



We care

Sustainable Wellness

We care for your Sustainable Wellness

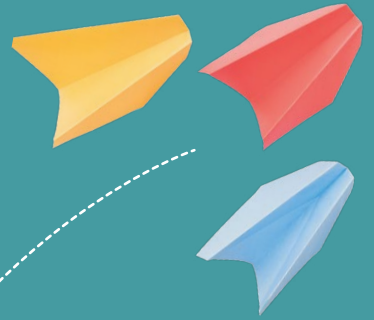


บริษัท เมก้า ไบโอสายันซ์ จำกัด (มหาชน)

Mega Lifesciences Public Company Limited

MEGA WAY

*is to build a THINKING organization
which will CHANGE before it is forced to
and Live and GROW beyond each of us*





Sustainable Happiness



Nutrition - You are what you eat, after all
Movement - Tried and tested ways to
get stronger and keep moving
Wellbeing - Whatever you're going through,
recovery must start in the mind





Sustainable Health



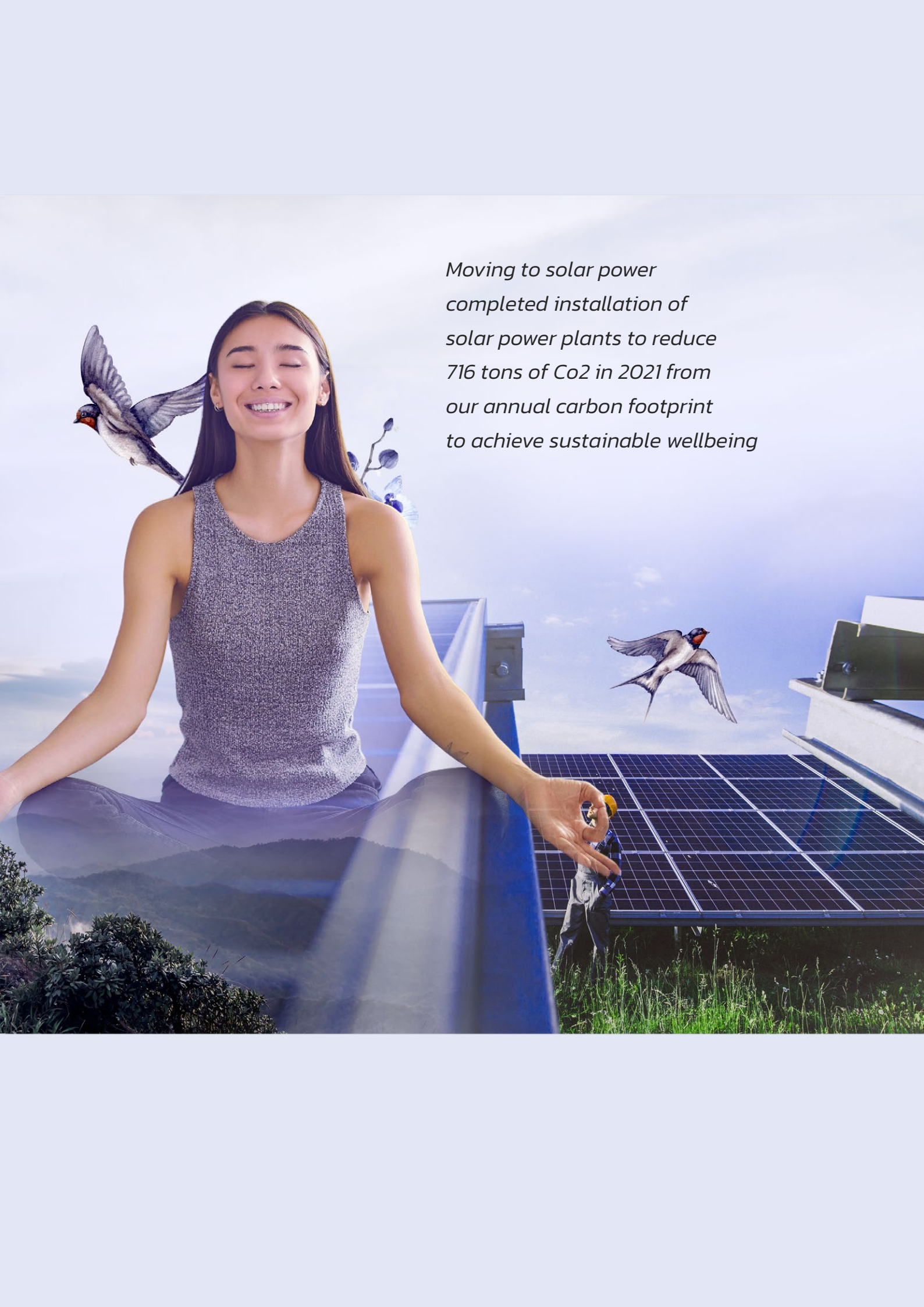
*6% of products manufactured
at Thailand are produced with
clean energy*



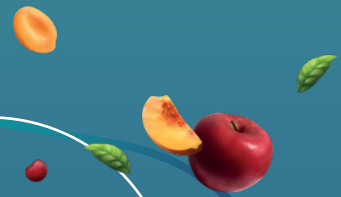


Sustainable Mindfulness





*Moving to solar power
completed installation of
solar power plants to reduce
716 tons of Co2 in 2021 from
our annual carbon footprint
to achieve sustainable wellbeing*



*We care
for your wellness*



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Message from CEO and Chief Coach



Mr. Vivek Dhawan,
CEO & Chief Coach (Left) and
Dr. Sant Chaiyodsilp,
Chief Wellness Officer (Right)

Dear Stakeholders,

I am proud to present our first sustainability report on the GRI framework and United Nations Sustainable Development Goals (UN SDG). The report covers Mega Lifescience's philosophy, strategy and practices for achieving a sustainable Company and workplace. The report covers the Economic, Social and Environmental aspects of Mega way of life. Central to the Mega Way in all of the 36 countries where we operate is the concept of Creating Shared Value. To us, that means going beyond the traditional parameters of Corporate

Sustainability Performance Highlights



Creating Shared Value

Revenue achieved **THB 14.14 Billion**
total product registration 4,177
(171 in 2021)



Safeguarding environment

Solar energy generated
5.8 % Energy from Renewable sources



Social enrichment

79,892 hours of training
100 hours of human rights training
Thb 25 million invested in community
and other programs

Social Responsibility. It means embracing an entire philosophy of generating economic value while achieving social value. Simultaneously it means connecting our success to the success of the communities where we operate. It means practicing what we preach in terms of caring for Human Wellness – economic wellness, physical wellness, and social wellness. The world has witnessed an unprecedented pandemic and businesses were exposed to serious risks and continuity was threatened. Mega

Lifesciences has chosen to elevate its involvement to uplift the communities and businesses. Mega Lifesciences has leveraged its sustainable business practices to build a more resilient company with an enriched/enabled workforce and a better planet through sustainable environmental practices.

From building talent and creating jobs in the markets where we work, to spreading the wisdom of self-care, to successfully pursuing ISO certification for our facilities, Creating Shared Value is not just at the periphery of what we do: it is at the center of it.

Mega We care for People.

We introduced and arranged a bouquet of training courses under Mega Academy® for our employees ranging from work engagement and capacity creation to managing own health including a talk on COVID by our Chief Wellness Officer with me as a moderator. The talk was held on August 21, 2021 attended by 600 participants and covered a range of COVID related concerns and Do's and Don'ts. We also arranged a follow-up talk on Sep. 18, 2021 to cover the queries/concerns and this was attended by 400 participants.

Mega Lifesciences has championed a Strengths Based Outcome Management system (SBOMS) which is a 360 degree performance evaluation and focuses on strengths. Mega Lifesciences has also launched a Good Health BY Yourself GHBY® program to enable our employees and business partners to be sensitive about their health issues including Non Communicable Disease which is a silent killer in the current times. Living in the world we have a responsibility to help build a society that is sustainable and will live and grow beyond us. We start with this at home by helping create a healthy environment for our own team. So they enjoy good health. A good environment that accepts failures and encourages opinions. A place where people have fun and their mental wellbeing is not compromised by the demands of results. An environment where employees learn to stay healthy by making lifestyle changes. As a company we have a role to help the world we live in, so they can all stay healthy as long as they live. Our wellness we care center is at the center of spreading knowledge and behavior change among our country men and women, so they can prevent and reverse chronic diseases. Thereby reducing the financial burden on countries, on families and on themselves. And freeing themselves to remain active and enjoy moments of their lives. It is our social endeavor to spread this message to the world where we operate. We offer comprehensive medical coverage to employees in markets where this is often unheard of, with annual check-ups and individualized advice on healthy living along with incentives for pursuing healthy ways of life.

Mega We care for Communities

We have programs which are focused on certain communities and locations including health screening, scholarships, donations, patronage for institutions. We organized marathons in Vietnam and Myanmar. We donated rice in Cambodia and sponsored pharmaceutical studies for lesser privileged. Mega Lifesciences prepared COVID care kits and reached out to various sections of the society. A common understanding is to build resilient societies and the intent of our outreach is to enhance our relationship with our stakeholders. Our Corporate Social Responsibility or community outreach is also a primary objective of Mega Wellness Foundation. The activities are in line with the UNSDGs. Creating Shared Value or Sustainability is not just philanthropy or reports. Nevertheless, it makes us proud to be able to plow a significant proportion of our profits back into the communities where we work to achieve sustainable growth benefiting all.

