTTING EMPLOYEES FIRST	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1 PUTTING EMPLOYEES FIRST	
GRI413: Local Communities 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD	
	103-3 Evaluation of the management approach	6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD	
413-1	Operations with local community engagement, impact assessments, and development programs	6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD	
413-2	Operations with significant actual and potential negative impacts on local communities	6.2 ENTHUSIASTIC ABOUT PROMOTING PUBLIC GOOD	
GRI414: Supplier Social Assessment 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	3.1 RESPONSIBLE PROCUREMENT	
	103-3 Evaluation of the management approach	3.1 RESPONSIBLE PROCUREMENT	
414-1	New suppliers that were screened using social criteria	3.1 RESPONSIBLE PROCUREMENT	

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Disclosure	Description	Chapter(s)	Note
GRI416: Client Health and Safety 2016			
GRI103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	1.3 ESG GOVERNANCE	
	103-2 The management approach and its components	3.2 SERVICE ORIENTATION	
	103-3 Evaluation of the management approach	3.2 SERVICE ORIENTATION	
416-1	Assessment of the health and safety impacts of product and service categories	3.2 SERVICE ORIENTATION	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.2 SERVICE ORIENTATION	