



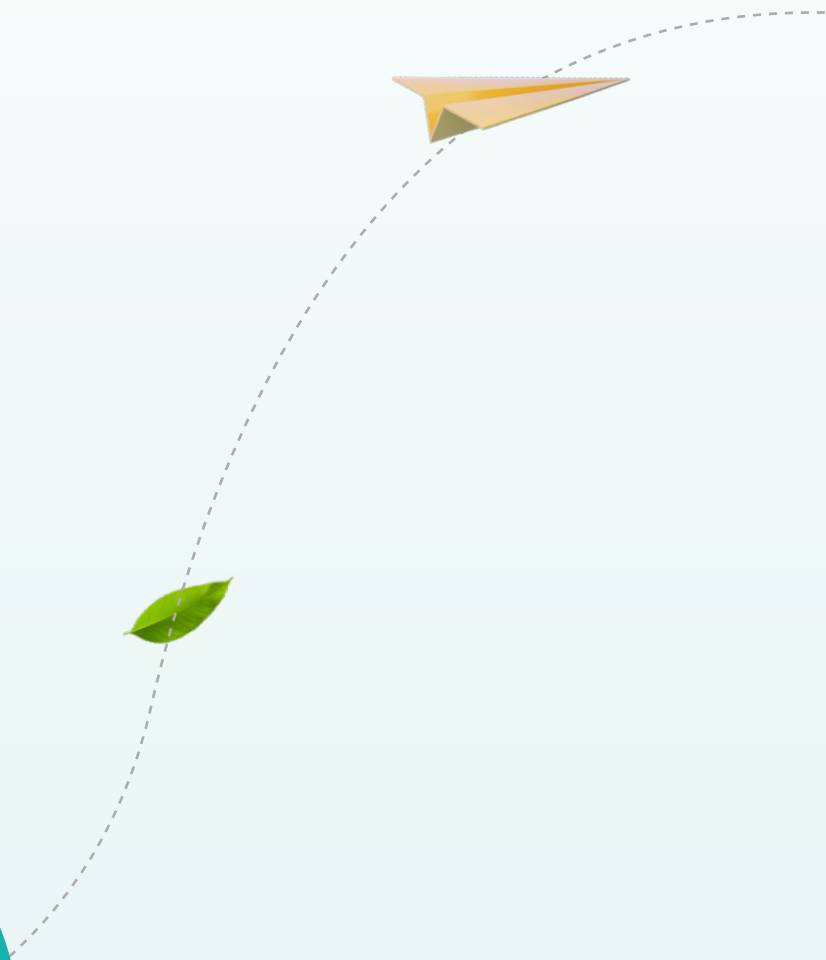
We care



# Creating Sustainable Wellness

Sustainability Report 2022

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.



# Creating Sustainable Health

Mega shall focus on high-quality products and helping people stay healthy as long as they live







# Creating Sustainable Wellness

Mega focus on the physical, mental, emotional, and social health for sustainable wellness.







# Creating Sustainable Business Inspired by Nature

MEGA is committed to incorporating eco-friendly practices and aspires to efficiently utilize resources, reduce pollution, and slash greenhouse gas emissions for a Creating a Sustainable Operation Inspired by Nature.







## About this Report

Welcome to our first sustainability report prepared in accordance with the Global Reporting Initiative (GRI) Standards. As a reputed and a formidable Pharmaceutical company we remain committed to achieve and demonstrate a sustainable growth. We have made an effort to publish our practices and data which will indicate the intent and willingness of our Board of Directors and Executives to build a sustainable Mega Lifesciences and we sincerely hope our stakeholders will appreciate the same.

## Mega Dharma **WE CARE**

**For your wellness, For your health,  
For you to stay healthy as long as you  
live**

**We care ...** not about long life, But a life lived well, A life lived on your own.... Till the last day of your life

Enjoying every breath, every moment, every relationship,  
Free, Independent, Walking

**We care...** Not just about more pills, But the right ones.  
Not just about any food But a lot of right food  
Not about more cures, But a lot of care

**We care** For your wellness, So you can live every moment, Independent, Free, Walking  
So you can say in the, end A life lived well

## **WE CARE**

## Reporting Frameworks

GRI standards, core option

United Nations Sustainable Development Goals (UN SDGs)

External Assurance: None

Write back to [Info@megawecare.com](mailto:Info@megawecare.com) or [investor@megawecare.com](mailto:investor@megawecare.com) for feedback and queries.

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# Driving Business for Sustainability



## Message from CEO and Chief Coach

### Dear Stakeholders,

I am proud to present our second 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 35 countries where we do business is the concept of Creating Shared Value. To us, that means going beyond the traditional parameters of Corporate 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

#### Creating Shared Value

- Revenue achieved **15.69 Billion baht**
- Total product registrations filed **4,405** (Year 2022 : 234)

#### Safeguarding environment

- Solar energy generated % Energy from Renewable sources : **10%** (PY 5.8%)
- Investment of **Thai 20 million baht** in 2023

#### Social enrichment

- **70,826 hours** of training
- **100 Hours** of human rights training
- **Thai 30 million baht** invested in community and other programs
- **100 hours** of sustainability training in year 2022
- **Thai 15 million baht** for employee training

#### Governance

- Board committees reorganized
- **10** New policies



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 a 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 performance evaluation system that 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.

**Innovations for communities : Mega Lifesciences has implemented mobile phone applications to connect patients, healthcare professional and pharmacies. Mega has launched this project on pilot basis in Myanmar and has onboarded more than 1,000 patients to connect with the healthcare ecosystem. Mega Lifesciences has committed approximately USD 10 million over next 8-10 years for this project.**

## 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 have collectively saved 863 ton (2021 : 716 ton) Co<sub>2</sub> emissions. We have invested USD 1.50 million in installing the above solar plants and have achieved a saving of USD 200,000 in costs of electricity. Australia and Thailand manufacturing facilities have installed 100% LED lighting.

**Innovations to make this planet cleaner and safer : Mega Lifesciences has invested Thai baht 1.5 million to achieve efficiencies in electrical usage of chillers in the Thailand manufacturing plant resulting in net savings of 337 tons of Co<sub>2</sub> emissions and Thai Baht 2.5 million per annum.**

**Motion and time sensor switches have been installed in the Thailand manufacturing plant resulting in net savings of 29 tons of Co<sub>2</sub> emissions by investing Thai Baht 100,000.**

**Improved roller in feed sealing station has resulted in a reduction of waste by 2.88% thus resulting in a net saving of 581 kgs of waste per annum.**

**Improvement of carton design lead to reduction of 834 kgs of waste per annum.**

## 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.

## Recognitions/Achievements in year 2022.

1. THSI – Mega has been included in the Thailand Sustainable Investing group by the Stock Exchange of Thailand for Mega's initiatives in Sustainability.
2. Mega Lifesciences has signed Letter of Intent for inclusion in the Collective Alliance Against Corruption by the Institute of Directors of Thailand. We have also submitted a self evaluation checklist certified by the Chairman of Board of Directors, Chairman of Audit Committee and CEO and this checklist has been audited by a reputed third party auditor from Thailand.



A handwritten signature in black ink, appearing to be 'Vivek Dhawan', written over a horizontal line.

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 35 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. 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 95% of the business revenues. Mega Lifesciences also manufactures products under OEM contracts in its facilities located in Thailand and Australia.

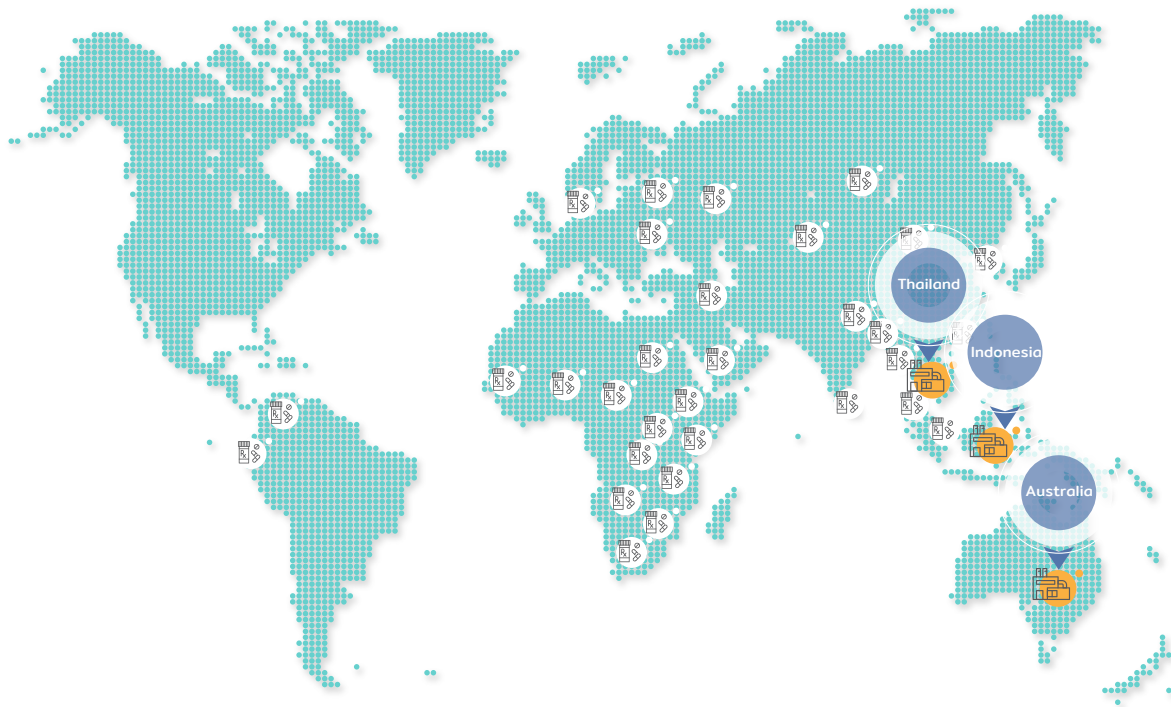
## Our Growth Strategies

- 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
- Deep technology investments for connecting Patients, Health Care Professionals and Pharmacies to improve the healthcare ecosystem.
- 5,700+ employees worldwide
- Presence in 35 countries
- 3,508 trademarks registered (Year 2022 : 210 trademarks)

## Our presence



## Corporate Governance

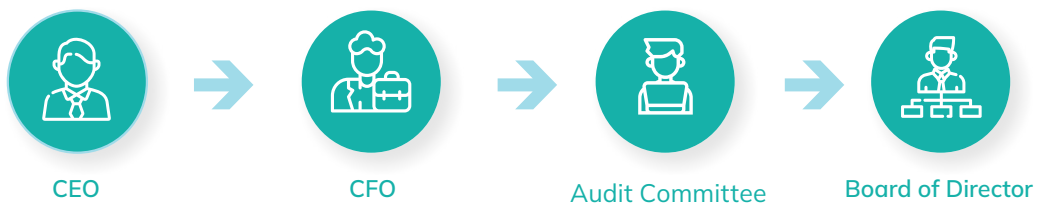
### Material Concerns

- Anti-Corruption
- Risk Management
- Human Rights
- Business Continuity
- ESG compliance

### SDGs at play



### Organizational Enablers





## Mega's governance with Ethics and Integrity.

Mega Lifesciences Public Limited Company and its Subsidiaries and Associates (collectively “MEGA”) has a comprehensive and a holistic framework for corporate governance. Central to MEGA's Corporate Governance are the values of Truth, Trust, Respect and Freedom. MEGA's framework ensures creating an enduring framework that has transparency, compliance, integrity, business continuity and risk management which will be a foundation of sustainable MEGA.

Apart from a detailed Business Ethics and Code of Conduct MEGA has focused policies on the below facets of governance:



MEGA's Business Ethics and Code of Conduct is a bedrock of all the above policies and contributes to building a strong and sustainable MEGA which will continue to [Live and Grow beyond Us](#).

The framework of Governance sets parameters and standards to ensure a behavior beyond Compliance with Laws. MEGA also champions product quality and regulatory compliance including a robust practice and policy framework to ensure Pharmacovigilance system to mitigate the sectoral risks related to Pharmaceutical industry.