Mega We care for environment

We want to play our role in conserving the environment and for this we will do everything possible from using solar energy to LED lights to reducing waste in our operation and use single use plastics that can be recycled among many other initiatives and going paperless in many areas. We have installed solar plants in Thailand manufacturing facility, Myanmar Distribution center and Australia manufacturing facility. The solar plants produce 1,636 mWh of electricity and have collectively saved 716 ton Co2 emissions. We have invested USD 1.5 million in installing the above solar plants and have achieved a saving of USD 196,645 in costs of electricity. Australia and Thailand manufacturing facilities have LED lighting.

Mega We care for values

We care for our core values of *Truth, Trust Respect and Freedom* and these also have become our guiding posts for Governance. We have a responsibility to follow the rules in every part of our business including revenue and tax and Good Manufacturing Practices (GMP) and product quality and to build a culture where it is way of life to work honestly, where we do not promote outcomes that drive employees to cheat, lie and find short cuts. The pursuit of profit cannot be above our values/purpose.



CEO & Chief Coach
Vivek Dhawan

About Mega Lifesciences

Mega Way – Mission

Mega Lifesciences – a Thinking Organisation

MEGA is a deep-thinking organization, where we strive to allow people the opportunity to learn from the best. We want to encourage not just thinking about everything we do, but the why and how of it too. Only by using our freedom to question do we challenge outdated methods and traditions, in order to form new ideas. Seek new solutions, find new approaches and exploit new opportunities to work together with us, to build a better MEGA.



Mega Values

TRUTH

Being truthful in what we do every day is the way of life here at MEGA. We insist on truth in action every day. We will not manufacture, market, sell, or distribute any product that is not safe for humans. We will do everything to report and inform the public truthfully about our performance, successes and failures, and own up to the mistakes we make.

TRUST

We trust people as adults who know what needs to be done. We show 100 percent trust in people who work at MEGA, till this trust is lost. We believe everyone is honest and is here to give their best, they wish to come to work on time, contribute, and want to be respected for the work they do. Our trust extends beyond our own people to our suppliers and partners who work together to help us create value for their customers.

RESPECT

Each one of us is different and brings his or her distinct abilities to the team. A team is made up of passionate, committed and caring people who bring different views. We encourage respect amongst our team members, fostering a culture of learning and changing together. Mega is an equal opportunity employer and does not discriminate based on race, nationality, religion, civil status, sex, or sexual orientation. Mega respects a good work & life balance.

FREEDOM

MEGA insists on freedom to be oneself, encouraging you to do what you are best at. We believe in hiring adults and trusting them to make responsible decisions once that freedom is given. We believe in giving them freedom to make choices to lead their lives the way they wish to, without being judgmental. As an adult, you are expected to value your responsibilities and maximize your freedom, utilizing the existing guidelines.



Mega Commitment – The Vision

The MEGA commitment is to provide quality products and services through constant improvement and innovation. We are also committed to developing mutual trust and respect in our suppliers, distributors, and customers, as well as the country in which we operate. We offer our valued consumers products of that fit their needs, with a focus on the quality and quantity of ingredients, in addition to accurate information, and we believe in our good judgment as our guide.

Business segments

We are a leading international manufacturer and distributor of pharmaceutical, nutraceutical products and Fast Moving Consumer Goods or FMCG headquartered in Bangkok, Thailand. Currently, we are a leading distributor in developing countries with high growth trends such as Myanmar, Vietnam and Cambodia. In addition, we develop, manufacture, market and sell our own market leading brands of nutraceutical products, generic prescription pharmaceutical products, and OTC products under our Mega We Care™ brand through our distribution network and third party distributors in countries across the world. As of December 31, 2021, our Mega We Care™ branded products were being sold in a total of 36 countries around the world.

Our business activities across all major stages of the pharmaceutical industry value chain provide us with increased opportunities to pursue growth by realizing potential synergies arising from coordinating our efforts across business segments in our selected markets. We believe the market leading positions held by our Mega We Care™ branded products and Maxxcare™ distribution businesses will enhance our ability to increase market share through both organic growth and acquisitions. In addition, the growth of our business will provide us with sufficient resources to continue developing new products, and allow us to invest in our distribution services to drive and strengthen future growth and profitability.

We believe that significant growth opportunities will arise from our focus on fast growing developing markets. The pharmaceutical and nutraceutical markets in the developing world are expanding rapidly, in line with strong economic growth and demographic changes. The consumer health market in particular is the direct beneficiary of favorable global and local healthcare trends and is expected to grow significantly over the coming years.

Due to the economic growth of the key markets in which we operate, in addition to increased consumer health awareness in those markets, we foresee opportunities and a trend of revenue growth from our major business segments, namely, our Maxxcare™ distribution business segment and Mega We Care™ branded products business segment.

Mega We Care™ branded products achieved a higher rate of profit than other business segments. Such growth was attributable to increased revenues derived from Mega We Care™ branded products (mainly from the sales of pharmaceutical prescription products, nutraceutical products and OTC products). Revenue from our Maxxcare™ distribution business - an important business segment with high growth potential, given the growth potential of our customer base (principal) in pharmaceuticals and FMCG.

We operate in the following three business segments:

1. (1) Our Maxxcare™ distribution business: We market, sell and distribute various branded prescription pharmaceutical products, OTC and FMCG products. Our services include warehouse management, collections (including assuming the liability for bad debts), and value-added services, such as marketing services for some major principals. We operate our Maxxcare™ distribution business in three countries, namely, Myanmar, Vietnam, and Cambodia. Our clients for this business segment include leading domestic and international pharmaceutical and FMCG companies.

In addition, we also distribute our Mega We Care™ branded products in the markets in which we operate.

2. Our Mega We Care™ branded products business: We develop, manufacture, market and sell our own brand of nutraceutical products, prescription pharmaceutical products and OTC products.
3. Our OEM business: In addition to manufacturing our own branded products, our manufacturing facilities in Thailand and Australia accepts various production orders from third-party customers.

Mega Lifesciences' revenue is derived mainly from Mega We Care Branded products which comprise of Medicinal Supplements and Niche Pharmaceutical products and Maxxcare distribution business. These two businesses contribute more than 97% of the business revenues. Mega Lifesciences also manufactures products under OEM contracts in its facilities located in Thailand and Australia.

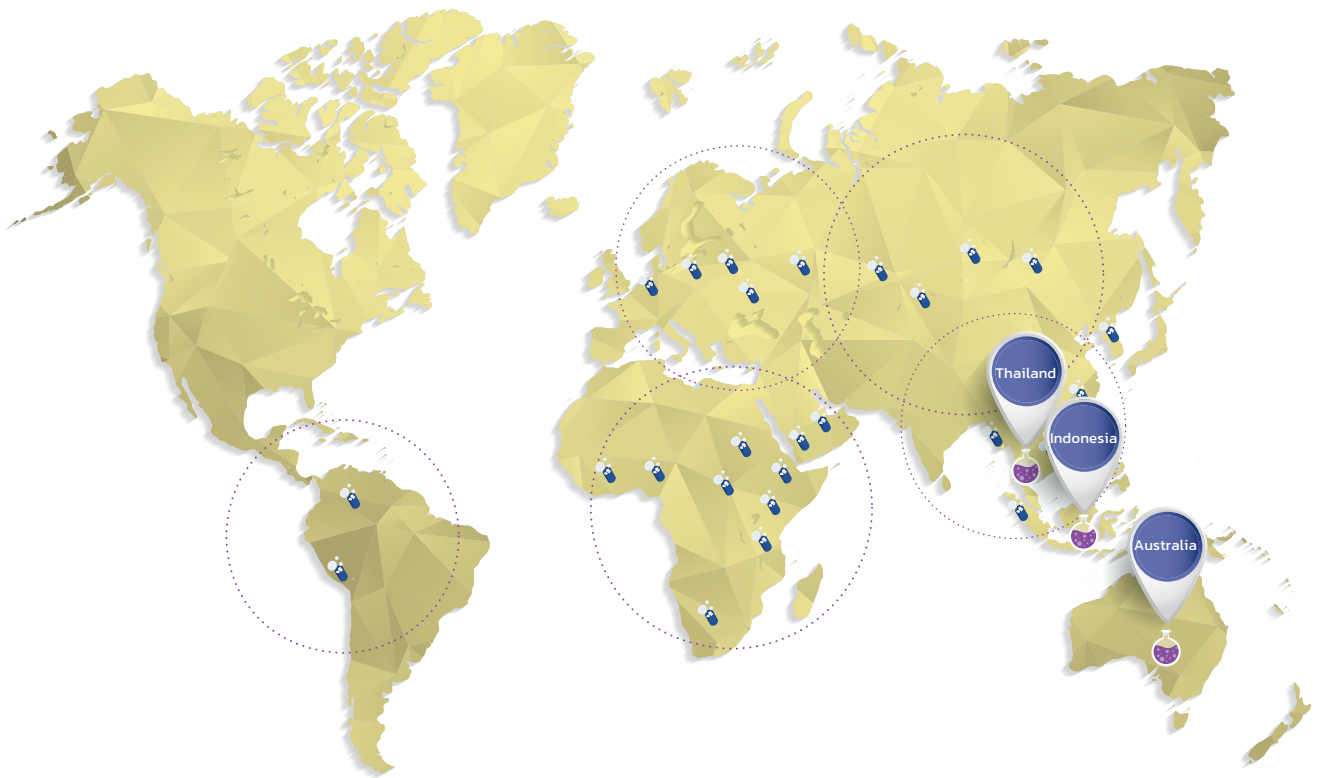
Our Growth Strategies

- Continue to make investments in capacity building
- We will engage with stakeholders and build a mutual growth platform
- Sustain and grow the revenue streams by introducing specialty Pharmaceutical and Supplement products in our existing and new markets. We aim to be a champion of developing and underdeveloped markets by introducing high technology/niche products at affordable prices.
- We will improve the standards of offerings in products under Mega We care® through compliance of higher standards of GMP and in services under Maxxcare™ by adopting technology and higher standards of services.
- Mega Lifesciences will also optimize costs to ensure sustainable existence and growth in the markets where it operates.

