



# About the Report

This Report is the sixth sustainability report issued by Asia Symbol. As the world's leading pulp and paper manufacturer, Asia Symbol attaches great importance to communication with stakeholders, and, through this Report, hoping to expound its sustainability policy, strategy, action and performance, and systematically respond to the important sustainability issues of concern to all parties.

## Report period

The reporting period is from January 1, 2022 to December 31, 2022, and appropriately traces or extends to important years for Asia Symbol. The Company publishes an annual sustainability report. This report is published in June 2023. The reporting periods for the financial reports of Asia Symbol (Shandong) Pulp and Paper Co., Ltd. and Asia Symbol (Guangdong) Paper Co., Ltd. are aligned with their sustainability reporting period.

## Report Boundary

The main body of the Report includes Asia Symbol (Shandong) Pulp and Paper Co., Ltd. and Asia Symbol (Guangdong) Paper Co., Ltd. For the convenience of presentation, in this Report, "Asia Symbol", "the Company" or "we" refer to "Asia Symbol Group", "Asia Symbol (Shandong)" refers to "Asia Symbol (Shandong) Pulp and Paper Co., Ltd.", and "Asia Symbol (Guangdong)" refers to "Asia Symbol (Guangdong) Paper Co., Ltd.".

## Data Sources

The data adopted in this Report is all derived from the official documents and statistical reports of Asia Symbol. The Company promises that this Report contains no false records, misleading statements or material omissions.

## Reporting Standards

This report is prepared in accordance with the Global Reporting Initiative (GRI) Standards (2021) –and refer to the United Nations Sustainable Development Goals (SDGs), while highlighting the Company's features and the industry's characteristics.

## Third Party Assurance

This Report has been verified by TÜV SÜD, with its details shown in the attached Assurance Statement.

## Access to the Report

This Report is released in both Chinese and English, with both hard copy and electronic versions. In case of any inconsistency between the Chinese version and the English version, the Chinese version shall prevail. You can view the Report on our website [www.asiasymbol.com](http://www.asiasymbol.com). If you have any questions or needs for communication, please contact the Corporate Social Responsibility Department of Asia Symbol:  
E-mail: [feedback@asiasymbol.com](mailto:feedback@asiasymbol.com)  
Tel.: 0633-3369090



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# President's Message



A stylized handwritten signature in black ink, appearing to read '陈小荣'.

Vice Chairman of Asia Symbol  
Management Committee

**Chen Xiaorong**

The year 2022 is an extremely extraordinary year for Asia Symbol. This year, we welcomed the 55th anniversary of Royal Golden Eagle. The Company overcame adverse factors such as the pandemic, insisted on producing products that best meet customer needs in a responsible and sustainable manner, and satisfied the people's aspirations for a better life. The Company has embedded sustainable development goals in the core of the business, respected diversity and inclusion, and recognized that gender equality leads to economic development. In 2022, the Company's operating performance reached a record high, with operating revenue of 21.72 billion yuan, playing a leading role in local economic and social development.

We focused on high-quality development, consolidating our original advantageous business while continuously extending the industrial chain and enhancing the added value of our products. We supported to build China into a manufacturer of quality, combining high-quality overseas resources with China's local advantages to drive the development of our pulp and paper business and related industrial chains. In order to meet the market demand brought by the improvement of people's living standard and new demand caused by "replacing plastics with paper", the Company continues to expand the production capacity of fine paper and ivory

paperboard, and starts to enter the field of tissue paper, bringing our high-quality products to homes around the world and sharing a better life with consumers.

As a leading pulp and paper manufacturer, we gave full play to our green and circular industry advantages to accelerate the overall green transformation. The Company adhered to the principle of "reduce, reuse and recycle" to improve the utilization efficiency of water resources, energy, land, and plant materials, reduce energy consumption and pollutant emissions, upgrade the technical equipment. We have built the first zero offensive odors factory and the first flue gas treatment and waste heat recovery heating supply for surrounding communities. We also built distributed photovoltaic power stations connected to the grid for power generation. Therefore, we play an active role in energy saving, carbon reduction and green development for the pulp and paper industry. Asia Symbol (Shandong) and Asia Symbol (Guangdong) were awarded "National Green Factory" by the Ministry of Industry and Information Technology. In addition, the Company led the public's green consumption by creating sustainable products, such as carbon-neutral ivory paperboard, copy paper and offset paper to lead the sustainable development of the pulp and paper industry.

We insisted on being a "people-centered enterprise" and drive related parties to make progress together while developing ourselves. We respected the rights and interests of our employees and have established a comprehensive training and talent development system. We attached importance to the safety and health of our employees, and provided them with five days of paid leave during the severe period of the pandemic to fully protect their interests. As a responsible corporate citizen, we continued to conduct education support and community enhancement projects, and we actively mobilized our employees to carry out various volunteer service projects and practiced the volunteer spirit of "dedication, friendship, mutual help and progress" through on-the-ground actions. By the end of 2022, the Company had invested more than 150 million yuan in social welfare and employees had contributed nearly 50,000 hours of volunteer service.