The Board of Directors and their respective Committees ensure a robust oversight to ensure compliance with the above policies.



Mega Lifesciences identifies Corruption Risk as one of the key risks since the Company operated in Developing and under developed countries.

The Company's Audit Committee is assigned the task of oversight for Anti-Corruption. The Company has recently signed an intent to join CAC – Thai Private Sector's Collective Alliance Against Corruption spear headed by the Institute of Directors, Thailand as per the Principles of UN Convention Against Corruption (UNCAC).

## MEGA's LEADERSHIP

MEGA's Board of Directors is responsible for Strategy and oversight of the Company's performance. The Leadership reflects various strengths which are essential for excellence and implementation of a winning strategy for a company. The Board members have diverse skills and experience which has generously contributed to the growth and sustainability of MEGA in turbulent times. Directors review policies periodically and contribute towards development of policies. Board also undertakes self-evaluation and publishes the results of its evaluation process.



**Mr. Mechai Viravaidya**

- Independent Director
- Chairperson



**Mr. Alan Kam,**

- Independent Director
- Chairperson of the Audit Committee
- Member of Nomination Committee
- Chairperson of Sustainability, Risk Management and Corporate Governance Committee



**Mr. Vijay Karwal**

- Independent Director
- Member of Audit Committee
- Chairperson of Nomination Committee
- Chairperson of Remuneration Committee



**Mr. Thor Santisiri**

- Independent Director
- Member of Audit Committee
- Member of Nomination Committee
- Member of Sustainability Risk Management and Corporate Governance Committee



**Mr. Kirit Shah**

- Non-executive Director
- Member of Remuneration Committee



**Ms. Sameera Shah**

- Non-executive Director



**Mr. Vivek Dhawan**

- Executive Director
- Chief Executive Officer
- Member of Remuneration Committee



**Mr. Thomas Abraham**

- Executive Director
- Chief Financial Officer
- Member of Sustainability, Risk Management and Corporate Governance Committee



**Mr. Shiraz Erach Poonevala**

- Non-executive Director



**Mr. Ishaan Shah**

- Non-executive Director

|   | Strategy | Industry Knowledge | Accounting and Finance | Risk Management | Corporate Governance |
|---|----------|--------------------|------------------------|-----------------|----------------------|
| 1 Mr. Meechai Viravaidya,<br>Independent Director and<br>Chairman of Board of Directors                     | ●        |                    |                        |                 | ●                    |
| 2 Mr. Alan Kam,<br>Chairman of Audit Committee<br>and Independent Director                                  | ●        | ●                  | ●                      | ●               | ●                    |
| 3 Mr. Manu Sawangjaeng,<br>Chairman of Remuneration and<br>Nomination Committee and<br>Independent Director | ●        | ●                  |                        |                 | ●                    |
| 4 Mr Vijay Karwal,<br>Chairman of Remuneration and<br>Nomination Committee and<br>Independent Director      | ●        | ●                  | ●                      | ●               | ●                    |
| 5 Mr. Thor Santhisiri,<br>Member of Audit Committee<br>and Independent Director                             | ●        |                    |                        |                 | ●                    |
| 6 Mr. Kirit C. Shah,<br>Non-executive Director  | ●        |                    | ●                      |                 | ●                    |
| 7 Mr. Ishaan Shah,<br>Non-executive Director  | ●        |                    |                        |                 | ●                    |
| 8 Ms. Sameera Shah,<br>Non-executive Director   | ●        |                    |                        |                 | ●                    |
| 9 Mr. Shiraz E.Poonevala,<br>Non-executive Director   | ●        |                    | ●                      |                 | ●                    |
| 10 Mr. Vivek Dhawan,<br>Executive Director,<br>Member of Remuneration and<br>Nomination Committee and CEO   | ●        | ●                  | ●                      | ●               | ●                    |
| 11 Mr. Thomas Abraham Executive<br>Director and CFO   | ●        | ●                  | ●                      | ●               | ●                    |

The Board of Directors has a well-defined Authorization Table which clearly lays down the authority limits for Board of Directors, Executives and Senior/ Middle Management. MEGA follows a detailed process of approvals from Board of Directors and also sharing significant events.

## Risk Management

Mega Lifesciences continues to function in challenging markets and during challenging times especially when commerce is affected by COVID-19. MEGA faces competition in the Pharmaceutical and Medicinal Supplements sector and has a diligent and well thought strategy to cope with the risks arising due to various reasons.

A holistic/ comprehensive Enterprise Risk Management framework in accordance with COSO's guidance has been put in place to ensure survival and sustainability of MEGA. The ERM framework deals with risks and creates a risk culture in Mega Lifesciences across all its operations to enable the Management to mitigate the adversities/ risks and to exploit the opportunities to maximum extent possible.

### The framework involves

- Setting a Risk Management policy in accordance with the COSO's framework and principles and the policy is designed to cover Mega Lifesciences Public Company Limited and all its subsidiaries and associates worldwide
- Setting up a Risk Appetite for the Company
- Collecting the risks from all the functional/ location heads
- Evaluating the inherent risks
- Preparing a plan to mitigate the risks
- Monitoring the situation and the progress

## Key Risks

### Commercial and Product Risk

Mega Lifesciences risk of product technological obsolescence, erosion of market share/ margins and competition pressures

#### Mitigation strategies include

- i) Sourcing/ developing better quality products with next generation technologies.
- ii) Diversification of product portfolios and strengthening the Business Developing and Marketing Support functions. Niche products launched in markets with a primary objective of affordable healthcare.
- iii) Strategic choices between manufacturing and sourcing need to be made diligently.
- iv) Vendor development including regulatory and quality assurance audits and adopting a risk based approach for evaluation/ monitoring the suppliers for materials/ products.
- v) Safeguarding intellectual property and focused brand building strategies in markets/ product segments.
- vi) Encouraging cost and other efficiencies on ongoing basis.

## Manpower Risk

Mega Lifesciences being a market and marketing oriented company risks loss of business opportunities due to high levels of turnover

#### Mitigation strategies include

- i) Manpower capacity building
- ii) Effective performance evaluation and reward systems
- iii) Tailoring Long term and short term reward systems
- iv) Leadership building including succession planning

## Pharmaceutical Industry related and or Regulatory risks

Mega Lifesciences manufactures, sources and markets Medicinal supplements and pharmaceutical products and is faced with a risk of Product quality failures, risk of failure to meet the GMP/ other Quality framework and also has a risk of failure to maintain a pharmacovigilance system in the Company

### Mitigation strategies include:

- i) Build and maintain robust quality assurance practices and continuously challenging/ revising the Quality Audit/ Quality check processes
- ii) Vendor development and audits and systematic batch evaluation techniques
- iii) Training and development of manpower for GMP audits/ practices
- iv) Maintaining a strong network of pharmacovigilance with clearly defined SOPs and helplines

## Business Continuity Risks

Mega Lifesciences faces an ever increasing risk of business continuity

### Mitigation Measures include

- i) Maintaining adequate funds, inventories and addressing the risk of manpower turnover at various levels
- ii) Maintain business continuity plan and guidelines on occurrence of any event threatening to affect business continuity
- iii) Building an effective leadership succession plan
- iv) Building a diverse product range with alternative supply sources

## Corruption Risk

Mega Lifesciences operates in developing and under developed countries including some in Asia and Africa. Many of the countries are classified under Red Zone in the Corruption Perception Index published by Transparency International. Mega Lifesciences undertakes corruption risk assessment and the inherent risk of corruption is high.

### Mitigation Measures include:

- i) Policy measures and implementation
- ii) Internal Controls including accounting and processes

## Emerging Risks

### Cyber Risk

Mega Lifesciences faces risks of business continuity due to cyber events and also continues to face risks of unauthorized penetration of IT system an event which can be seen as invasion of its intellectual property and confidential data

### Mitigation Measures include

- i) Investing in cyber protection systems including encryption processes, firewalls, updated virus protection patches, cyber security training and cyber security awareness
- ii) Investing in updated IT systems in the Company

## Climate change/ Environmental Risk

Mega Lifesciences is growing worldwide and requires ever increasing use of non-renewable resources and has a risk of shortage of such resources due to increasing competition and consumption

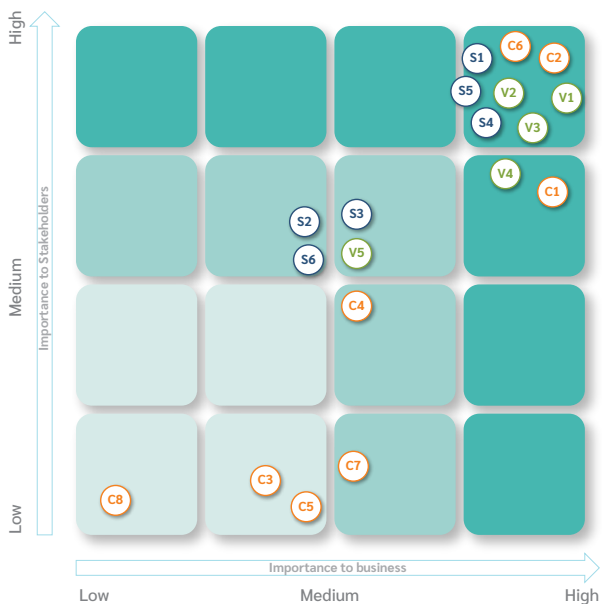
### Mitigation Processes include

- i) Building, developing and or sourcing alternative technologies for its products
- ii) Helping the world develop alternate materials/ therapies

## 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 stake holders 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  |
|--|----------------------------|--|---|
| <b>Economic Dimension</b><br>C1 Corporate Governance (H, H)<br>C2 Risk Management<br>C3 Sustainable sourcing<br>C4 Responsible business practices<br>C5 Information Technology<br>C6 Affordable and Innovative Medicines<br>C7 Anti-Corruption<br>C8 Combatting Counterfeit Drugs/ Enforcement | Thailand and rest of world | <ul style="list-style-type: none"> <li>Optimize risks and exploit opportunities</li> <li>Fines for not complying with environmental laws/standards.</li> <li>Continuity of supplies</li> <li>Optimization of supply prices</li> <li>Data Privacy</li> <li>Avoid business disruptions due to cyber attacks</li> </ul>           |  <br>   |
| <b>Environment Dimension</b><br>V1 Waste Management<br>V2 Water Management<br>V3 Energy Management<br>V4 Compliance with Environment laws<br>V5 Community engagement   | Thailand manufacturing     | <ul style="list-style-type: none"> <li>Hazardous and non-hazardous waste</li> <li>Water recycling and usage of ground water/municipal supplies</li> <li>Energy from renewable and non-renewable sources</li> <li>Total energy consumption</li> <li>Engaging with communities in and around manufacturing operations</li> </ul> |  <br>   |
| <b>Social Dimension</b><br>S1 Attracting and retaining Talent<br>S2 Training and Development<br>S3 Diversity<br>S4 Human Rights<br>S5 Non-Discrimination and no harassment<br>S6 Community development   | Thailand and Rest of world | <ul style="list-style-type: none"> <li>Building talent at workplace</li> <li>Capacity development/training</li> <li>Fatalities and absence due to workplace injuries</li> <li>Corporate Social Responsibility</li> <li>Ensuring a free and fair workplace</li> </ul>   |  <br> <br>  |