Our Resources

- 3 high technology manufacturing operations
- High value and deep engagement outsourcing contracts for certain niche pharmaceutical products
- 6,000+ employees worldwide
- Presence in 36 countries
- 3,407 trademarks

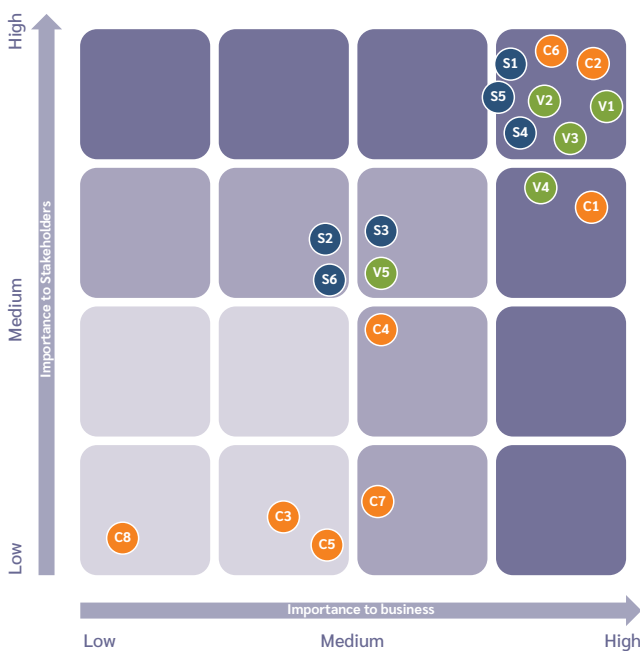
Our presence



Materiality – Mega’s Key Concerns

Mega Lifesciences has interacted with stakeholders in various forms including analyst reports, shareholder meetings both annual as well as quarterly, opportunity day interaction, regulatory changes, employee feedbacks on policies and work environment, supplier inputs by Supply Chain team and customer interaction by sales teams. Considering the key concerns expressed and raised by all the stakeholders Mega Lifesciences has identified its key concerns or material concerns which need to be addressed to ensure Mega remains a sustainable company and truly as per Mega’s thinking continues to live and grow beyond all of us at Mega. Mega Lifesciences has on a regular basis conveyed the concerns to the Board of Directors and the Company’s strategy has been greatly influenced by the Material concerns from stakeholders.

Materiality Matrix



Economic Dimension

- C1. Corporate Governance (H,H)
- C2. Risk Management
- C3. Sustainable sourcing
- C4. Responsible business practices
- C5. Information Technology
- C6. Affordable and Innovative Medicines
- C7. Anti-Corruption
- C8. Combatting Counterfeit Drugs/ Enforcement











Environment Dimension

- V1. Waste Management
- V2. Water Management
- V3. Energy Management
- V4. Compliance with Environment laws
- V5. Community engagement

Social Dimension

- S1. Attracting and retaining Talent
- S2. Training and Development
- S3. Diversity
- S4. Human Rights
- S5. Non-Discrimination and no harassment
- S6. Community development

Dimension	Reporting Boundary	Key performance Indicators	SDGs at play
C1 Corporate Governance	Thailand and rest of world	<ul style="list-style-type: none"> Optimize risks and exploit opportunities Fines for not complying with environmental laws/standards. Continuity of supplies Optimization of supply prices Data Privacy Avoid business disruptions due to cyber attacks 	
C2 Risk Management			
C3 Sustainable sourcing			
C4 Responsible business practices			
C5 Information Technology			
C6 Affordable and Innovative Medicines			
C7 Anti-Corruption			
C8 Combatting Counterfeit Drugs/ Enforcement			

Dimension	Reporting Boundary	Key performance Indicators	SDGs at play
Environment Dimension V1 Waste Management V2 Water Management V3 Energy Management V4 Compliance with Environment laws V5 Community engagement	Thailand manufacturing	<ul style="list-style-type: none"> Hazardous and non-hazardous waste Water recycling and usage of ground water/municipal supplies Energy from renewable and non-renewable sources Total energy consumption Engaging with communities in and around manufacturing operations 	   
Social Dimension S1 Attracting and retaining Talent S2 Training and Development S3 Diversity S4 Human Rights S5 Non-Discrimination and no harassment S6 Community development	Thailand and Rest of world	<ul style="list-style-type: none"> Building talent at workplace Capacity development/training Fatalities and absence due to workplace injuries Corporate Social Responsibility Ensuring a free and fair workplace 	     

Technology and Innovation

Mega Lifesciences believes in investing in and employing contemporary information technology for its operations. The Company employs risk based approach for deciding on the selection and deployment of security systems, training and response time for any adverse events. We employ multi-layered Information Technology security measures and internal controls. Our key computing infrastructure is in a closed environment with no public access.

Mega Lifesciences views cyber risk as inherently high risk event but the residual risk due can be Low-Medium. Highlights of our technology environment

- Password management complimented by Multi Factor Authentication (MFA)
- Encryption of data
- Internal Controls
- Cyber Security training and awareness

- Firewalls and virus protection
- Distributed Network
- Mobile Device Management (MDM)
- Virtual Private Network (VPN)

Key Risks

- Cyber hacking event
- Data security risk including breach of personal data and business data theft



Corporate Governance enablers

- IT policy with emphasis on Intellectual Property, Licensed software, access controls and data protection.

IT Training more than 3,000 hours for the following topics

- | | | |
|----------------------------|---------------------------------|------------------------|
| 1. Cybersecurity Awareness | 8. Mobile Devices | 15. Social Engineering |
| 2. General Phishing | 9. Ransomware | 16. Social Networking |
| 3. BEC Scams | 10. Data Protection | 17. Internet of Things |
| 4. Passwords | 11. Surfing the Web | 18. Insider Threats |
| 5. Malicious Links | 12. Security Outside the Office | 19. Cloud Computing |
| 6. Physical Security | 13. Spear Phishing | |
| 7. Malware | 14. Advanced Spear Phishing | |





Administrative enablers



Stakeholder engagement

Stakeholder engagement is a part of Mega Lifesciences’ policies, processes, procedures and reporting. It is embedded in the Business Ethics and Code of Conduct. Stakeholder engagement manifests in various forms.

Stakeholders	Expectations	Engagement	Results
Shareholders, Analysts and Financial Institutions 	<ul style="list-style-type: none"> Product Management & responsibility ESG standards Legal compliance Continuity Supply Chain management 	<ul style="list-style-type: none"> Annual General Meetings Quarterly Financial Statements Annual Report Earnings Calls Roadshows Questions and Answers Complaints Factory Visits 	<ul style="list-style-type: none"> Sustainable Return on Investment Long term sustainable strategy Good Governance
Customers 	<ul style="list-style-type: none"> Responsible business practices Synergies/collaboration 	<ul style="list-style-type: none"> Regular visits Knowledge building programs through keynote speakers and other programs Training and Development 	<ul style="list-style-type: none"> Good Quality Products/Services Consumer education Consumer feedback and reporting related training.

Stakeholders	Expectations	Engagement	Results
Suppliers 	<ul style="list-style-type: none"> Responsible Supply Chain Fair business partnership Synergies/collaboration 	<ul style="list-style-type: none"> Regular meetings Supplier Code Supplier audits 	<ul style="list-style-type: none"> Fair relationships Long terms
Employees 	<ul style="list-style-type: none"> Fair work environment Decent workplace Responsible business practices 	<ul style="list-style-type: none"> Newsletters (Mega Views News) Minds we Share meets Annual Trips/picnics Appraisal meetings 	<ul style="list-style-type: none"> Good remuneration Decent working conditions Career path, security, benefits and training.
Society 	<ul style="list-style-type: none"> Responsible business practices ESG compliance Responsible Product management 	<ul style="list-style-type: none"> Regular Involvement with communities 	<ul style="list-style-type: none"> Long term community and social development
Government/Regulators 	<ul style="list-style-type: none"> Regulatory compliance Payment of taxes Responsible business practices 	<ul style="list-style-type: none"> Filing reports and returns Responding to directives, queries, etc 	<ul style="list-style-type: none"> Payment of taxes Compliance with laws

Creating Shared Value

Mega Lifesciences believes in creating wealth and distributing wealth among the stakeholders. Mega Lifesciences believes in rewarding its employees adequately in the form of incentives, stock options, friendly work places and healthcare for all. Mega Lifesciences believes in paying its due share of taxes to the society and has a policy of paying minimum 25% dividend to the shareholders. Mega Lifesciences also invests for the betterment of the society through its wellness we care foundation. Mega Lifesciences pays its suppliers on time and ensures diligent repayment to all the banks and financial institutions on due dates.