The future starts here! Asia Symbol will uphold the vision of "Creating value for the Community, Country, Climate, Customer and Company" and its core values to build a flagship enterprise for industrial upgrading, technological progress and green development in China's pulp and paper industry. We will promote China's modernization with our own high-quality development and contribute to the realization of the great rejuvenation of the Chinese nation.

On September 1, 2022, the first phase of high-grade tissue paper project of Asia Symbol (Guangdong) started smoothly, realizing the breakthrough of tissue paper business from scratch.



Asia Symbol (Guangdong) was awarded as "National Green Factory" in the list of 2022 Green Manufacturing by the Ministry of Industry and Information Technology.



Asia Symbol (Shandong) is a model of circular economy, burning sludge and other solid waste, black liquor and biomass waste to generate electricity, replacing more than 1.2 million tons of standard coal each year.

1.2 million tons



Asia Symbol (Shandong)'s practice of building the industry's first zero offensive odors plant and the first flue gas treatment and waste heat recovery heating supply for surrounding communities provided sustainable solutions to the environmental and social challenges faced by the pulp and paper industry and its environmental innovation to resolve the "not-in-my-backyard" case was selected as a teaching case by the School of Economics and Management, Tsinghua University.



Asia Symbol (Guangdong) adhered to the core values of the enterprise, pursued the QPC (Quality, Productivity, Cost) business philosophy, and is customer-oriented to develop high-quality copy paper products, taking up the No.1 market share in China's copy paper market for years, and its business case was selected as a teaching case by the School of Economics and Management, Tsinghua University.



On December 29, 2022, the first 25,000-ton-per-year tissue paper machine of the first phase of Asia Symbol (Shandong)'s high-grade tissue paper project successfully kicked off, becoming the first high-grade tissue paper production line in Rizhao City.

25,000 tons



Following the initial launch of carbon neutral copy paper in China in 2021, Asia Symbol (Guangdong) launched PaperOne and ARIA carbon neutral offset paper in April 2022, in collaboration with many publishers on green reading, leading the industry of "carbon neutral" innovative products.



To solve the employment difficulties of women over 35 years old in East Hanjia Village, Asia Symbol (Shandong) hired professional painters to carry out hand-painting skills training for women in the village. While inheriting the hand-painted non-heritage culture, the project has driven rural women to broaden their employment channels and increase their income, so that women in the village can really satisfy physically and spiritually.



more than 3 million yuan

Asia Symbol (Guangdong), together with China Environmental Protection Foundation, sponsored Kengkou Village with more than 3 million yuan, creating the first "industrial tourism + rural tourism" development model, combining development of enterprise and revitalization of rural area, and creating a new future of common prosperity.



The 2022 "PaperOne Cup" Chinese handwritten newspaper competition was successfully held. The competition used "big newspapers" to lead small newspapers" to plant a seed of positiveness and kindness in the hearts of young people, to cultivate the correct view of life and values while creating and drawing, and to find a "bright light" for future study and life.



In June 2022, Asia Symbol (Shandong) sponsored 8 million yuan to Rizhao City Preparatory Committee of the 25th Shandong Provincial Games, becoming a senior partner of the 25th Shandong Provincial Games.

sponsored 8 million yuan



Asia Symbol (Guangdong) was awarded the title of "Water Efficiency Leader of Key Water Enterprises in 2022", the highest honor in the field of national water resources management, jointly awarded by four ministries and commissions: Ministry of Industry and Information Technology, Ministry of Water Resources, National Development and Reform Commission and State Administration of Market Regulation.

# Practice Core Values



In 2022, the Royal Golden Eagle celebrated its 55th anniversary. Looking back on the growth of Asia Symbol, there are many employees who actively practice the core values and effectively guide others to do the same. These employees' core values have become the starlight on the development of the Company, leading and gathering more employees to practice the core values together and become the light chasers who actively practice the core values.

**01.** Yang Bo, head of the technical department of Asia Symbol (Guangdong), is an ordinary employee who puts core values into her genes. In her work, she actively promoted the spirit of ownership and teamwork, found ways to solve various difficult problems encountered in her work, insisted on being customer-oriented, strictly controlled the quality of products in the development and production of unbleached paper.

**02.** Jiang Zhenguang, the Electric Section Chief of alkali recovery of Asia Symbol (Shandong)'s pulp equipment department, is the leader of the team's technical research. He has rich experience in electrical maintenance and management, and has a strong ability to diagnose and analyze electrical faults. Over the past few years, he has made full use of his personal knowledge, led team members to work hard, helped staff to improve their skills, completed many technical modifications and solved many difficult electrical equipment failures.