## 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

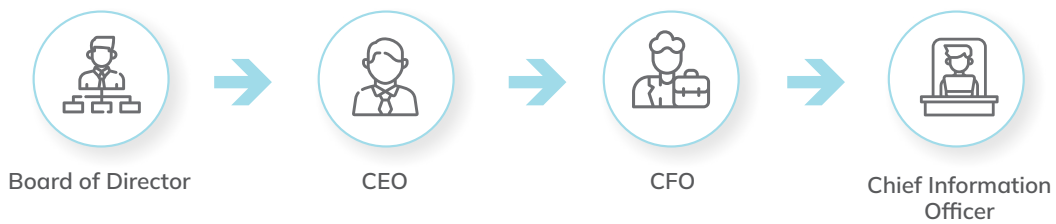


**2,100 hours** of training on cyber security awareness in year 2021-22. Approximately **500 hours** planned in 2023

## Corporate Governance enablers

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

## Administrative enablers







**SDGs as play**

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

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

## 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 2022 | FY 2021 | FY 2020 |
| Sale revenues  | Million Baht | 15,686  | 14,136  | 12,589  |
| Revenues from sale of goods and rendering of services                  | Million Baht | 15,686  | 14,136  | 12,589  |
| Net sales plus revenues from financial investments and sales of assets | Million Baht | 15,728  | 14,149  | 12,602  |

| Economic Value Distributed                              |              | FY 2022 | FY 2021 | FY 2020 |
|---|--------------|---------|---------|---------|
| Employee wages and benefits                             | Million Baht | 2,404   | 2,259   | 2,058   |
| Operating cost  | Million Baht | 5,298   | 4,686   | 4,154   |
| Payments to government : Gross taxes                    | Million Baht | 389     | 363     | 227     |
| Payments to providers of capital :<br>Dividend payments | Million Baht | 1,404   | 924     | 671     |
| Community investments                                   | Million Baht | 1       | 7       | -       |
| Economic value retained                                 | Million Baht | 8,316   | 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

| Particulars Consolidated   | 2022         |                | 2021         |                |
|--|--------------|----------------|--------------|----------------|
|  | Rate (%)     | Baht ('000)    | Rate (%)     | Baht ('000)    |
| Operating Profits before Income tax expense  |              | 2,594,676      |              | 2,276,880      |
| Income tax using the expected average tax rate*  | 20.9%        | 543,323        | 22.8%        | 519,184        |
| Tax effect of income and expense that are not taxable or not deductible in determining taxable profit, net |              | (193,312)      |              | (179,392)      |
| Others   |              | 4,622          |              | (3,768)        |
| <b>Total</b>   | <b>13.7%</b> | <b>354,633</b> | <b>14.8%</b> | <b>336,024</b> |

\* 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 35 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

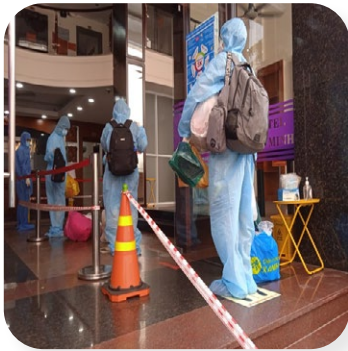
Mega Lifesciences along with other companies witnessed the unprecedented COVID-19 related crisis which threatened Business Continuity for multiple reasons. Pharmaceutical industry and businesses were at the forefront of the fight against COVID-19 pandemic. We promptly developed the strategy to stay along 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, Mr. Vivek Dhawan 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 THAI BAHT 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 (3<sup>rd</sup> Party sourcing) and files the product registration applications across more than 35 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       |
| Nutra                   | 727         | 842         | 219        | <b>1788</b> |
| OTC                     | 61          | 72          | 37         | <b>170</b>  |
| Prescriptions           | 392         | 280         | 372        | <b>1044</b> |
| <b>Total</b>            | <b>1180</b> | <b>1194</b> | <b>628</b> | <b>3002</b> |

#### Registrations in Thailand only

| Number of Registrations |            |             |           |             |
|-------------------------|------------|-------------|-----------|-------------|
| Category                | Active     | Non-Active  | Applied   | Total       |
| Nutra                   | 131        | 1106        | 18        | <b>1255</b> |
| OTC                     | 12         | 21          | 2         | <b>35</b>   |
| Prescriptions           | 38         | 53          | 22        | <b>113</b>  |
| <b>Total</b>            | <b>181</b> | <b>1180</b> | <b>42</b> | <b>1403</b> |

#### Total Registrations Worldwide (including Thailand)

| Number of Registrations |             |             |            |             |
|-------------------------|-------------|-------------|------------|-------------|
| Category                | Active      | Non-Active  | Applied    | Total       |
| Nutra                   | 858         | 1948        | 237        | <b>3043</b> |
| OTC                     | 73          | 93          | 39         | <b>205</b>  |
| Prescriptions           | 430         | 333         | 394        | <b>1157</b> |
| <b>Total</b>            | <b>1361</b> | <b>2374</b> | <b>670</b> | <b>4405</b> |

#### Details of Unique Products

| Number of Registrations |            |            |            |             |
|-------------------------|------------|------------|------------|-------------|
| Category                | Active     | Non-Active | Applied    | Total       |
| Nutra                   | 243        | 746        | 5          | 994         |
| OTC                     | 21         | 17         | 1          | 39          |
| Prescriptions           | 179        | 98         | 128        | 405         |
| <b>Total</b>            | <b>443</b> | <b>861</b> | <b>134</b> | <b>1438</b> |

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 21<sup>st</sup> 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 followup 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.

Quality, human rights, supplier code and safety audits conducted for more than 50 suppliers in year 2022.



Myanmar ISO 9001

Myanmar GSDP 9001

Mega Cambodia ISO 9001

**Target : Mega Lifesciences is preparing for ISO 17025 for competence in laboratory and testing processes in year 2023**

## 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





| Energy   |  |            |                  |
|--|--|------------|------------------|
| GRI 302-1 (2016)   | <b>Energy Consumption within Organization</b>                                    |            |                  |
|  | <b>Total Energy consumption within the Organization</b>                          | MWh        | <b>22,832.18</b> |
|  | <b>Total fuel consumption within the organization from non-renewable sources</b> |            |                  |
|  | <b>Total Non-renewable fuels purchased and consumed</b>                          | <b>MWh</b> | <b>9,115.94</b>  |
|  | Natural Gas  | MWh        | 9,115.94         |
|  | Diesel   | MWh        | -                |
|  | Gasohol  | MWh        | -                |
|  | <b>Total Non-renewable electricity purchased</b>                                 | <b>MWh</b> | <b>12,342.01</b> |
|  | Electricity purchased  | MWh        | 12,342.01        |
|  | <b>Total fuel consumption within the organization from renewable sources</b>     |            |                  |
|  | <b>Total Renewable Energy consumption within the organization</b>                | <b>MWh</b> | <b>1,374.23</b>  |
|  | Solar Energy   | MWh        | 1,374.23         |
|  | <b>Energy Consumption Outside the Organization</b>                               |            |                  |
|  | <b>Total Energy Consumption Outside the Organization</b>                         | <b>MWh</b> | <b>803.31</b>    |
|  | Total Transmission and Distribution (T & D) Losses                               | MWh        | 803.31           |
|  | Upstream Transportation and Distribution   | MWh        | -                |
|  | Downstream Transportation and Distribution                                       | MWh        | -                |
| <b>Energy intensity</b>  |  |            |                  |
| Energy intensity ratio inside the organization   | MWh/Million Capsule  | -          |                  |
| Energy intensity ratio outside the organization  | MWh/Million Capsules   | -          |                  |
| <b>Reduction of energy consumption</b>   |  |            |                  |
| Amount of energy consumption reduction achieved through energy conservation and efficiency initiative projects | MWh  | -          |                  |

| Water            |  |                      |              |
|------------------|--|----------------------|--------------|
| GRI 303-3 (2018) | <b>Water Withdrawal</b>                                    |                      |              |
|                  | <b>Total water withdrawal from all areas</b>               | <b>m<sup>3</sup></b> | <b>0.068</b> |
|                  | Surface water  | m <sup>3</sup>       | -            |
|                  | Groundwater  | m <sup>3</sup>       | -            |
|                  | Seawater   | m <sup>3</sup>       | -            |
|                  | Produced water   | m <sup>3</sup>       | -            |
|                  | Third-party water  | m <sup>3</sup>       | 0.068        |
|                  | <b>Fresh water (≤1,000 mg/L Total Dissolved Solids)</b>    | <b>m<sup>3</sup></b> | <b>0.068</b> |
|                  | Surface water  | m <sup>3</sup>       | -            |
|                  | Groundwater  | m <sup>3</sup>       | -            |
|                  | Seawater   | m <sup>3</sup>       | -            |
|                  | Produced water   | m <sup>3</sup>       | -            |
|                  | Third-party water  | m <sup>3</sup>       | 0.068        |
|                  | <b>Other water (&gt;1,000 mg/L Total Dissolved Solids)</b> | <b>m<sup>3</sup></b> | <b>-</b>     |
|                  | Surface water  | m <sup>3</sup>       | -            |

| Water                   |  |                      |              |
|-------------------------|--|----------------------|--------------|
|                         | Groundwater  | m <sup>3</sup>       | -            |
|                         | Seawater   | m <sup>3</sup>       | -            |
|                         | Produced water   | m <sup>3</sup>       | -            |
|                         | Third-party water  | m <sup>3</sup>       | -            |
|                         | <b>Total water withdrawal from all areas with water stress</b> | <b>m<sup>3</sup></b> | <b>-</b>     |
|                         | Surface water  | m <sup>3</sup>       | -            |
|                         | Groundwater  | m <sup>3</sup>       | -            |
|                         | Seawater   | m <sup>3</sup>       | -            |
|                         | Produced water   | m <sup>3</sup>       | -            |
|                         | Third-party water  | m <sup>3</sup>       | -            |
|                         | <b>Total third-party water withdrawal by withdrawal source</b> |                      |              |
|                         | Surface water  | m <sup>3</sup>       | -            |
|                         | Groundwater  | m <sup>3</sup>       | -            |
|                         | Seawater   | m <sup>3</sup>       | -            |
|                         | Produced water   | m <sup>3</sup>       | -            |
|                         | <b>Fresh water (≤1,000 mg/L Total Dissolved Solids)</b>        | <b>m<sup>3</sup></b> | <b>-</b>     |
|                         | Surface water  | m <sup>3</sup>       | -            |
|                         | Groundwater  | m <sup>3</sup>       | -            |
|                         | Seawater   | m <sup>3</sup>       | -            |
|                         | Produced water   | m <sup>3</sup>       | -            |
|                         | Third-party water  | m <sup>3</sup>       | -            |
|                         | <b>Other water (&gt;1,000 mg/L Total Dissolved Solids)</b>     | <b>m<sup>3</sup></b> | <b>-</b>     |
|                         | Surface water  | m <sup>3</sup>       | -            |
|                         | Groundwater  | m <sup>3</sup>       | -            |
|                         | Seawater   | m <sup>3</sup>       | -            |
|                         | Produced water   | m <sup>3</sup>       | -            |
|                         | Third-party water  | m <sup>3</sup>       | -            |
| <b>GRI 303-4 (2018)</b> | <b>Water Discharge</b>   |                      |              |
|                         | <b>Total Water discharge to all area</b>                       | <b>m<sup>3</sup></b> | <b>0.004</b> |
|                         | <b>break down by destinations :</b>                            |                      |              |
|                         | Surface water  | m <sup>3</sup>       | -            |
|                         | Groundwater  | m <sup>3</sup>       | -            |
|                         | Seawater   | m <sup>3</sup>       | -            |
|                         | Third-party water  | m <sup>3</sup>       | 0.004        |
|                         | Third-party water sent for use to other organizations          | m <sup>3</sup>       | -            |
|                         | <b>break down by type of water :</b>                           |                      |              |
|                         | Fresh water (≤1,000 mg/L Total Dissolved Solids)               | m <sup>3</sup>       | -            |
|                         | Other water (>1,000 mg/L Total Dissolved Solids).              | m <sup>3</sup>       | -            |
|                         | <b>Total Water discharge to all area with water stress</b>     | <b>m<sup>3</sup></b> | <b>-</b>     |

| Water                   |   |                |       |
|-------------------------|---|----------------|-------|
|                         | <b>break down by type of water :</b>                    |                |       |
|                         | Fresh water ( $\leq 1,000$ mg/L Total Dissolved Solids) | m <sup>3</sup> | -     |
|                         | Other water ( $> 1,000$ mg/L Total Dissolved Solids)    | m <sup>3</sup> | -     |
| <b>GRI 303-5 (2018)</b> | <b>Water consumption</b>                                |                |       |
|                         | Water consumption from all area                         | m <sup>3</sup> | 0.014 |
|                         | Water consumption from all area with water stress       | m <sup>3</sup> | -     |
| <b>GRI 303-5 (2018)</b> | <b>Water storage</b>                                    |                |       |
|                         | Change in water storage                                 | m <sup>3</sup> | 0.00  |