Economic Value Added

Direct Economic Value Generated		FY 2021	FY 2020
Sale revenues	Million Baht	14,136	12,589
Revenues from sale of goods and rendering of services	Million Baht	14,136	12,589
Net sales plus revenues from financial investments and sales of assets ⁽¹⁾	Million Baht	14,149	12,602
Economic Value Distributed			
Employee wages and benefits	Million Baht	2,259	2,058
Operating cost	Million Baht	4,686	4,154
Payments to government : Gross taxes	Million Baht	363	227
Payments to providers of capital : Dividend payments	Million Baht	924	671
Community investments	Million Baht	7	-
Economic value retained	Million Baht	7,542	6,497

Mega Lifesciences believes in paying its share of taxes to the society and governments and has in the past received the Thailand Prime Ministers' award for best practices in Taxation.

Our subsidiaries in tax havens are purely for the purpose of facilitating our operations and not for the sake of avoidance of taxes.

Reconciliation of Effective Tax rate

CONSOLIDATED

Details (THB million)	2021		2020	
	Rate (%)	Amount	Rate (%)	Amount
Operating Profit before Tax expense		2,277		1,623
Income Tax using expected average tax rate	22.8%	519	22.0%	356
Tax effect of income and expenses that are not taxable or not deductible in determining		(179)		(117)
Others		(4)		(5)
Total	14.8%	336	14.4%	234

* Expected average tax rate corresponds to the weighted average tax rates by operating profits before tax expense in those countries where Mega Operates

Mega Lifesciences's – The growth Story

Mega Lifesciences pursues believes in growth as a step towards sustainability. The Company pursues an active growth strategy blended with it's We care philosophy. The Company focusses on improving its key ratios and keeps its cash flows and expenses/costs under control to be able to address its material concerns including providing good quality medicines/supplements at affordable prices.

Company has expanded its business from 4 countries in Indo-China to more than 36 countries now in Asia and Africa covering most of the under developing and under-developed countries due its strategy of Improving Human Wellness and Making People's lives.

Revenue Push Mega Lifesciences' growth story involves improving revenue streams through product introductions, expanding to new markets, technological upgrades in product and information systems and through human capacity building and human empowerment.

Affordability Mega Lifesciences promises affordable medicines in developing and under developed countries to improve human life and cost rationalization is an important part of the strategy

towards human wellness. To achieve this Mega Lifesciences partners with suppliers to reduce costs and optimizes supply chains to ensure efficiencies in costs across the Supply Chain without compromising on the ethics and integrity of our operations.

Risk Management and Compliance Company believes in mitigating its risks in various ways and primarily compliance with laws, regulatory and quality standards is the mainstay of the strategy. Mega Lifesciences complies with top class manufacturing and distribution standards in its operations. The manufacturing facility in Thailand is EU GMP and Australia GMP certified. Manufacturing operations of suppliers are mostly EU GMP/PICS compliant to ensure supplies are sustained in various ASEAN and African markets.

Responsible Product Pricing through Sustainable Sourcing and optimum Supply Chain Mega Lifesciences believes in sharing the gains with stakeholders and indulges in responsible product pricing in its markets considering the affordability is a sensitive factor in making choices. This is made possible by optimizing the supply chain including the resellers/caregivers and by balancing profit and social citizenship.



Mega Lifesciences’s growth story is embedded with its concerns community and without losing sight on its obligations to achieve the United Nations’ Sustainable Development Goals.

MEGA’s resilience

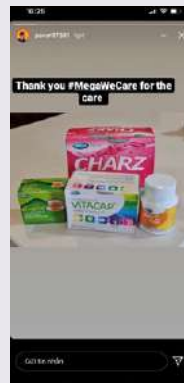
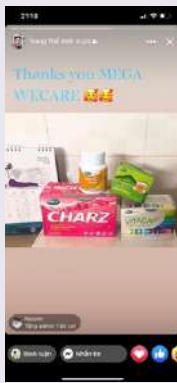
Mega Lifesciences along with other companies witnessed the unprecedented COVID-19 related crisis which threatened Business Continuity for multiple reasons. Pharmaceutical industry and businesses were at the forefront of the fight against COVID-19 pandemic. We promptly developed the strategy to stay along ahead of the challenges and updated the strategy with the passing phases and the evolution of the virus. We continued to stay ahead of times and met our material concern of making available good quality medicines at affordable prices in developing and underdeveloped countries.

MEGA witnessed challenges in Supply Chain, Employee Health and Safety at levels experienced never before. We decided to take the following steps to ensure continuity:

1. Inventories of Raw Materials were procured to ensure buffer stocks
2. Manufacturing of certain essential products like vitamins, NSAIDS, etc was increased exponentially
3. Office related employees were instructed to work from home
4. COVID awareness and coordination committees were formed
5. Business Continuity guidelines for pandemic were activated
6. Responses were classified as A-B-C depending on the aggravation of the pandemic
7. Factory employees were provided the best amenities and fool-proof plans
8. Medical checkups and vaccinations were arranged for employees
9. CEO, MrVivekDhawan arranged a COVID awareness program along with the Chief Wellness Officer
10. Special leaves, quarantine leaves, etc were announced.
11. Medical Insurance for employees was checked
12. Mega Lifesciences’ material concerns including Product Responsibility, Making medicines available at affordable prices, Employee Safety, etc were challenged
13. COVID Coordination Committees were formed
14. COVID-19 care supplements were distributed among employees and business partners including suppliers, health -care professionals (HCPs) and customers.

Covid-19 healthcare supplements distributed free of charge approximately 3.3 million

Time spent approximately 1,000 hours in all offices



During the strict quarantine time, all employees who got COVID-19 are isolated and supported with necessary items, prepared with knowledge of prevention and treatment of the disease. Mega Lifesciences Vietnam's operation is still maintained although facing some challenges.

The image recorded representatives of Mega Vietnam checking in with employees infected by COVID-19



Mega Lifesciences was identified as a resilient performer by Forbes® by including Mega Lifesciences in the list of best 200 companies in Asia with revenues under USD 1 Billion

We care for Human Wellness- Product Responsibility and Stewardship

Product responsibility and Responsible business practices is a backbone of Mega Lifesciences' existence and is one of the Material Concerns for the Company and its Board of Directors and Executives/Management.



Employees, Consumers, Patients, Regulators and Healthcare Professionals (HCPs) are the key stakeholders involved.



The Regulatory Affairs team comprises of the Global Head – Regulatory Affairs and the team comprises of more than 150 people worldwide with technical qualifications including Ph.D. level.

The team conducts dossier preparation (self- formulation/ manufacture) and dossier audits (3rd Party sourcing) and files the product registration applications across more than 36 countries in the world.

As on December 31, 2021 we have the following number of registrations:

Registrations Across the World (except Thailand)

Number of Registrations				
Category	Active	Non-Active	Applied	Total
Supplements	701	788	214	1703
OTC	54	75	52	181
Prescriptions	369	248	296	913
Total	1124	1111	562	2797

Registrations in Thailand only

Number of Registrations				
Category	Active	Non-Active	Applied	Total
Supplements	128	1097	20	1245
OTC	12	20	1	33
Prescriptions	36	43	23	102
Total	176	1160	44	1380

Total Registrations Worldwide (including Thailand)

Number of Registrations				
Category	Active	Non-Active	Applied	Total
Supplements	829	1885	234	2948
OTC	66	95	53	214
Prescriptions	405	291	319	1015
Total	1300	2271	606	4177

Details of Unique Products

Category	Number of Registrations			Total
	Active	Non-Active	Applied	
Supplements (Includes biolife)	235	746	5	986
OTC	21	16	1	38
Prescriptions	164	73	109	346
Total	420	835	115	1370

Non-Compliance with Regulatory/manufacturing/quality standards is one of the key risks for Mega Lifesciences. The key mitigation mechanisms would include strict compliance with regulatory standards including current Good Manufacturing Practices (GMP) of respective markets, EU GMP standards, Australian GMP standards and certain specific requirements of various regulators worldwide.

Failure to comply GMP standards would result in expensive product recalls and expensive litigation among other serious consequences. The Company follows a Risk based approach for quality assurance and a robust quality control process which is normally followed upon completion of manufacturing on test samples including storage of samples.

Risk based Regulatory control processes ensure compliance with law, safety for use, prevent contamination/cross contamination, minimizes variations in potency of finished product and prevents mislabeling/adulteration.

We follow 21st Century: Risk-Based Approach -

- Risk-based assessment
- Up-to-date Science-based policies and standards
- Integrated Systems approach
- Quality/Facilities and Equipment/Materials/Production/Packaging and Labeling/Laboratory Control

International cooperation

- ICH: International Conference on Harmonisation
- WHO GMP guidelines (adopted by over 100 countries)
- PICS: Pharmaceutical International Cooperation Scheme

The foundation of cGMP

- Risk Based Quality Assurance Systems to ensure documentation and implementation of process controls and consistency and validation at each step.
- Raw Materials related controls including supplier selection and followup audits, robust formulation and testing incoming material.
- Purified water.
- Buildings and facilities including vacuum, Air filtration systems (HVAC), Hygiene and sanitation of personnel/environment.
- Production and Process controls as per Quality Assurance standards and manufacturing processes as per formulations.
- Reporting of deviations and expiration dating, packaging/labelling.
- Testing and release of finished products including batch controls and lab certificates.
- Reports and records
- Certifications including ISO etc and follow up audits.
- All Mega's manufacturing facilities in Thailand (2 plants), Australia and Indonesia complies to PIC/S guidelines. Periodically audited by FDA of various countries around the world including Germany (for European Union), Australia, Thailand, Indonesia, Ukraine, Azerbaijan, Kenya, Uganda, Tanzania, Ethiopia, Zimbabwe, Nigeria, Ghana, UAE, Yemen, Oman, Peru for GMP compliances – audits are scheduled every 3 years. Also audited by our customers from Europe
- Mega Lifesciences' has a robust Pharmacovigilance program with Standard Operating Procedures and hotlines and email IDs for consumers, healthcare professionals.
- Our distribution business in Myanmar, Vietnam and Cambodia has achieved ISO 9001 certification of distribution systems.

The Quality standards and Values of Mega Lifesciences are also encouraged across the Supply Chain to encourage a sustainable Supply Chain for Mega Lifesciences and also to drive sustainability among our suppliers as our key stakeholders.

Mega Lifesciences encourages and audits all suppliers to comply with the Mega Lifesciences Quality standards and the Supplier Code of Ethics. Mega Lifesciences sends questionnaires on a periodic basis.

Risk based surveys conducted across 109 suppliers in 2021 and planned for 50 suppliers in 2022.

The questionnaires cover key areas like environment, human rights, etc.

Required Data	Unit	Sustainability Performance Data			
		2018	2019	2020	2021
Supply Chain Management					
Supply Chain					
Proportion of spending on local suppliers in Thailand	% of procurement budget	50%	50%	48%	54%
Percentage of new suppliers that were screened using environmental criteria	% of new suppliers	NA	NA	NA	NA
Percentage of new suppliers that were screened using social criteria	% of new suppliers	NA	NA	NA	NA

Supplier evaluation and risk-assessment criteria is based on the following criteria:

1	Quality including GMP		
2	Regulatory		
3	Environment		
4	Human Rights		
5	Anti-Bribery		



Myanmar ISO 9001



Myanmar GSDP 9001



Mega Cambodia ISO 9001

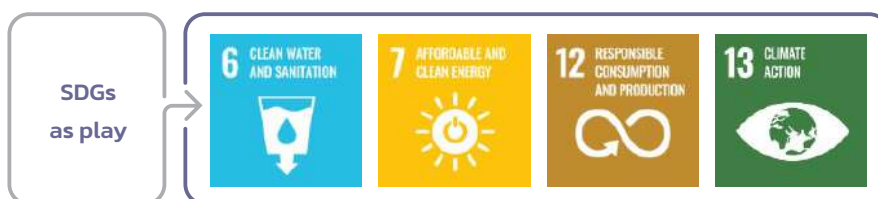


Mega We care for Environment

Central to Mega Lifesciences' We care approach is to safeguard our environment.

Material Concerns

- Optimize and conserve Energy Management
- Water Management
- Waste Management



Thailand Manufacturing goal setting

Goal setting			Base year 2021
Short term - 2023	Medium term - 2025	Long term - 2030	
10% water neutrality	25% water neutrality	50% water neutrality	
8% renewable energy	10% renewable energy	40% renewable energy	
25% waste circularity	30% waste circularity	50% waste circularity	
Carbon neutrality 10%	Carbon neutrality 20%	Carbon neutrality 50%	

Mega Operations- Solar Generation and CO2 Emissions reduction

Year	Thailand			Myanmar			Australia			Total Mega Operations		
	mWh	CO2 saved (Tons)	Cost saved USD	mWh	CO2 saved (Tons)	Cost saved USD	mWh	CO2 saved (Tons)	Cost saved USD	mWh saved	CO2 saved (tons)	USD saved
2018	-	-	-	70	16	14,616	117	115	17,475	188	131	32,091
2019	1019	429	100,177	301	68	54,515	116	113	17,208	1,436	611	171,900
2020	1478	622	145,327	236	54	46,356	105	103	15,652	1,819	779	207,335
2021	1317	554	129,466	200	45	49,512	119	116	17,667	1,636	716	196,645
Total	3813	1605	374,970	808	183	164,999	339	333	50,527	4,891	2,106	575,880

Green Mega Initiative: Energy & Emission

		UoM	2018	2019	2020	2021
Total Operations	Emissions (CO2)	Tons	6830	6668	7317	6840
	Renewable energy (Solar)	Tons	145	626	725	792
	Emissions Reduced (CO2)	%	2	9	9	10
Thailand	Emissions (CO2)	Tons	5623	5366	5994	5612
	Renewable energy (Solar)	Tons	0	429	554	622
	Emissions Reduced (CO2)	%	0	7	9	10
Myanmar	Emissions (CO2)	Tons	317	416	435	430
	Renewable energy (Solar)	Tons	16	70	55	47
	Emissions Reduced (CO2)	%	5	14	11	10
Australia	Emissions (CO2)	Tons	537	537	537	485
	Renewable energy (Solar)	Tons	129	127	116	123
	Emissions Reduced (CO2)	%	19	19	18	20
Indonesia	Emission (CO2)	Tons	354	349	351	313
		%	0	0	0	0

(Data averages are considered for Australias' 2018 and 2019 Emissions)*

100% LED lighting achieved in 2021 in Thailand manufacturing facility.

Year	Actual Capsules	Electricity (KWH)	KWH/MM Caps	% Reduction Since 2018	Natural Gas (MMBTU)	MMBTU/MM Caps	% Reduction Since 2018
2018	1,046,151,132	12,586,373	12,031	-	37,879	36.21	-
2019	1,040,181,034	11,942,565	11,481	5	34,176	32.86	9
2020	1,179,991,518	12,044,042	10,207	15	35,827	30.36	16
2021	1,436,351,914	12,919,000	8,994	25	33,386	23.24	36

EMS: Certification/Audit/Verification

percentage of EMS verified through international standards	% of operation	None
percentage of EMS received third party certification/audit	% of operation	None
percentage of EMS received internal certification/audit	% of operation	None

Environmental Violations

Number of violations of legal obligations/ regulations	Number	None
Amount of fines/penalties related to the above	Million Baht	Nil
Environmental liability accrued at year end	Number	Nil

Required Data	Unit	Sustainability Performance Data			
		2018	2019	2020	2021
Energy					
total non-renewable energy consumption	MWh	22450	21580	22595	22717
Total renewable energy (biomass, solar, wind energy, etc) purchased or generated for own consumption	MWh	-	1019	1478	1317
% Renewable Energy			4.7%	6.5%	5.8%
Total cost of energy consumption	Million Baht	53	55	54	58
Percentage of data coverage	% of operation covered	100	100	100	100
target of non-renewable energy consumption	MWh	24693	23730	24850	25424

Required Data	Unit	Sustainability Performance Data			
		2018	2019	2020	2021
Energy Consumption					
Non-renewable fuels (coal, oil, natural gas, etc.) purchased and consumed	MWh	11,101.23	10,015.99	10,499.85	9,798.37
non-renewable electricity purchased	MWh	11343	11563.55	12093.82	12919.00
Steam/heating/cooling and other energy (non-renewable) purchased	MWh	-	-	-	-
total renewable energy (wind, solar, biomass, hydroelectric, geothermal, etc.) purchased or generated	MWh	-	1018.73	1477.87	1316.57
Total non-renewable energy (electricity and heating & cooling) sold	MWh	--	-	-	-
Total cost of energy consumption	Million Baht	52.78	54.80	53.90	58.30
Percentage of data coverage	% of operation covered	100	100	100	100
target of energy consumption at fiscal year	MWh	24690	24800	26200	26300

Required Data	Unit	Sustainability Performance Data			
		2018	2019	2020	2021
Water					
Total water use	Million m ³	0.063	0.08	0.071	0.067
Percentage of data coverage	% of operation covered	100	100	100	100
Target of total water use at fiscal year	Million m ³	0.068	0.085	0.077	0.073
Water Consumption					
Withdrawal: Total municipal water supplies (or from other water utilities)	Million m ³	0.063	0.08	0.071	0.067
Withdrawal: Fresh surface water (lakes, rives, etc)	Million m ³	-	-	-	-
Withdrawal: Fresh ground water	Million m ³	-	-	-	-
Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted	Million m ³	-	-	-	-
Total net fresh water consumption	Million m ³	-	-	-	-
Percentage of data coverage	% of group revenue	100	100	100	100
Target of total net fresh water consumption at fiscal year	Million m ³	0.068	0.085	0.077	0.073

Required Data	Unit	Sustainability Performance Data			
		2018	2019	2020	2021
Waste					
Total waste generated	Metric Tonnes	858.22	804.33	876.73	861.75
Total waste used/recycled/sold	Metric Tonnes	142.90	146.59	150.20	218.650
Total waste disposed	Metric Tonnes	715	657.74	727	643
Data coverage	% of revenue	100.00	100.00	100.00	100.00
Target of total waste disposal at fiscal year	Metric Tonnes	NA	NA	NA	NA

Governance Mechanism

- Environment Policy
- EHS policy

Organizational Enablement



Mega We care for employees



Material concerns

- Being an employer of choice
- Safety and Health of Employees
- Governance enablement
- Business Ethics and Code of Conduct
- Human Rights Policy
- Non-Discrimination and Non-Harassment Policy
- Non-retaliation Policy

Organizational enabler

Vision to empower people and treat all employees as co-owners of the Company

Mega Lifesciences' *values of Truth, Trust, Respect and Freedom*

Extending the We Care and *Creating Owners Improving Lives* philosophy to all the employees.