| Air and GHG Emissions   |  |   |                     |
|-------------------------|--|---|---------------------|
| <b>GRI 305-1 (2016)</b> | <b>GHG Emissions</b>   |   |                     |
|                         | <b>Total GHG emissions (Scope 1+2+3)</b>   | <b>Tonne CO<sub>2</sub> equivalents</b>                   | <b>(627,413.27)</b> |
|                         | <b>Direct (Scope 1) GHG emissions</b>  | <b>Tonne CO<sub>2</sub> equivalents</b>                   | <b>(633,276.08)</b> |
|                         | Biogenic CO <sub>2</sub> emissions (Scope 1)   | Tonne CO <sub>2</sub> equivalents                         | -                   |
| <b>GRI 305-2 (2016)</b> | <b>GHG Scope 2</b>   | <b>Tonne CO<sub>2</sub> equivalents</b>                   | <b>5,504.54</b>     |
| <b>GRI 305-3 (2016)</b> | <b>GHG Scope 3</b>   | <b>Tonne CO<sub>2</sub> equivalents</b>                   | <b>358.28</b>       |
|                         | Biogenic CO <sub>2</sub> emissions (Scope 3)   | Tonne CO <sub>2</sub> equivalents                         | -                   |
| <b>GRI 305-4 (2016)</b> | GHG intensity (With Revenue)   | Tonne CO <sub>2</sub> equivalents/<br>MillionTHB          | -                   |
|                         | GHG intensity (With Production)  | Tonne CO <sub>2</sub> equivalents/<br>Million Std Capsule | -                   |
| <b>GRI 305-5 (2016)</b> | Reduction of GHG Emissions   | Tonne CO <sub>2</sub> equivalentss                        | -                   |
| <b>GRI 305-6 (2016)</b> | <b>Emissions of Ozone-Depleting Substances (ODS)</b>                                     |   |                     |
|                         | Total ozone-depleting substances (ODS) emissions   | Tonne CFC-11e   | 0.01                |
| <b>GRI 305-7 (2016)</b> | <b>Nitrogen Oxides (NOX) , Sulfur Oxides (SOX) , and Other Significant Air Emissions</b> |   |                     |
|                         | Total nitrogen oxides (NOX) emissions  | Tonne   | -                   |
|                         | Total sulfur oxides (SOX) emissions  | Tonne   | -                   |
|                         | Total volatile organic compounds (VOC) emissions   | Tonne   | -                   |
|                         | Total Particulate Matter (PM) Emission   | Tonne   | -                   |

| Waste                   |   |       |   |
|-------------------------|---|-------|---|
| <b>GRI 306-3 (2020)</b> | <b>Waste Generated</b>                              |       |   |
|                         | Total waste generated                               | Tonne | - |
|                         | Total hazardous waste generated                     | Tonne | - |
|                         | Total non-hazardous waste generated                 | Tonne | - |
| <b>GRI 306-4 (2020)</b> | <b>Waste diverted from disposal (Offsite)</b>       |       |   |
|                         | Total waste diverted from disposal                  | Tonne | - |
|                         | <b>Total hazardous waste diverted from disposal</b> |       |   |
|                         | Total hazardous waste diverted from disposal        | Tonne | - |
|                         | • Preparation for reuse                             | Tonne | - |

| Waste                   |   |       |   |
|-------------------------|---|-------|---|
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Recycling   | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Other recovery operations                             | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | <b>Total non-hazardous waste diverted from disposal</b> |       |   |
|                         | Total non-hazardous waste diverted from disposal        | Tonne | - |
|                         | • Preparation for reuse                                 | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Recycling   | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Other recovery operations                             | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
| <b>GRI 306-5 (2020)</b> | <b>Waste directed to disposal (Offsite)</b>             |       |   |
|                         | Total waste directed from disposal                      | Tonne | - |
|                         | <b>Total hazardous waste directed to disposal</b>       |       |   |
|                         | Total hazardous waste directed to disposal              | Tonne | - |
|                         | • Incineration (with energy recovery)                   | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Incineration (without energy recovery)                | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Landfilling   | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | • Other disposal operations                             | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |
|                         | <b>Total non-hazardous waste directed to disposal</b>   |       |   |
|                         | Total non-hazardous waste directed to disposal          | Tonne | - |
|                         | • Incineration (with energy recovery)                   | Tonne | - |
|                         | Onsite  | Tonne | - |
|                         | Offsite   | Tonne | - |

| Waste                                    |       |   |
|--|-------|---|
| • Incineration (without energy recovery) | Tonne | - |
| Onsite                                   | Tonne | - |
| Offsite                                  | Tonne | - |
| • Landfilling                            | Tonne | - |
| Onsite                                   | Tonne | - |
| Offsite                                  | Tonne | - |
| • Other disposal operations              | Tonne | - |
| Onsite                                   | Tonne | - |
| Offsite                                  | Tonne | - |

### Find out Baseline Water Stress using this website :

<https://www.wri.org/applications/aqueduct/water-risk-atlas/>

| Source of Water | Province     | Baseline Water Stress*    | Water Stress Classification | Comment                            |
|-----------------|--------------|---------------------------|-----------------------------|------------------------------------|
| MWA             | Samut Prakan | Medium - High<br>(20-40%) | Yes                         | 2021, Reference from AQUEDUCT Tool |

\* Note : Baseline water stress should be updated annually.

### 47,200 kg solvent diverted to other uses and saved from incineration in year 2022.

| Month        | Non-Hazardous                       | % of Non-Hazardous waste directed to Incineration | Hazardous                        | Hazardous waste directed to Incineration | Hazardous waste diverted from disposal |
|--------------|-------------------------------------|---|----------------------------------|--|--|
|              | Net Gelatin,Paper, Glove+Other (kg) | %   | Product Defect, Net Gelatin (kg) | kg                                       | Used Solvent (kg)                      |
| January      | 70,480.00                           | 100   | 5,405.50                         | 5,405.50                                 | 4,200.00                               |
| February     | 76,650.00                           | 100   | 7,900.00                         | 7,900.00                                 | 5,600.00                               |
| March        | 82,959.00                           | 100   | 8,138.60                         | 8,138.60                                 | 5,000.00                               |
| April        | 61,578.00                           | 100   | 6,481.40                         | 6,481.40                                 | 4,800.00                               |
| May          | 80,207.00                           | 100   | 5,823.40                         | 5,823.40                                 | 4,200.00                               |
| June         | 97,400.00                           | 100   | 7,802.90                         | 7,802.90                                 | 4,800.00                               |
| July         | 76,170.00                           | 100   | 6,460.50                         | 6,460.50                                 | 5,000.00                               |
| August       | 75,550.00                           | 100   | 6,995.00                         | 6,995.00                                 | 3,800.00                               |
| September    | 52,020.00                           | 100   | 6,169.90                         | 6,169.90                                 | 2,800.00                               |
| October      | 75,904.00                           | 100   | 4,358.20                         | 4,358.20                                 | 3,400.00                               |
| November     | 60,760.00                           | 100   | 3,820.40                         | 3,820.40                                 | 2,400.00                               |
| December     | 27,510.00                           | 100   | 2,320.00                         | 2,320.00                                 | 1,200.00                               |
| <b>Total</b> | <b>837,188.00</b>                   | <b>100</b>  | <b>71,675.80</b>                 | <b>71,675.80</b>                         | <b>47,200.00</b>                       |

## Planted fruit and local herd trees in our manufacturing facility in Bangpoo.

| Name                                 | Quantity | Name                           | Quantity | Name          | Quantity |
|--------------------------------------|----------|--------------------------------|----------|---------------|----------|
| Coconut                              | 45       | Santol                         | 3        | Great marindo | 1        |
| Sugar apple, Annona                  | 4        | Papaya                         | 10       | Curd fruit    | 2        |
| Malay apple, Pomerac                 | 3        | Tamarind                       | 6        | Acacia        | 1        |
| Guava                                | 10       | Longkong                       | 2        | Cork wood     | 2        |
| Mango                                | 12       | Longan                         | 2        | Kaffir lime   | 1        |
| Java apple                           | 5        | Gold apple                     | 2        | Eggplant      | 13       |
| Tangarine                            | 4        | Rambutan                       | 1        | Mulberry      | 28       |
| Jack fruit                           | 4        | Manila tamaMr.ind              | 2        | Lemon grass   | 20       |
| Dates palm                           | 1        | Grapefruit, Pomelo,<br>Pummelo | 3        | Ginger        | 8        |
| Mangosteen                           | 4        | Olive                          | 2        | Termeric      | 4        |
| Cucumber tree, Bilimbi               | 1        | Madan                          | 1        | Pineapple     | 2        |
| Star gooseberry                      | 4        | Banana                         | 6        | Finger root   | 2        |
| Black plum                           | 1        | Marian plum                    | 2        | Galangal      | 2        |
| Rambeh, rambi                        | 1        | Lychee, Litchi                 | 4        | Sweet basil   | 6        |
| Star apple, Star fruit,<br>Carambola | 4        | Neem                           | 1        | Holy basil    | 6        |
| Indian gooseberry                    | 2        | Moringa                        | 2        | Chaya spinash | 4        |
| Curry leaf                           | 2        | Avocado                        | 2        | Shrubby basil | 2        |

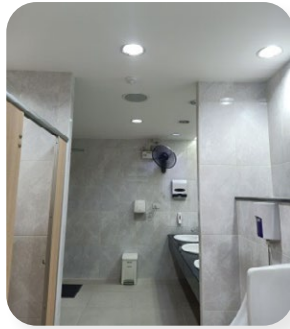


## Innovations and savings

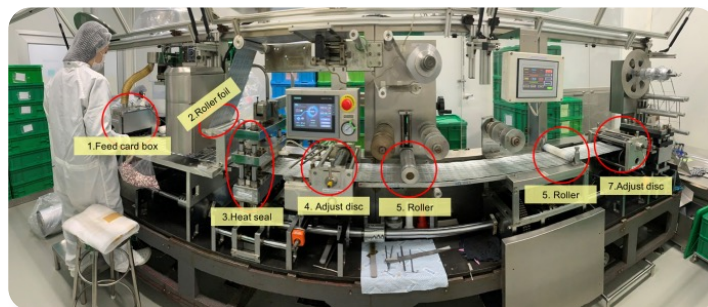
Innovations to make this planet cleaner and safer : Mega Lifesciences has invested Thai baht 1.5 million to achieve efficiencies in electrical usage of chillers in the Thailand manufacturing plant resulting in net savings of 337 tons of CO<sub>2</sub> emissions and Thai Baht 2.5 million per annum.



Motion and time sensor switches have been installed in the Thailand manufacturing plant resulting in net savings of 29 tons of CO<sub>2</sub> emissions by investing Thai Baht 100,000.



Improved roller in feed sealing station has resulted in a reduction of waste by 2.88% thus resulting in a net saving of 581 kgs of waste per annum.