CEO and Chief Coach

Board of Management

Human Capital Development Head, Mr. Unni Krishnan

MEGA is a people centric organization which believes in goodness of people and gives an opportunity to people to make careers, improve their own lives as they are improving lives of their customers and partners.

Every member of the Mega team is an owner of a way of life. Our daily lives are driven by a simple cause: To improve lives, to care for human wellness and to help people stay healthy as long as they live. It's a cause that unites our 6,000 - plus strong team across the world, sparking ingenuity, passion and a zest for life. They have created a learning organization that believes in Thinking, Changing and Growing.

At the core of the Mega culture is Respect, Freedom, Trust and Truth:

- Respect: for each other's differences
- Freedom: in work and personal lives
- Trust: our people as adults who know what needs to be done.
- Truth: in everything we do.

Mega Academy arranges a variety of training programs and workshops for the people at Mega Lifesciences.



EXCELLENCE ACADEMY

'MINDS WE SHARE ' at Mega Lifesciences, is an approach to organize hands-on meets with the purpose of exchanging knowledge and gain wisdom, a conclave where we invite world-renowned speakers to offer new perspectives, which participants then cascade to their worldwide teams. World-renowned facilitators have included Dr. Park, Partner of Blue Ocean Strategy,

Dr. Clotaire Rapaille, author of ‘The Culture Code’, Jason Jennings, Curt W Coffman, Dr. Eric De Smet, Fredrik Haren, Dr. Jody Hoffer Gittel and Robert Spector.

These forums were the genesis of our passion for ‘Employee Evangelism & Ownership’, and ‘Creating Owners, Improving Lives’.

We engage our teams by enlisting their participation in workshops with management gurus and best-selling authors like Marshall Goldsmith, Ram Charan and Paco Underhill, marketing gurus like AlRies and Jack Trout, strengths coach Marcus Buckingham and The Lean Start up by Eric Ries.



79,892 hours of training in 2021 globally
 at various locations of Mega Lifesciences

Skill and knowledge development programs are designed to deliver leadership, behavioral and technical skills making Mega’s human capital ready to meet business challenges and reach organizational goals.

Executive education and leadership development at mega is a one on one approach driven by the immediate coach. Colleagues undergo various trainings in the organization as well as with external bodies and universities. Few to name are Minds We Share at Mega, SASIN Thailand, IIM-Ahmedabad India, Institute Of Directors (IOD), Thailand, Mahidol University Thailand and more. The executive education and leadership development interventions aims at developing future leaders by bring them knowledge, skills and experience to lead influentially and enhance business results.



Employee remuneration and benefits

- Allowances
- Bonuses
- Incentives
- Share based payments
- Provident Fund
- Social Security
- Employee education
- Awards based on years of service
- Benevolent funds
- Protective equipment
- Overtime payments
- Support for employee and family bereavement
- Diet planning and healthy living
- Accident Insurance
- Flexible working hours
- Work from home

Employee Rights

The Company respects Human rights and provides healthy and hygienic working conditions. Mega Lifesciences respects and observes the labour laws of the country of its operations and files the reports as required by law within due dates. The Company's Business Ethics and Code of Conduct and non-discrimination and non-harassment policy bars discrimination on any grounds. Mega Lifesciences has a clearly laid down policy for Health Safety and Environment and measures the data as per current standards.

Employees in Mega Lifesciences have the right to collective bargaining for their rights and Mega Lifesciences has a clear policy of disclosure of policies on corporate website for public display.

Mega Lifesciences, Thailand manufacturing related information.

Details	2019	2020	2021
Lost time Injuries	8	2	12
Total Hrs Worked	2,444,844	2,359,643	2,315,014
Target	12	10	8
Actual LTIFR	3.27	0.85	5.18

Total Number of Employees

Employee category	Total Nos	Less than 30 (< 30)	Between 30 -50	Greater than 50 (> 50)	Male	Female
Top Management	5	0	0	5	4	1
Senior Management	68	0	44	24	55	13
Middle Management	330	5	290	35	169	161
Field employees	5618	2005	3385	228	2416	3202
Total	6021	2010	3719	292	2644	3377

New hires

Employee category	Total Nos	Less than 30 (< 30)	Between 30 -50	Greater than 50 (> 50)	Male	Female
Top Management	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0
Middle Management	35	2	32	1	18	17
Field employees	938	512	415	11	418	520
Total	973	514	447	12	436	537

Employee Turnover

Employee category	Total Nos	Less than 30 (< 30)	Between 30 -50	Greater than 50 (> 50)	Male	Female
Top Management	0	0	0	0	0	0
Senior Management	4		2	2	3	1
Middle Management	43	3	35	5	19	24
Field employees	965	449	489	27	390	575
Total	1012	452	526	34	412	600

Mega We Care for Employees



Mega Thailand organized an online training on “Good Health by Yourself” for employees via Microsoft teams. A total of 65 colleagues joined the session to understand tips on maintaining & improving eye health. During the session, the brand manager shared insights on “How to protect eyes” which was very well received by Mega Thai colleagues.



As a part of Wecare for Your Wellness, Mega Thailand coordinated & helped expedite covid vaccination for all colleagues on 1st July 2021. During this drive, colleagues received their first vaccine shot. Colleagues were administered second vaccine shot as per schedule.



Mega Thailand Factory has canteen that provides healthy & delicious plant-based food and curry made from Thai local vegetables including fruits and herbal drinks for all Mega colleagues on a daily basis.

Mega Myanmar



Mega Myanmar distributed multivitamin supplements to all Mega colleagues in order to help boost & enhance immunity. This also facilitates staying protected and maintaining health during Covid times.



Covid-19 vaccination drive was organized by Social Security Board (SSB), General Administration Department-GAD, and Township Medical Officer (TMO) for Mega employees at Yangon. Both the jobs were given at BEHS (1) Bahan in front of Mega Shwe Gone Daing office.

Mega Vietnam



Yoga was included as a part of the Induction program wherein, the new joinees are made aware of the benefits of Yoga in order to inculcate healthy habits at the start of their Mega journey. Such interventions help spread the GHBY spirit among Mega colleagues especially the new joinees in Vietnam. As a part of Mindfulness is Thy Medicine, Yoga was conducted through online and offline mode.



Mega provided masks & hand sanitizers to frontline sales teams. Further, kits including NatC & Vitacap were distributed colleagues for strengthening immunity. Detailed SOP on business continuity & managing remote working was shared with employees. Health talk for taking precaution from covid was presented by a subject matter expert. For customers, medical masks & hand sanitizers were distributed by the sales team.

Mega Malaysia



During lockdown and work from home, Mega BioLife arranged care kits for the virtual team building session. The General Manager took the lead in unboxing the care kit and revealed the healthy juice and snacks for the session. Special thanks to the Head of Marketing for planning the interactive team-building activities. We got to know each other better by sharing the personality traits within our team. Light-hearted stories were shared during this virtual team building session wherein two interesting activities were facilitated - 'Ask the lucky one 3 questions' and 'Guess the word'. The fun-filled virtual team building has strengthened the collective spirit among the team members and improved team bonding among colleagues.

Mega Cambodia



Mega Cambodia has a badminton team that engages to play during weekends & public holidays. This helps employees to maintain an active & healthy lifestyle. In addition to this, Football matches & Bicycle races are also enjoyed by colleagues.

Mega
Tanzania



Mega Tanzania colleagues regularly engage in GHBV activities like beach sport, running and beach football in order to maintain active lifestyle and staying healthy.

Mega
Peru



Mega Peru colleagues are committed to staying fit. As a part of maintaining a healthy lifestyle, colleagues engage themselves in Yoga or Aerobics on a regular basis. In addition to physical & mental fitness, colleagues focus on a nutritious diet.

Mega
Ukraine



Mega Ukraine continues to help colleagues and clients to stay healthy as long as they live on daily basis by working in the field and in their private life by having healthy lifestyle. Almost 85% of employees engage in different sports activities like crossfit, fly yoga, yoga, exercises in gym and at home.

Mega Philippines



Mega Philippines organized a kick-off meeting in Pampanga and San Pablo Laguna. During the meeting, Good Health by Yourself (GHBY) plan for the year was shared with our colleagues and team building activities were conducted on day 2 of the kick-off event. Colleagues enjoyed and had fun during this memorable event.

Mega Uganda



As a part of Exercise is Thy Medicine, Mega Uganda sponsored the tournament of Bazeyi health club at Nsambya hospital. The Nsambya hospital staff promised to continue their support for Mega brands. Such engagements facilitates in enhancing better customer relationship & improving the business as well.

Mega Ethiopia



As a part of exercise is Thy Medicine, team Ethiopia regularly engage in trekking and yoga on Lideta hill (Addis Ababa) during weekends. These health activities help in keeping the body physically fit and healthy.

Mega Indonesia



Mega Indonesia facilitates Muay Thai, Zumba classes, & Badminton as a part of Exercise Is Thy Medicine. During 2021, two activities such as Muay Thai class and Zumba class with professional coach were organized. These were scheduled every Friday morning & fortnightly in a month. And for colleagues at MLI Factory, badminton and football sessions were organized after working hour once a week on Wednesdays

Mega Ghana



Mega Ghana encouraged colleagues to get inoculated with covid vaccine. Vaccination is the only way to fight against the covid-19 pandemic. In addition to this, employees take care to follow and adhere covid appropriate behavior like, wearing mask, using hand sanitizer and maintaining social distancing in public places.

Mega We care for Communities

Mega Lifesciences cares for the communities among which it operates. Mega Lifesciences extends its **We care** philosophy to the communities. Mega Lifesciences has set up a Wellness We Care foundation to undertake community support and enablement exercises. The Wellness We Care Foundation has taken lead in several community development projects to promote **Human Wellness**.

Wellness We Care, Thailand

The Company has set up a Wellness We Care Center in Muak Lek, Thailand for disease reversal and good health through improved Lifestyle.

Every hour 43 Thai people die from non-communicable diseases (NCDs), causing an estimate of 380,000 deaths or 76% of all deaths each year. The rise in NCDs does not only increase financial, physical and mental costs in families, but it also extends beyond the people who are directly affected. Costly chronic diseases also lead to a decline in the working-age population of the labor force, which reduces productivity and results in the decrease of GDP per capita growth. According to the World Health Organization (WHO), NCDs pose a real and significant threat to Thailand, with a huge economic burden costing Thai society an estimated THB 280 billion in 2013. In 2009, the economic cost of NCDs was an estimated THB 198,512 million, or 2.2% of GDP, due to premature deaths and loss of productivity among the country's work force. With serious ailments, many physical and emotional losses may come before the loss of life itself. One of the major behavioral risk factors of NCDs is an unhealthy diet. People are adopting a more sedentary lifestyle which contribute to a steady increase in long-term health problems and double the risk of cardiovascular diseases, diabetes, and obesity. Mega Lifesciences goal is to help people stay healthy as long as they live. We believe in building holistic health in communities we live and work in, as healthy population means happiness and prosperity to Individual, family, society and nation.

Aligned to this goal Mega has built The Wellness We Care Center, located at Amphur Muak Lek, Saraburi, to promote to common people and health care providers around the work, scientifically proven method of preventing and reversing chronic diseases through food and lifestyle changes. The foremost objective of

Wellness We Care is to disseminate scientific knowledge and skills to people, which will help them to take charge of their own health. By teaching people about lifestyle changes, the center helps them develop the skills necessary for prevention and reversal of chronic and lifestyle diseases. Our holistic health center offers guests access to the various wellness center services such as the Praana Kitchen, where they can learn to cook plant-based whole food meals, and the vegetable garden. The center is also equipped with a well-stocked library and video room, where visitors can learn and enhance their knowledge about health and holistic living.

Onsite Training

Year	No. of training sessions	No. of hours	No. of participants
2019	34	1,008	520
2020	26	888	495
2021	20	552	396
Total	80	2,448	1,411

Online Health Educational VDOs

- WWC had produced all 38 health educational VDOs and published on YouTube. Among 38 clips, there are 4 Covid-19 related VDOs
- Facebook Live broadcasted 5 times with 5 clips posted after Live session. Among 5 times Live session, there was 1 time COVID-19 related session.
- 11,410 FB Followers
- 141K YouTube subscribers





Dr. Sant Chaiyodsilp, Chief Wellness Officer, Wellness We Care Center received a plaque for recognizing QUALITY PERSONS OF THE YEAR 2021 from Privy Councilor KasemChankaew, which was organized by Foundation of Science and Technology Council of Thailand (FSTT) at the Grand Ballroom, Miracle Grand Convention Hotel on December 9, 2021.

Foundation of Science and Technology Council of Thailand (FSTT) by appointing a selection committee to screen and select people with outstanding scientific contributions to society to honor them as quality person of the year, 1 person in each field, total 5 areas: Science, Technology, Public Health, Social, Child and Youth.



Dr. Sant Chaiyodsilp has been honored as a Quality Person of The Year 2021 in Public Health, by specifying the work in both the medical field by specifying the work including The medical field, Textbook writing, Research, The contributions to society and public health, including The establishment and Chairman of The Resuscitation Council of Thailand, Co-founder and Director of the Pediatric Cardiac Surgery Foundation of Thailand, Establishing a Wellness We Care Center to teach people how to prevent and reverse disease by themselves and educating the public on self-care through blogging and YouTube video clips with more than 2 million readers per year.



Dr. Sant gave an opinion with FSTT on the occasion of receiving this honor that “Medical Field also has the opportunity to help people take great leaps in taking care of their health. If we accept and strive to bring information technology into serious use”.

Mega Lifesciences believes in elevating public health and has invested significant amounts in this Human Wellness initiative.

(Thai Bath Million)

	Year 2019	Year 2020	Year 2021
Amount Invested	16.6	16.8	18.7

Wellness We Care Foundation – Vietnam – Total investment of Thai Baht 1.8 million across various activities

After receiving donations from employees together with company’s contribution, we have raised a total amount of 750,000,000 VND. (Thai Baht 1.1 million)

On July 15, 2021, the entire amount and 506 health care vitamin products were given directly to the Vietnam Fatherland Front Committee in Ho Chi Minh City by Mr. Jiji George – Managing Director.



The updates and photos of our company’s donation to the authority at the following links:

- <https://www.hcmcpv.org.vn/.../tpHCM-tiep-nhan-kinh-phi...>
- <https://www.phunuonline.com.vn/tpHCM-tiep-nhan-kinh-phi...>
- <https://m.thanhvien.vn/.../tpHCM-cac-tong-lanh-su-hiep...>
- <https://www.antv.gov.vn/.../lanh-su-quan-cac-nuoc-ung-ho...>

Mega Lifesciences Vietnam sponsored medicines and Kendall SCD™ 700 Sequential Compression System to the field hospital in district 7. Health kits included our products: Vitacap, Mega wecare Nat C, We Vitz .



Mega Lifesciences Vietnam provided 2700 protection and health care products for Ho Chi Minh City Health Department. Mega Lifesciences Vietnam offered 700 protection and health care products for TBA (Thailand Business Association (Vietnam)).

Mega Lifesciences and the Future Builder project have collaborated to provide education and food support for disadvantaged children who were orphaned by the pandemic.

Include: 66,000,000 VND approximately Thai baht 97,000 and 20 tablets.

Outcome of this exercise:

- 20 children have received tablets for online learning amid COVID-19 outbreak
- 6 children who lost their parents by COVID-19 are supported with school fees and food supplies.
- 3 kids at Que Huong Orphanage receive tuition fee support in 2021



Ferrovit Iron Woman Award

For Any woman living in Vietnam above 12 years old and wishing to share their inspiring story about the iron spirit which helps them overcome life’s struggles.

Cost of the event USD 14,833 (Thai Baht 495,000)

SOCIAL OUTCOMEWith IRON WOMAN AWARD, we encourage Vietnamese women to continue following their dreams which bring good impact to the society. We would like to create this Award as an annual event in which every Iron Women can be found and celebrated with their contribution to the world.

For more details, visit our fanpage& website
<https://www.facebook.com/Ferrovit.vn>
<https://www.Ferrovit.vn>

ENAT woman campaign against violence in Vietnam encouraging every woman to be courageous and fight violence and stereotypes.

The event has been conducted since 2019 (3 years) with a total outreach to approximately 4 million people each year.



Mega Thailand



Mega Thailand has always been at the forefront to support the medical community during the pandemic & helping patients infected with covid-19. As a part of We care for Your Wellness initiative, Mega Thailand donated Nat C, Nat D, Echinax, Immuplex, Eugica coff, Eugica mouth spray and Prodefenz to doctors, nurses and patients in order to help them strengthen their immune system. Such initiatives reduce the chance of serious illness due to nCoV and the rate of deaths among Thai citizens can be minimized. Further, this gives an opportunity to doctors and nurses to experience Mega brands and recommend to more patients.