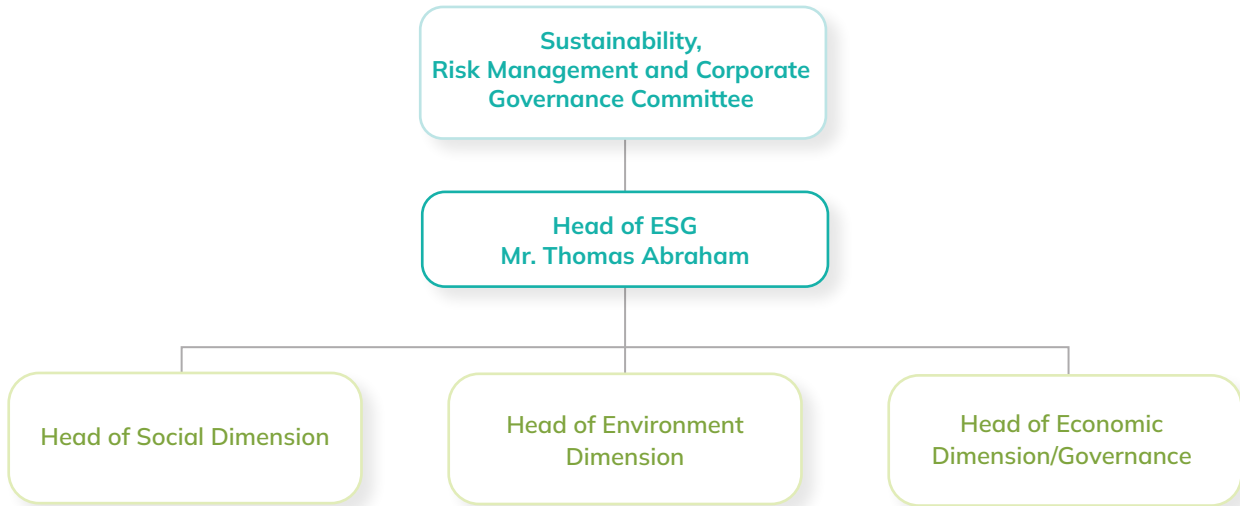
Improvement of carton design lead to reduction of 834 kgs of waste per annum.



## Governance Mechanism

- Environment Policy
- EHS policy

## Organizational Enablement



## Environment Goals

Base year 2021

| Short term - 2023     | Medium term - 2025    | Long term - 2030      |
|-----------------------|-----------------------|-----------------------|
| 10% water neutrality  | 15% water neutrality  | 30% water neutrality  |
| 8% renewable energy   | 10% renewable energy  | 25% renewable energy  |
| 15% waste circularity | 20% waste circularity | 25% waste circularity |
| Carbon neutrality 12% | Carbon neutrality 20% | Carbon neutrality 30% |

## Mega We care for employees

SDGs at play

## Material concerns

Being an employer of choice

- Safety and Health of Employees
- 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

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 5,700 -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.



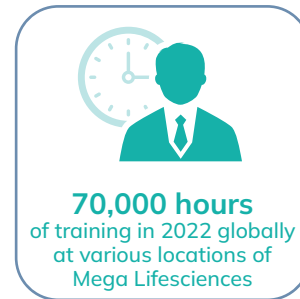
**EXCELLENCE ACADEMY**

'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 Al Ries and Jack Trout, strengths coach Marcus Buckingham and The Lean Start up by Eric Ries.



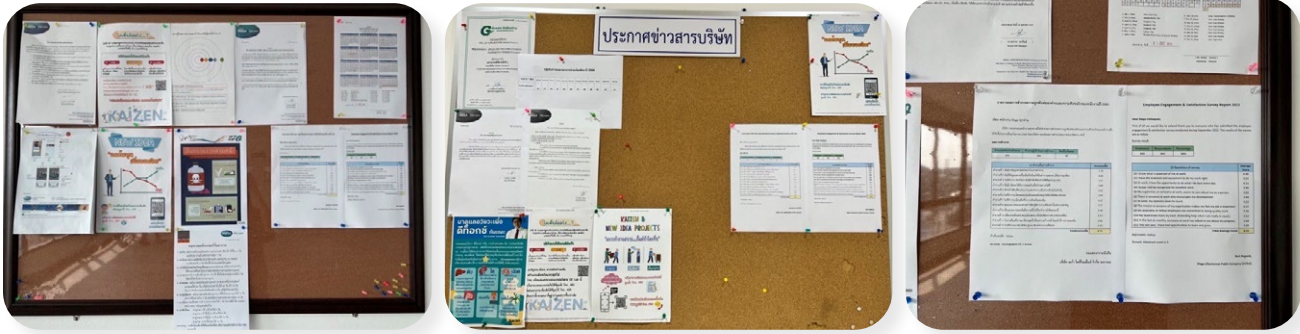
Skill and knowledge development programs are designed to deliver leadership, behavioral and technical skills making Mega's human capital ready to meet business challenges and reach organizational goals.

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 Satisfaction survey year 2022

895 employees (approximately 16% worldwide) participated in the survey and Mega Lifesciences scored an average of 4.12 out of 5. The target is to maintain the same in year 2023. The survey and results were published/displayed on notice boards.



## 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

## 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.

Amounts in million Thai Baht

| Compensation | Consolidated |           | Standalone |           |
|--------------|--------------|-----------|------------|-----------|
|              | Year 2022    | Year 2021 | Year 2022  | Year 2021 |
| Management   | 338.71       | 298.39    | 143.11     | 110.05    |
| Employees    | 2,065.04     | 1,961.09  | 594.6      | 579.11    |

Compensation includes salaries, allowances, incentives, provident fund/ superannuation fund and retirement fund

### Total Number of Employees

| Employee Category           | Total Nos   | Less than 30 (< 30) | Between 30 - 50 | Greater than 50 (> 50) | Female      | Male        |
|-----------------------------|-------------|---------------------|-----------------|------------------------|-------------|-------------|
| Top Management (L8)         | 5           | 0                   | 0               | 5                      | 1           | 4           |
| Senior Management (L7 & L6) | 74          | 0                   | 43              | 31                     | 15          | 59          |
| Middle Management (L5)      | 328         | 6                   | 274             | 48                     | 174         | 154         |
| Employees in L4 and below   | 5360        | 1706                | 3372            | 282                    | 3044        | 2316        |
| <b>Total</b>                | <b>5767</b> | <b>1712</b>         | <b>3689</b>     | <b>366</b>             | <b>3234</b> | <b>2533</b> |

## Safety data for Mega Lifesciences Public Company Limited – Standalone

- Total working hours of company employees in year 2022 – 2,382,847 hours
- Total working hours of hired contractors in year 2022 – 126,752 hours
- Recordable work related injuries (number) – 8
- Rate of recordable work-related injuries of employees (TRIR) (per person per 1,000,000 hours) : 3
- Rate of recordable work-related injuries of contractors (TRIR) (per person per 1,000,000 hours) : 8
- Total number of workdays lost : 40 days for employees and 3 days for contractors
- Employee Absentee rate (days) : 4,095 (0.02)

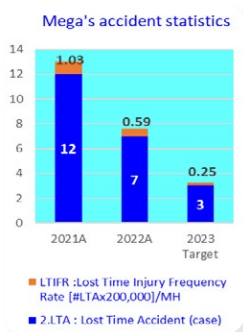
## Training for sustainability

### IMPROVED FOCUS ON SAFETY TRAINING

- Lost Time Injury Frequency Rate (LTIFR) has reduced from 1.03 to 0.59 (-43%)
- Total lost days and ISR has reduced 40%
- 2023 Target to reduce accident 50%



### Introduction and basic safety.



### Safety for contractors



### Basic firefighting



Target : Reduce LTA, LTIFR 50% from 0.59 to 0.23

Strategy : Intergrade OHS to daily work all function

Develop people capability all level, Able to Identify hazard, Risk evaluation and eliminate unsafe condition/Unsafe behavior

### Targets

- OHS compliance
- Develop OHS skill
- Develop process review and governance
- Focus areas improvement to reduce risk.

# Mega We Care for Employees

## Mega Thailand

Dr. Sant gave a keynote speech at the Elite+ magazine's 8th anniversary event during April 2022. The topic was focused on "Good Health by Yourself - a journey to sustainable health and peace" at Health town. During the event, Elite+ Magazine presented an award to Dr. Sant for his contributions to the society. The award was presented by Mr. Shigeru Aoyagi, Director of UNESCO (Asia and Pacific Regional Bureau for Education) who later gave the honorary speech. Mega Wecare kitchen brought the plant-based bakery for 150 guests, including expats, ambassadors, journalists & senior corporate executives to experience the delicious food.



Mega Academy in collaboration with Wellness Wecare Center (WWC) facilitated "Mindfulness Coach Program" at WWC, Thailand. Dr. Sant, master coach & facilitator, conducted this wonderful & amazing two & half days' workshop. The objective was to drive a "Culture of Mindfulness" & help participants be aware of the importance of mindfulness in daily life to reduce stress & anxiety.



Mega Thailand, Bangpu running club returned to walk-run outdoor activity after two years of pandemic restriction. During June & July 2022, Mega Thailand, Bangpu organized a Walk & Run event. Around 85 employees & their family members participated in the event. This was a good opportunity to strengthen family bonding as well as raise awareness to lead a healthy & active lifestyle.

**GHBY (Running Club)**

- Walking steps challenge activity
- Running kilometers challenge activity
- 50 participants of Walk & Run on 26th June 2022 at Bangpu.

**Running Club**

- Walking steps challenge activity
- Running kilometers challenge activity
- 50 participants our colleagues and family Walk & Run event on 24th July 2022 at Bangpu recreation.

Mega Thailand, Factory has Badminton club that helps employees to stay physically fit & remain active while playing fun matches at the badminton courts. During 2022, friendly matches were played among colleagues on 11 different occasions. Employees had fun & displayed healthy sportsmanship spirit during Mega matches. In addition, badminton tournament was organized 14 times during 2022. An average of 22 colleagues participated in these tournaments. Further, during Nov. 2022, Badminton championship was organized with 35 teams & 120 participants.

**Badminton Club**

- Badminton exercise
- There were 11 times with all 88 participants of this month. Avg. 8 people per time.

**GHBY**

- Badminton tournament 14 times avg. 22 participants/time
- Badminton Championship 2022 on 19 Nov. 2022 with 120 participants (35 teams)

Mega Thailand, Factory has football club as a part of Exercise is Thy Medicine (EIM). The objective is to encourage colleagues to participate thereby facilitating employee engagement through healthy interventions.



Mega Thai started the 2022 BMI racing competition for those employees with high BMI levels. The objective was to motivate colleagues to take ownership of their own health and compete with themselves & others in order for them to stay healthy as long as they live. A total of 140 colleagues participated in the BMI racing competition.



During May 2022, a team from Wellness Wecare Center Muak Lek, Saraburi organized Good Health by Yourself - "Healthy Weight Loss & Plant-Based inspiration" activity for Mega employees, who love to live a healthy lifestyle and want to lose weight in the right way. There was a lecture on the topic "Healthy Weight Loss" by Dr. Warisara Rutaravanich, a preventive and anti-aging medicine specialist. Further, there were cooking demonstrations including smoothie bowls, exercises, and yoga training by the Wellness Wecare team. Through this initiative, Mega facilitated an awareness session on "self-care" for colleagues in order to help them stay healthy as long as they live.



During April 2022, Mega Thailand organized Health Talk related to various Dietary approaches focusing on losing weight. As a part of knowledge sharing, basic information on how to eat healthy food & lose weight was highlighted during the online event.



Mega Thailand, Bangna driving a culture of mindfulness among colleagues. During the session, the 7-step process of mini-meditation video by Dr. Sant was shown to the participants. Colleagues were encouraged to follow the instructions of Dr. Sant while performing mini-meditation. Mindfulness is the basic human ability to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us. While mindfulness is something we all naturally possess, it's more readily available to us when we practice on a daily basis. Whenever we bring awareness to what we're directly experiencing via your senses, or to your state of mind via your thoughts and emotions, we're being mindful.



Mega Thailand organized weight loss & Plant-based Inspiration program for all Mega colleagues. The objective was to motivate employees to take charge of their own health & encourage them to lose weight. In order to achieve this goal, Mega collaborated with weight loss specialists and nutritionists to demonstrate how to cook healthy Plant-based food. In addition to this, yoga is practiced on a regular basis under the guidance of expert coach.



Mega Thai in collaboration with Wellness Wecare Center (WWC) initiated the GHBY online consultation for Mega colleagues. The idea was to encourage colleagues, having health issues, to seek expert medical advice from Subject Matter Expert (SME) via MS Teams. In addition to this, Mega Thailand, Factory facilitated ergonomics exercise training under the guidance of medical coach.





During Jul. & Aug. 2022, Wellness Wecare Center (WWC) organized Good Health by Yourself Camp (GHBY) for Mega colleagues. The objective was to drive a culture of health-focused environment that motivates & encourages employees to stay healthy as long as they live. The health retreat encouraged colleagues to stay healthy by sensitizing them on consuming healthy food & by avoiding unhealthy lifestyles in order to reduce risk of contracting critical illnesses. This health goal can be achieved by applying the correct healthcare principles for self & loved ones. Like the saying, "Charity begins at home", we must start practicing healthy habits first & facilitate others on their health journey.



Mega Thailand, factory management always arranges to serves healthy food to colleagues during meetings, trainings & lunch hours. As a part of GHBY initiative of Food is Thy Medicine (FIM) , employees enjoy health & nutritious food during office hours and are encouraged to continue the health drive in personal lives as well.

Healthy Food Lunch



Mega Thailand, Factory organized cancer treatment camp for Mega colleagues suffering from this illness at Wellness Wecare Center (WWC). Under the guidance of expert medical coaches colleagues were advised on healthy food intake, appropriate exercises and precautionary measures to be taken for speedy recovery.



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## Mega Myanmar

Chinlone & Caneball are the traditional sports of Myanmar. The game consists of six members playing as one team with each player maintaining their hands, arms, upper body and head coordination. The objective of these games is to have a balanced state of mind.



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## Mega Cambodia

Mega Cambodia organizes regular annual health check-ups for colleagues once a year. Based on the results of the health check-up, colleagues seek appropriate advice from medical experts. Such interventions help colleagues to be aware of their health status & take necessary actions to maintain/improve their health.



Mega Cambodia colleagues regularly meet for health activities like cycling, badminton & football during weekends & public holidays. Such interventions instill a spirit of sportsmanship among colleagues & facilitate them to stay fit & be healthy as long as they live.



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## Mega Vietnam

Flexsa marathon is a running contest wherein participants run at their own convenience-anywhere/anytime. Such interventions encourage participants to stay fit & healthy. The result of Flexsa marathon is updated real-time on the website & top 500 runners will be felicitated with a medal. Colleagues can motivate other runners in their wellness journey. On social media, the Flexsa marathon challenge has more than 40,000 organic views. There were 4,483 participants, who ran a total of 206,882 km during the contest.



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## Mega Philippines

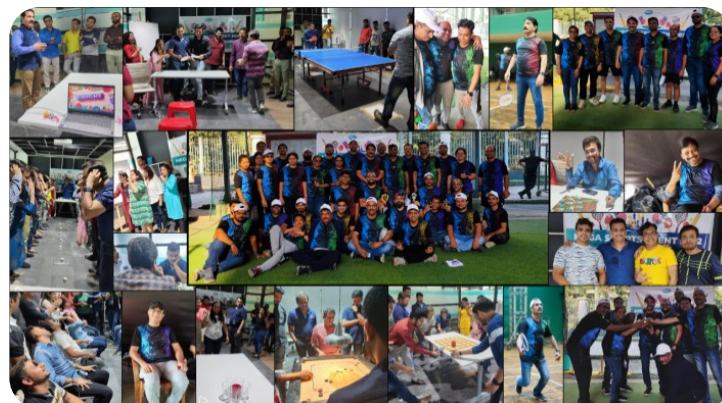
Mega Philippines employees were invited to participate in the blood donation campaign facilitated by the Red Cross society. Based on screening if colleagues were qualified to donate blood & then they will be considered bonafide blood donors. Through this activity, Mega was able to identify 30 eligible donors.



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## Mega India

Mega India organized Annual Sports month during Feb. & Dec. 2022. Employees participated with lots of energy & enthusiasm while competing to win & showcasing great sportsmanship. Various games were played involving carom, cricket, badminton, table tennis and chess.



Mega India conducted Health check-up for its employees in order to raise the awareness level of its staff on various health parameters like BMI, Blood Glucose, etc. Mega India had collaborated with certified registered paramedical agencies & facilitated an annual health check-up with expert medical advice being shared to employees based on their health reports.



## Mega Tanzania

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



## Mega Zambia

Mega Zambia conducted health activities during the annual meeting 2022. The idea was to encourage colleagues to be aware of fun ways to stay fit & healthy.



## 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                |
| <b>2022</b>  | <b>26</b>               | <b>584</b>   | <b>605</b>         |
| <b>Total</b> | <b>106</b>              | <b>3,032</b> | <b>2,016</b>       |

### Online Health Educational VDOs

#### Year 2021

- 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

#### Year 2022

##### Online Health Education Content

- VDOs content : 83 VDOs were produced and published through WWC's social media, including YouTube, Facebook, Line OA, and IG.
- Articles : 358 short and long articles have been published through our social media, including YouTube, Facebook, Line OA, and IG.
- 183,823 YouTube followers
- 12,620 FB followers
- 6,553 LinkedIn friends
- 175k followers



Dr. Sant Chaiyodsilp, Chief Wellness Officer, Wellness We Care Center received a plaque for recognizing QUALITY PERSONS OF THE YEAR 2021 from Privy Councilor Kasem Chankaew, 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.

|                             | Year 2019 | Year 2020 | Year 2021 | Year 2022 |
|-----------------------------|-----------|-----------|-----------|-----------|
| Amount Invested (Thai Baht) | 17.25     | 16.57     | 18.70     | 25.52     |

## Benefits to the community

- 6 RDBY Camps were organized in 2022 (Reverse Disease by Yourself Camp) to teach and practice skills to improve NCD patients' health.
- 25 patients with diseases joined the Rehabilitation Program (RP). Patients' problem lists varied, including NCDs, post-stroke, ischemic heart disease, post-hip surgery, etc.

**38 local employees in this operation earned salaries and benefits averaging Thai Baht 20,000 per month.**

## Employing Deep-Tech to Improve Health care for Communities Worldwide

### WeCare Digital Health Platforms

### Mega Lifesciences' Initiative impacting Society and Environment

**Mega Lifesciences has committed USD 10 million for this project over the next 8-10 years for betterment of healthcare for communities through deep-tech and other technological applications.**

Over 1,200 patients and healthcare professionals onboard and this number will only multiply and grow exponentially.

The WeCare Digital Health Platform of Mega Lifesciences has been conceived with a mandate to create meaningful impact in healthcare information and care delivery. Our digital products are clinical in nature, endorsed and vetted by specialists. To this end, we work directly with health consumers and providers; doctors, coaches, nurses and pharmacies.

Organisations are microcosms of the society and the environment where they come from and for us, any meaningful growth cannot be without that holistic thought as one of our guiding principles.

### Overview

Our digital offerings ; WeCare Diabetes post soft launch, WeCare Mother n Child in Beta, WeCare TeleHealth (internal use) , WeCare Wellness in pilot phase have all been selected in conditions where the user requires the most engagement with the care provider. All these conditions

necessitate multiple consultations, numerous yet timely alerts, early addressal of impending complications and improving quality of life. Bringing our digital solutions into these conditions thus helps create the maximum impact vis a vis time, effort, finances saved.

Mega, as a strategy works in countries and markets which are developing in nature, with large disease burden and limited care facilities. Healthcare systems, additionally, tend to be concentrated in few cities in each country with specialty care virtually non existent outside those. Our Digital Health offerings, once embedded, have a huge potential to democratise quality care across these populations. As with other Mega initiatives, the effort to understand the population and then localise offerings for them is the way we plan ahead.

A short note on technology-These are connected software applications, made available native on all platforms and hosted on the Cloud, thus limiting the carbon footprint to a bare minimum. For comprehensiveness, we integrate with necessary hardware eg. Home based clinical devices and wearables. Our dependency on tech support is also limited as all aspects are managed centrally. Minimal local support staff manages the operations.

### Specifics and examples

At this point we have the maximum experience from our We Care Diabetes platform. We have more than 1,200 patients connected to doctors and coaches on our platform in Myanmar. Taking a single doctors example, 35% of his patients on the platform are from outside Yangon. Distances range from 50 to 320 miles, all the way to Rakhine and Shan state - urban, semi urban to rural areas. The advice and care oversight they have now obviates the need to be in the vicinity of high end care facilities, and in real time. Please go through some of the patient testimonials attached alongwith\*

For the upcoming offering, the WeCare Mother and Child platform has had good reviews in all our initial discussions.

### Projections

The impact in the community and the healthcare benefits we aim to bring is on similar lines across our WeCare Digital platforms. Again, this is being rolled out into our other markets in a systematic manner post due diligence of need and localised requirements.

Based on the above, we plan to scale to 4 markets in 2023, 8 by 2024 and 12 by 2025. Projected number of users are to reach 50,000+ by 2025. By Year 24-25, we will also add significantly more self-managed tools based on our data learnings and continuing market research.

## Society and Environment

Mega Lifesciences has always been conscious of the impact that we make on the society and environment. Consciously, all our activities, at concept stage itself incorporates best practices. However, we have an opportunity to go beyond mandate in many cases. This is one such where we can marry the societal need with prudent use of technology, mindful of local contexts and

create lasting and sustainable impact in one of the most draining of human challenges- healthcare. In this initiative, keeping our physical footprint small, making access of care and information where the user is and enabling providers to reach out digitally – we have already started this meaningful impact. This is the beginning- we aim to update you with increasingly better numbers and stories of our users in the coming years.

### Testimony (1)

ကျွန်တော်နာမည်ကတော့သူခ (အမည်လွှဲ) ပါ။အသက် 37 နှစ်ပါ

ကျွန်တော် 2021 Covid ဖြစ်ပြီးနောက် medical checkup လုပ်ခဲ့ရာမှဆီးချိုရှိတာသိခဲ့ရပါတယ်။ကျွန်တော်ရဲ့သုံးလပျမ်းမျှဆီးချို HbA1c က 13% ထိရှိနေခဲ့တာက ငြောင့်ဆီးချိုအထူးကုဆရာဝန်က ပြောခဲ့ပါတယ်။ဆရာဝန်က ပြောလိုအပ်တဲ့သောက်ဆေးတွေပေးခဲ့ပြီးဆီးချိုရှိသူ တွေအတွက်အဆင်ပြေတဲ့ WeCare Diabetes app ကိုအသုံးပြုခိုင်းခဲ့ပါတယ်။ဆီးချိုရှိမှန်းစသိသိချင်းမှဆီးချိုအကဲဖြတ်သေချောချာ မသိခဲ့ပါဘူး။ App ထဲမှာနဲ့စဉ်လက်ထိပ်ဖောက်စစ်တဲ့ဆီးချိုအဖွဲ့တွေကိုယ်လက်လှုပ်ရှားမှုမှတ်တမ်းတွေစားသောက်မှုပုံစံတွေမှတ်သား ရပါတယ်။ App ထဲမှာပါတဲ့ chat box ကနတစ်ဆင့် WeCare Health Coach ထံမသိတာမရှင်းတာတွေကိုမေးမေးနားနားလို့ရခဲ့ပါ တယ်။ဆရာဝန်ပေးလိုက်တဲ့သောက်ဆေးတွေနဲ့ပတ်သက်လို့မရှင်းတာတွေကိုလည်းပြောပြပေးပါတယ်။ဆောင်ရန်၊ရှောင်ရန်များလည်းသိ ရပါတယ်။ကျွန်တော်ဆီးချိုရှိမှန်းသိသိချင်း..... အစားအသောက်တွေလည်းဝေဖန်ပေးတာတွေကိုလည်းပြောပြပေးပါတယ်။ဆောင်ရန်၊ရှောင်ရန်များလည်းသိ ရပါတယ်။အဲဒီအခါဆီးချိုကျတာတက်တာတွေလည်းခံခဲ့ရပါတယ်။ WeCare ကကျန်းမာရေးနည်းပြများမှကျွန်တော်ရဲ့ BMI, အသက်နှုန်းဆီးချို အခြေအနေအရတစ်နည်းတည်းသင့်တဲ့ကယ်လိုရီပမာဏကိုတွက်ချက်ပေးထားပါတယ်။ဘာတွေရွေးချယ်စားသုံးသင့်က ငြောင့်ဆီးချိုအစားအစာပမာ များအပြင်အစားအစာနဲ့ဆေးဝါးဟန်ချက်ညီအောင်အချိန်မှန်မှန်စားသင့်က ငြောင့်ဆီးချိုအစားအစာတွေရွေးချယ်သင့်ပြောပြပေးပါတယ်။နဲ့စဉ်စားဖွဲ့တာတွေ ကို app ထဲက Diet Plan နဲ့ရာမှာပုံလေးတွေတင်ဖော်ပြပါတယ်။ Health Coachကမပြောတဲ့အခါကျွန်တော်စားနပ်ရိက္ခာတွေမှန်ကန်လားမှားယွင်းနလေးကိုချက်ချင်းအကဲပြောပေးပါတယ်။ကိုယ်လက်လှုပ်ရှားမှုကိုလည်းပြောပြသင့်တဲ့အမျိုးအစားနဲ့က ငြောင့်ဆီးချိုစနစ်တကျရှင်းပြပေး ပါတယ်။ဆီးချိုစစ်ဖို့မေ့တဲ့နေ့တွေမှာလည်း app ကနေ reminder လေးရောက်ပါတယ်။ App ထဲကကျွန်တော်ရဲ့ဆီးချိုမှတ်တမ်းတွေကို အပတ်စဉ်၊လစဉ်ဂရပ်ပုံနဲ့မပြောတဲ့အတွက်တကယ်ကိုစနစ်တကျရှိလာပါတယ်။ ၃ လပြည့်လို့ရက်ချိန်းပြန်ပြောတဲ့အခါကျွန်တော်ရဲ့ HbA1c ဟာ 6.5% သာရှိပါတော့တယ်။ဆရာဝန်ညွှန်ကြားတဲ့သောက်ဆေးတွေကိုတိတိကျကျလိုက်နာသောက်သုံးတဲ့အပြင် WeCare app လေးရဲ့ ကျန်းမာရေးဗဟုသုတပေးမှုနဲ့ health coach တွေရဲ့အကူအညီတွေလည်းအများကြီးပါခဲ့ပါတယ်။ဒီလိုနဲ့ကျွန်တော်ဆီးချိုဟာ control ရ ခဲ့ပြီးနောက်ထပ် ၃ လအကဲပြော follow up တွေမှာ HbA1c ရာခိုင်နှုန်း 6.3 % , 6 % ထိလျှော့ချနိုင်ခဲ့ပါတယ်။မသုဆိုရင် WeCare app လေး သုံးလာတာ ၁နှစ်ပြည့်ပါပြီ။ကျွန်တော်ရဲ့ Diabetes Journey ကိုအခုလိုပရိသေ့ပါးပါးနဲ့ဆက်ခွင့်ရတာဝမ်းသာမဆုံးပါပဲ။