Mega Ethiopia

Mega Ethiopia launched “Diabetes Wecare” center in association with St.Paul’s Millennium Medical Center, one of the prominent teaching hospitals in Addis Ababa and Ethiopia. As part of this initiative, Mega undertakes several activities to ensure the wellbeing of Diabetic patients. Some of them are:

- Dedicated nurse to educate the patients
- Frequent consultation from dietician
- Registration of diabetic patients and maintenance of records via the portal created by IT team from Mega India.
- Screening of blood glucose/BMI/Blood pressure/Diabetic peripheral neuropathy
- Education on several aspects ex: Monitoring the glucose levels, eye care, skin care, foot care, hypoglycemia management, diet, Heart health etc.



Mega Sri Lanka



Mega Sri Lanka has always put the health of its customers and the community by and large in the forefront of its brand campaigns. Giving back to the society and encouraging people to lead a healthy life has been its primary goal. Helping people stay healthy as long as they live has driven the company and its employees to advocate healthy eating and Cooking habits through television programs using master chefs and nutritionists. Distribution of hundreds of fruits hampers each month among cardiologists to propagate the value of an oxidant rich food for a healthy heart has been one long standing campaign by the company. The company took great efforts to protect the health of doctors who risked themselves to treat their patients during the most trying times of the covid pandemic by donating essential equipment, that helped them carry out their responsibilities, undeterred. The company will continue to advocate well-being among its customers with utmost zeal and enthusiasm in the years to come.

Mega Uganda



The covid-19 pandemic has disrupted normal life across geographies. With an objective to help our customers during such unprecedented times, Mega Uganda facilitated Vital fulfillment campaign with doctors. This initiative was organized during the lockdown. The vital package contained basic home necessities which made life easier during such difficult times.

Mega donated medicines and sundries to the Orthopedic Society of Uganda. Such customer-centric initiatives facilitate doctors to conduct their surgical camps. In addition, this helps Mega colleagues to build and strengthen their relationships with external stakeholders.

Mega Myanmar



Employee Support Program (ESP) - Mega Myanmar formed a support help desk in order to facilitate colleagues get clarity on HR policies, guidelines and SOPs during the pandemic. The objective was to respond appropriately to colleagues' queries, facilitate in addressing the issues and provide an ESP set that includes Medicine Buckets, Hygiene Buckets, Monetary Support and etc. for covid positive employees.

Medical Help Desk - A medical help desk was also formed to support colleagues by guiding them on various health issues during the ongoing pandemic and beyond. The objective was to raise awareness on precautionary measures and provide an appropriate response to colleagues' queries on the availability of healthcare specialists/hospitals in the nearby location. This would help colleagues and their loved ones in the right direction for self-care and treatment options

Mega Zambia



As a part of CSR initiative, Mega Zambia sponsored two children's eye operation related to Glaucoma in collaboration of Aggarwal eye Hospital at Lusaka.

Mega Cambodia



Donation of Zercym was done at Calmette Hospital & Preak Kossamak Hospital, which are the 1st line hospital for treatment & management in Cambodia.

Mega Indonesia



Mega Indonesia fully understands that it is important to actively engage ourselves & contribute in keeping the environment clean. This becomes critical when it comes to areas around Mega office, especially at the MLI factory premises. As a part of this endeavor, Mega Indonesia collaborated with locals to clean the areas around Mega office. Such initiatives

Mega Malaysia



As a part of We care for Your Wellness & Creating Social Value, Mega BioLife distributed “appreciation pack” to frontline sales colleagues. The idea was to recognize colleagues for their hard work & good sales performance. Such initiatives builds and enhances employee bonding with Mega & colleagues are motivated to contribute more towards organizational growth.

Mega Vietnam



After receiving donations from Mega Vietnam employees along with company’s contribution, a total amount of 32800 USD was raised. On July 15, 2021, the entire amount and 506 health care vitamin products were given directly to the Vietnam Fatherland Front Committee in Ho Chi Minh City. The representative of Vietnam Fatherland Front Committee in Ho Chi Minh City presented a thank-you letter to Mega Lifesciences.



Mega Vietnam and the Future Builder project have collaborated to provide education and food support for disadvantaged children who were orphaned by the pandemic. This includes an amount of 2900 USD and 20 samsung tablets.

Mega Ghana



Mega Ghana conducted camps and medical outreach programs including community health check-ups in 2021. We had specially made a third party manufacture masks, tissues, sanitizers specifically to donate to the covid-19 centers and also to all our frontline doctors and pharmacists. The overall support from mega was in the form of medicines, PPE's Mega products, especially supplements.

Mega Nigeria



As a part of CSV initiative, Mega celebrated World Hepatitis Day on 28th July 2021 with the theme “Hepatitis Can’t-Wait”. The campaign strategy was to develop photo frames for the healthcare workers & facilitate Walkathons, Health talks along with screening camps for awareness of Hepatitis B across Nigeria. During this campaign, more than 5000 patients benefitted from free screenings & received medical advice from the health experts.

Mega Peru



Mega Peru visited a children refuge, “God’s City”, composed by 125 boys who receives educational and psychological help for their development in life. Most of these kids are orphans & a little percentage of them have only one family member. They are classified in the group of people of poverty and extreme poverty in Peru. Mega donated boxes of Nat C YG as well as milk, oats and clothing for the children.



Mega Peru went to Pachacamac, a zone in the capital city where there are a lot of people classified as poor and extremely poor. Mega distributes boxes of our products to the children of the zone.

Mega Philippines

My Certificates for igyo

These serve as proof of the trees that will be planted for you. These will be stamped when the tree has been planted at the site.



Through the use of Gforest application, Mega Philippines was able to plant 25 trees in Ayala Land Carbon Forest Alaminos. This way, Mega was able to contribute to the Green Mega initiative.



Mega passionately drives Mega Dharma with customers. The objective is to facilitate the doctors detect diabetic neuropathy in its early stages and provide optimal care to help restore, regenerate and repair the damaged nerves of diabetic patients in order to avoid amputation. There were 47 screening camps conducted across the Philippines since Jan 2021 and 1,266 patients were screened for diabetic neuropathy.

Report Frameworks: GRI standards, core option

United Nations Sustainable Development Goals (UN SDGs)

External Assurance: None

Write back to Info@megawecare.com or investor@megawecare.com for feedback and queries.

Awards and Recognitions



COMPANY	INDUSTRY	COUNTRY/ TERRITORY	SALES	NET INCOME	MARKET VALUE
Luxip	Electronics	South Korea	19	3	32
Mark Dynamics Indonesia	Manufacturing	Indonesia	39	10	264
Mustak	Software	India	232	20	799
Medione	Healthcare	South Korea	57	15	104
Medikaloka Hermindo	Healthcare	Indonesia	304	33	1,201
Medica International	Healthcare	Taiwan	400	132	328
Mega Lifesciences	Pharmaceuticals	Thailand	402	41	1,062

Mega was included in the Forbes® Best under a Billion – A list of 200 small- medium sized companies with revenues less than a Billion Dollars across Asia. The list demonstrated the resilience of the Companies in the list during COVID including sound financial performance.

Best Companies to work for In Asia by HR Asia

Included in the ESG100 Listed companies published by ThaiPAT Institute of Thailand



Certificate of Honor received from Ministry of Natural Resources and Environment of Thailand for voluntary greenhouse gas reduction program for installation of rooftop solar electricity generation plant and reduction of greenhouse gas by 690 tonnes equivalent per year.



BUSINESS OPERATION AND OPERATING RESULTS

Corporate Memberships

Thailand Memberships

1. Health Food and Supplements Association (HFSA) – Mega Lifesciences was a Founder member.
2. Thai Pharmaceutical Manufacturers Association (TPMA)
3. Thai Self Medication Industry Association (TSMIA)
4. The Federation of Thai Industries (FTI)
5. TIPA - THAI INDUSTRIAL PHARMACIST ASSOCIATION
6. ISPE - The International Society for Pharmaceutical Engi

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102-7	Scale of the organization	32-113
102-8	Information on employees and other workers	280-299, 468-469
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102-10	Significant changes to the organization and its supply chain	None
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GRI Standard	Disclosure	2021 Annual Report Page Number
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102-35	Remuneration policies	420-421
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102-40	List of stakeholder groups	256-259
102-41	Collective bargaining agreements	N.A.
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102-45	Entities included in the consolidated financial statements	446-447

GRI Standard	Disclosure	2021 Annual Report Page Number
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102-47	List of material topics	252-253
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103-2	The management approach and its components	-
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GRI 304: BIODIVERSITY		
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401-3	Parental leave	-
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403-1	Occupational health and safety management system	406-407
403-4	Worker participation, consultation, and communication on occupational health and safety	-
403-5	Worker training on occupational health and safety	-
GRI 404: TRAINING AND EDUCATION		
404-1	Average hours of training per year per employee	8.7 hours
404-2	Programs for upgrading employee skills and transition assistance programs	280-281
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY		
405-1	Diversity of governance bodies and employees	446-447
GRI 406: NON-DISCRIMINATION		
406-1	Incidents of discrimination and corrective actions taken	None
GRI 408: CHILD LABOR		
408-1	Operations and suppliers at significant risk for incidents of child labor	None as per our Risk based Checklist answered by more than 100 suppliers in 2021
GRI 412: HUMAN RIGHTS ASSESSMENT		
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	All significant contractors are fully complied with the local labor laws.
GRI 418: CUSTOMER PRIVACY		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None



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