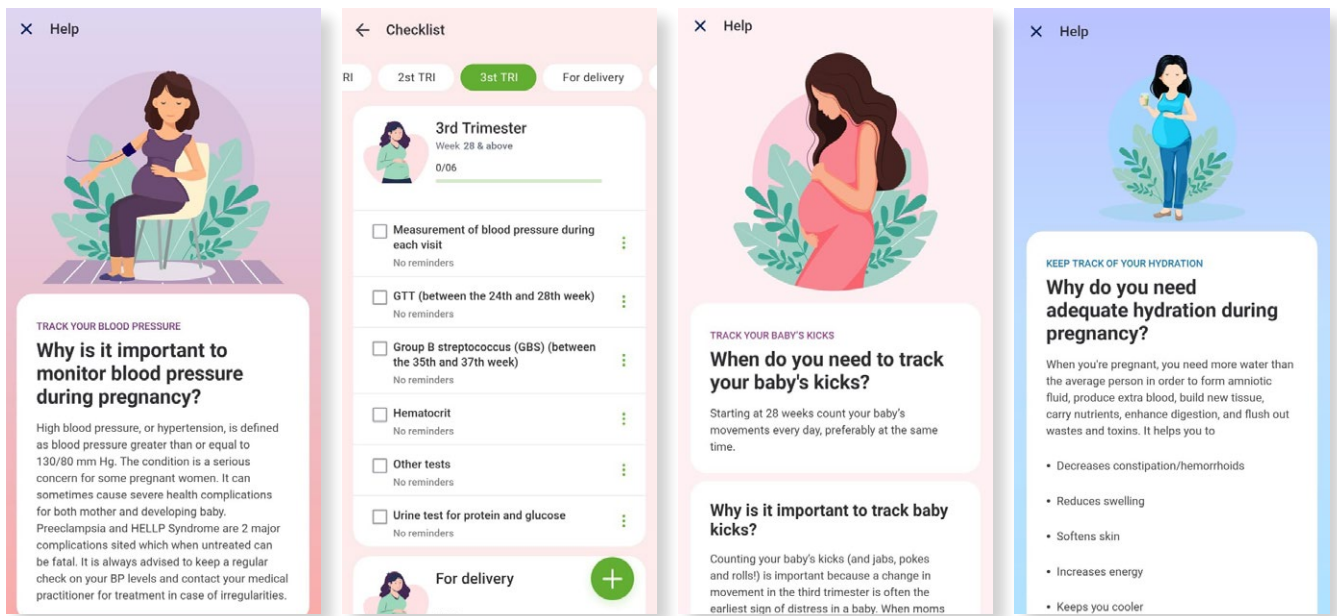
I'm Ko Thukha (renamed) and 37 years old. I found out that I have diabetes through a post-covid checkup in 2021. My HbA1c was 13% when I first saw an endocrinologist. Doctor prescribed me the required medications and suggested to sign up and use WeCare Diabetes application on my phone, which is convenient and useful for people with diabetes. Since I was newly diagnosed with DM, I didn't notice about the nature of disease at all. In the app, daily glucose results, physical activity, diet plan and many others can be noted. Through the build-in chat box in the app, I was able to ask and discuss what was not clear with WeCare health coach. They explain about dos and don'ts of my oral medications and coached to have a healthy lifestyle. When I was totally new to diabetes, I cut out all carbohydrates and did lots of strenuous activity, which were completely wrong. Instead of being well-controlled, I experienced frequent episodes of hypo/hyperglycemia. WeCare health coaches calculated daily required calories based on my current BMI, age and diabetes. They explained about healthy category of foods, what foods to avoid and the importance of regular timing for meals and medications. I uploaded my diet plan photos in the app and obtained advice from coach. Regarding exercises, they suggested the most suitable physical activity and duration. What's more, the app sends me a reminder on days I forgot to log my activities. I could also review my weekly and monthly diabetes records with graphs from the app, which is really organized. On my follow-up visit after 3 months, my HbA1c was only 6.5%. In addition to strictly following the medication prescribed by the doctor, WeCare app provided health information and obtained a lot of help from health coaches. Thus, my diabetes was well-controlled, and after 3 months of follow-up, I was able to reduce the HbA1c percentage to 6.3% and 6%. Now it's been 1 year since I used the WeCare app. I feel so grateful to be able to continue my Diabetes Journey so lightly.

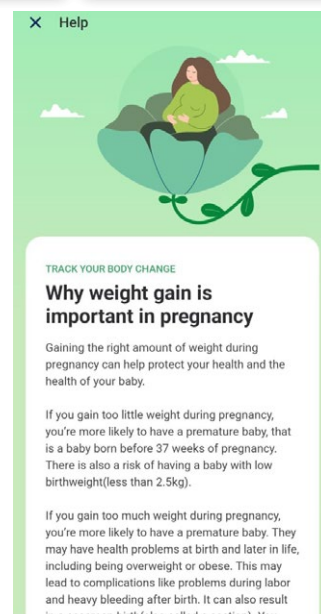
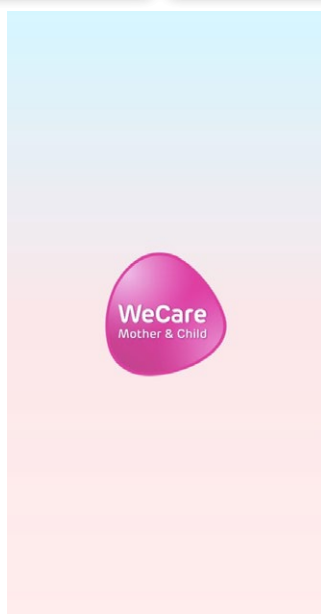
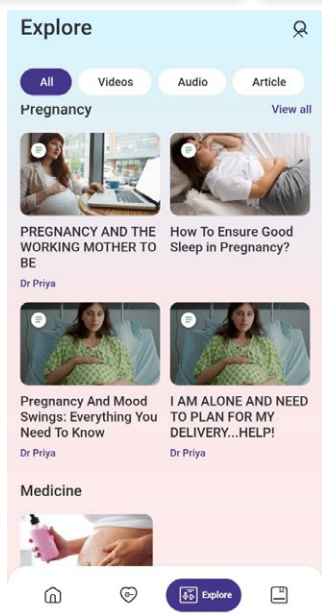
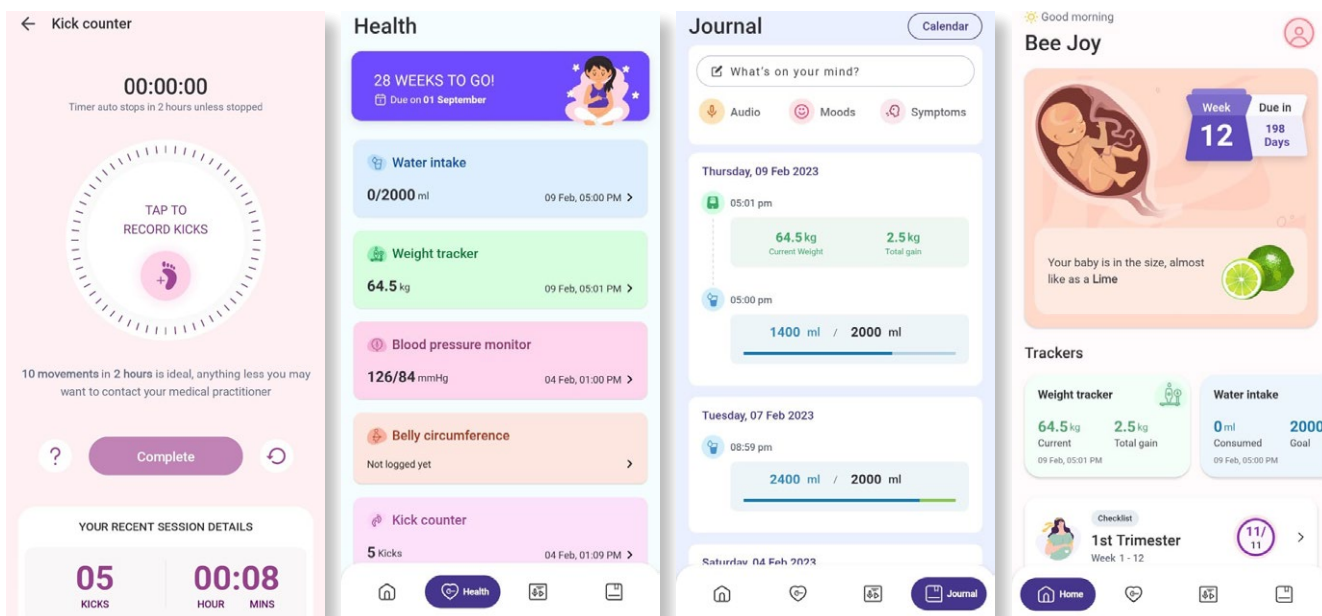


**Patient testimonial (2)**

အန်တီနာမည်ကတော့သင်းသင်းပါ။အသက် ၄၅နှစ်ရှိပါပြီ။ဆီးချိုရှိတာကတော့ ၄နှစ်လောက်ရှိပါပြီ။ဆီးချိုအထူးကုဆရာဝန်ကြီးနဲ့လည်းပြောတယ်။အရင်ကတော့ဆီးချိုမနက်စစ်ပြီးတိုင်းစာရွက်လေးနဲ့မှတ်ထားတယ်။ဒါပေမယ့်ဆရာဝန်ပြခန်းတိုင်းစာရွက်ပျောက်သွားလို့ အမြဲစိတ်ညစ်ရတယ်။ခုတော့ဆရာဝန်ကြီးပြောတယ် WeCare Diabetes App လေးသွင်းထားတာအဆင်ပြေသွားပါပြီ။ appလေးထဲကဆီးချိုဖြည့်တယ်နဲ့ရာမှာမနက်တိုင်းဖြည့်ပါတယ်။၃လတစ်ခါစစ်ရတယ်။HbA1cပါဖြည့်ထားပါတယ်။ဆီးချိုတက်နေလား/ကျနေလားပါသိရတော့ပိုအဆင်ပြေပါတယ်။အဖြေပြန်ကြည့်ပြီးဆီးချိုထိန်းနိုင်မထိန်းနိုင်သိရတော့အစားအသောက်လည်းဆင်ခြင်လို့ ရတယ်။အဖြေဖြည့်ဖို့ မေ့သွားတယ်အခါကျရင်လည်း app reminder လေးပို့ ပေးတယ်။ဆရာဝန်ကြီးနဲ့ပြတယ်အခါကျရင်ဖုန်းပါသွားရုံနဲ့ကိုယ့်ဆီးချိုအဖြေကိုပြနိုင်တော့အရမ်းအကျိုးရှိပါတယ်။အဲ့ဒါအပြင်အဲဒီ appလေးထဲမှာမသိတာရှိရင် We Care Health Coach ကိုမေးလို့ ရတယ်။အပြင်ဆီးချိုရောဂါနဲ့ဆိုင်တယ်ကျန်းမာရေးပညာပေးဆောင်းပါးနဲ့ video တွေပါကြည့်လို့ ရတော့သဘောကျမိပါတယ်။အခုဆိုရင်အန်တီဆီးချိုတာ control ရနေပါပြီ။ WeCare Diabetes app လေးကြောင့်ခုလို self manage လုပ်နိုင်တာမို့လို့ ဒီ appလေးကိုအမြဲသုံးသွားမှာပါ။

My name is Thin Thin and I am 45 years old. I have been diagnosed with Diabetes for almost 4 years and meeting an Endocrinologist regularly. I used to write down my fasting blood sugar level in the paper. But everytime I was about to go for my regular doctor meeting, I lost my paper. Now I am using WeCare Diabetes app as the doctor recommended. I fill in the FBS box whenever I prick my fingertip. It is convenient to know whether my blood sugar level is normal or not. I checked my results, noticed my blood sugar level and managed my diet. When I forgot to fill in my results, the application sent me a reminder which was helpful. I can show my blood sugar level results to my doctor just by bringing my phone to the clinic visit. Moreover, I can ask Health Coach in the message box of the app and also can read diabetes related articles and watch videos. Now I am in good control of diabetes. Because of WeCare Diabetes app, I can self-manage. That's why I am gonna use this WeCare Diabetes app always.





**Wellness We Care Foundation – Vietnam – Total investment of Thai Baht 5.0 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.



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 OUTCOME With 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 <http://www.facebook.com/Ferrovit.vn>, <https://ferrovit.com.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

Vitamin D has several benefits to bone, teeth and muscle including immunity enhancement. As per credible reports, 45.2% of Thais have vitamin D deficiency. In order to help the community, Mega Thai took the initiative to boost vitamin D intake for patients in hospitals. During September 2022, Mega Thailand distributed NAT D 5,000 IU (Vitamin D3) to several hospitals at Damnoen Saduak Hospital, Photharam Hospital and Pathumthani Provincial Public Health Office.



Mega Thailand, Factory colleagues initiated Reforestation drive as a part of CSR/CSV activity. Reforestation is the process of regenerating or replanting forest areas that have been destroyed or damaged for the benefits of mankind. Reforestation is a very important procedure in order to save our planet. This is needed as huge forests are being destroyed or damaged due to various reasons on a daily basis. Removal of the green cover from the surface of the earth has become common due to various reasons such as forest fires, agricultural needs, human needs, logging, and mining. Many organizations are working towards the protection and restoration of forests by various methods such as imparting education to people regarding the importance of forests, reforestation, and expansion of the protected areas. Governments in different countries are also trying to introduce strict policies regarding the protection and restoration of forests. A collective global effort is required in order to achieve a sustainable and balanced ecosystem.



Mega Thailand conducted two blood donation camps at factory premises. A total of 66 colleagues donated 26,100 cc of blood. 4 colleagues pledged to donate eyes & another 4 employees committed to donate organs after they leave for heavenly abode.

**GHBV (Blood Donation)**

66 people donated blood with 26,100 CC.

4 people donated eyes

4 people donated organs





แผนกงานทุกงานที่ร่วมบริจาคโลหิต ครั้งที่ 2  
ในวันที่ 20 กันยายน 2022

ผู้มีบริจาคโลหิตจำนวน 81 ราย

ผู้มีแสดงความจำนงบริจาคดวงตา 8 ราย

ผู้มีแสดงความจำนงบริจาคอวัยวะ 9 ราย



## Mega Myanmar

As a part of social commitment, Mega Myanmar distributed hand sanitizers to ICU wards of key hospitals in Myanmar.



The annual Kahtain Robe Offering Ceremony was held at the Yangon Head Office. The event was attended by HO staff and management team in remembrance of an important Buddhist custom. Five Sangas who had been invited were offered Kahtain Robes and a midday meal and two monasteries known as Yadanar-Bone-Yeik-Nyein and Ar-Thaw-Ka-ThidaGu received Kahtain Donations (1,571,000/-MMK & Kahtain Offertories).



Mega Lifesciences provided all employees with a Thadingyut present of 10 pyi of paw-hsan-hmwe rice and 2 viss of peanut oil. In total, 1688 Mega Myanmar employees received the gift during October 2022. Everyone who received the gift expressed their gratitude to Mega for showing such generosity during a time of rising inflation.



## Mega Vietnam

Mega Vietnam distributed gifts to children at Anh Dao Shelter (Ninh Xuan Commune, Ninh Hoa District, Khanh Hoa Province) during an outing trip. In order to provide better opportunity for the kids to study and have basic necessities, Mega donated 30,000,000 VND (cash) to the shelter home. The charity included 30 packages of diaper, 250 notebooks, and school supplies (erasers, pencils, pens & crayons), comics, toys, clothes, milk, candies. Besides this, 100 mid-autumn gifts including lanterns and moon cakes were distributed to the children.



The total amount of employees' contribution & the amount collected in the auction during the Mid-Autumn Festival was 10,000,000 VND.



## Mega Malaysia

During June 2022, Mega BioLife collaborated with Watsons for the annual Watson's Get Active Fest held in Sunway Lagoon Theme Park. More than 5,000 Malaysians participated in the event. Given the strategic location of our booth, several visitors stopped by our booth and we had the opportunity to engage with delegates via sampling of Nat B Fizzy and encouraging them to play mini games. Many visitors shared positive feedback on the refreshing taste of Nat B Fizzy - making it an ideal companion as an after-sports booster drink.



## Mega Cambodia

Mega Cambodia always takes initiative to give back to the society. As a part of CSR, Mega colleagues visited primary school for the under privileged located at the around Phnom Penh. Mega Cambodia supported the kids in the school by donating books, bags, pens, pencils along with other basic necessities. This benevolent gesture was very well received and appreciated by the school management.



Mega Cambodia has always contributed to the society with its CSR activities. Mega colleagues planted trees in a pagoda where it caters to around 70 students.





## Mega Kenya

At Angel children’s home in Waithaka, Kawangware, Kenya, there are 29 kids aged 1 yr 9 months to 13 years. This home has been a refuge for abandoned and orphaned babies since 2009. The founder of this place is Wamaitha Mwangi who is on a mission to provide basic human needs for the kids until they are traced back to their families or adopted. The kids cherished Megan’s presence by receiving essentials from Mega Kenya to support & help with basic needs.



## Awards and Recognitions



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 SECOND YEAR in a row.

Mega Lifesciences is preparing for ISO 17025 for excellence and competence of testing and calibration laboratories in year 2023.

Mega Lifesciences was included in the THSI listing by the Stock Exchange of Thailand for reporting on sustainable business practices.



| COMPANY                 | INDUSTRY        | COUNTRY/ TERRITORY | SALES | NET INCOME | MARKET VALUE |
|-------------------------|-----------------|--------------------|-------|------------|--------------|
| Lexiplo                 | Electronics     | South Korea        | 79    | 3          | 32           |
| Mark Dynamics Indonesia | Manufacturing   | Indonesia          | 39    | 10         | 266          |
| Mastek                  | Software        | India              | 232   | 28         | 798          |
| Medana                  | Healthcare      | South Korea        | 57    | 10         | 104          |
| Medikaloka Hermina [2]  | Healthcare      | Indonesia          | 304   | 38         | 1,001        |
| Medica International    | Healthcare      | Taiwan             | 400   | 132        | 528          |
| Mega Lifesciences       | Pharmaceuticals | Thailand           | 402   | 65         | 1,062        |



**Best Companies to work for In Asia by HR Asia**  
 Included in the ESG100 Listed companies published by  
 Thaiptat 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.



## 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 Engineering

## GRI CONTENT INDEX

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| 102-40                        | List of stakeholder groups   | 111-112                        | Sustainability Report : Stakeholder Engagements                     |
| 102-41                        | Collective bargaining agreements   |                                | Not applicable  |

| GRI Standard                          | Disclosure   | 2022 Annual Report Page Number | 2022 Annual Report Section Reference  |
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| 102-47                                | List of material topics  | 109-110                        | Sustainability Report : The Materiality Assessment  |
| 102-48                                | Restatements of information  |                                | None  |
| 102-49                                | Changes in reporting   |                                | None  |
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| 205-3                                 | Confirmed incidents of corruption and actions taken                      |                                | Corporate Governance Report : Whistleblowing Policy   |

| GRI Standard                                     | Disclosure   | 2022 Annual Report Page Number  | 2022 Annual Report Section Reference                |
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| 401-3  | Parental leave   | 118   | Sustainability Report : Employee Information        |
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| <b>GRI 404 : TRAINING AND EDUCATION</b>          |  |   |   |
| 404-1  | Average hours of training per year per employee  | 12.28 hours   |   |
| 404-2  | Programs for upgrading employee skills and transition assistance programs                          | 214   |   |
| <b>GRI 405 : DIVERSITY AND EQUAL OPPORTUNITY</b> |  |   |   |
| 405-1  | Diversity of governance bodies and employees   | 127-135, 202  | Sustainability Report - Employees                   |
| <b>GRI 406 : NON-DISCRIMINATION</b>              |  |   |   |
| 406-1  | Incidents of discrimination and corrective actions taken   | None  |   |
| <b>GRI 408 : CHILD LABOR</b>                     |  |   |   |
| 408-1  | Operations and suppliers at significant risk for incidents of child labor                          | None as per our Risk based Checklist answered by more than 50 suppliers in 2022 |   |

| GRI Standard                                     | Disclosure   | 2022 Annual Report Page Number   | 2022 Annual Report Section Reference |
|--|--|--|--------------------------------------|
| <b>GRI 412 : HUMAN RIGHTS ASSESSMENT</b>         |  |  |                                      |
| 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.        |                                      |
| <b>GRI 418 : CUSTOMER PRIVACY</b>                |  |  |                                      |
| 418-1  | Substantiated complaints concerning breaches of customer privacy and losses of customer data                               | None   |                                      |
| <b>GRI 405 : DIVERSITY AND EQUAL OPPORTUNITY</b> |  |  |                                      |
| 405-1  | Diversity of governance bodies and employees   | 127-138, 202   | Sustainability Report - Employees    |
| <b>GRI 406 : NON-DISCRIMINATION</b>              |  |  |                                      |
| 406-1  | Incidents of discrimination and corrective actions taken   | None   |                                      |
| <b>GRI 408 : CHILD LABOR</b>                     |  |  |                                      |
| 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 |                                      |
| <b>GRI 412 : HUMAN RIGHTS ASSESSMENT</b>         |  |  |                                      |
| 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.        |                                      |
| <b>GRI 418 : CUSTOMER PRIVACY</b>                |  |  |                                      |
| 418-1  | Substantiated complaints concerning breaches of customer privacy and losses of customer data                               | None   |                                      |
| <b>GRI 102 : GENERAL DISCLOSURES</b>             |  |  |                                      |
| 102-1  | Name of the Organization   | 192  |                                      |



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