**03.** Lv Aimin, a senior engineer of alkali recovery instrument maintenance in the pulp equipment department of Asia Symbol (Shandong), acted as a guide for new employees. To solve the problem lacking of practical maintenance experience for new employees, he collected hundreds of different types of old meters from the workshop in the practical training room for employees to operate and practice. At the same time, he sorted out the instrument maintenance knowledge and skills and made a training plan. As a result, the staff's maintenance skills were rapidly improved.

**04.** Lin Jianqiang, working in the completion department of Asia Symbol (Guangdong), is a "preacher" of core values. He often visits the front-line workshops, and when other colleagues have questions, he will answer them patiently and take the initiative to help solve various problems. He actively participates in various cultural creativity and is the main participant and editor of the Company's books "The devil is in the details" and "With Love and Righteousness".

**05.** Xiao Rifu, working in the production department of Asia Symbol (Guangdong), is a supervisor who can drive the team to learn and practice the core values together. He loves his job, keeps forging ahead, works hard and unites his team members to achieve remarkable results in production operation, quality control and lean management. He has a strong sense of ownership and leads the team to promote the application of real-time database, which greatly improved the efficiency of production change and reduces the loss of production change.

**06.** Hu Xiang, manager of paperboard technical sales and customer service department of Asia Symbol (Shandong), is a caring partner of customers. He focuses on quality management, and in response to the problem of scrape marks on products, he led his team to register for the Six Sigma project, to explore the fundamental causes and develop improvement measures. After the project was completed, he not only significantly reduced the problem of scrape marks, but also improved the staff's ability to prevent, analyze and control paper defects.

**07.** Xu Liancheng, deputy manager of paper machine instruments in Asia Symbol (Guangdong)'s maintenance department, is a qualified "health doctor" for paper machines. He is a cultural ambassador of the Company's core values and always insisted on explaining and implementing them to the department's staff. He has a strong sense of ownership and awareness, and can actively lead and promote the implementation of various projects such as maintenance inspection digitization.

**08.** Fan Xijun, operation manager of Asia Symbol (Shandong)'s woodchip wharf department, is a practitioner of talent cultivation. As the Company's cultural ambassador, he focuses on cultivating successors from two aspects: professional skills and management ability. He formulates training plans according to the character traits, personal strengths and weaknesses of key employees, and explored and implemented a number of effective measures to train ordinary employees.



# About Asia Symbol

## Company Profile

### Company Profile

Asia Symbol, a member of the RGE Group, is a world leading pulp and paper manufacturer, with investments in both Shandong and Guangdong. Its major products include chemical wood pulp, liquid packaging paperboard, cigarette cards, food cards, social cards, fine paper and tissue paper, which sell all over the world.

Asia Symbol (Shandong) Pulp and Paper Co., Ltd., located in Rizhao Economic-Technological Development Area, Shandong, holds a total investment of more than 20 billion yuan, of which more than RMB 5 billion is invested in environmental protection. With an annual output of 2.2 million tons of pulp and 600,000 tons of paperboard, the Company is a world's leading pulp and paper manufacturer.

Asia Symbol (Guangdong) Paper Co., Ltd., located in Yinzhou Lake Paper Base, Xinhui, Guangdong, is one of the largest manufacturers of premium fine paper in South China, with a total investment of more than 10 billion yuan, of which environmental protection investment exceeds 600 million yuan. The company has an annual output of 1.5 million tons of premium fine paper and 100,000 tons of tissue paper.

#### Company Name

#### Date of Establishment

#### Nature of Ownership

#### Number of Employees in 2022

#### Sales Revenue in 2022

#### Total Assets in 2022

#### Products

#### Output in 2022

#### Market

#### Business Address

#### Critical Change In 2022

Asia Symbol (Shandong) Pulp and Paper Co., Ltd.

August 17, 2005

Sino-foreign joint venture

2617

13.779 billion yuan

21.149 billion yuan

Bleached hardwood craft pulp, premium ivory paperboard and liquid packaging paperboard

2.129 million tons of pulp and 609,000 tons of paperboard

Wood pulp is mainly sold in China, and paperboard mainly in China, Southeast Asia, Middle East, Europe, America, etc.

No.369, Beijing Road, Rizhao Economic Development Zone, Shandong Province

The first tissue paper machine with annual production capacity of 25,000 tons has been put into operation

Asia Symbol (Guangdong) Paper Co., Ltd.

November 21, 2002

Sino-foreign joint venture

1961

7.763 billion yuan

9.932 billion yuan

Premium fine paper, premium tissue paper

1.356 million tons of fine paper and 12,700 tons of tissue paper

Fine paper and tissue paper are sold in more than 20 countries and regions including Japan, South Korea and Hong Kong

No.1 Ruifeng Industry Zone, Shalu Village, Shuangshui Town, Xinhui District, Jiangmen City, Guangdong Province

New fine paper production capacity of 500,000 tons, new tissue paper production capacity of 100,000 tons

### Development History of Asia Symbol

The third phase of premium fine paper project of Asia Symbol (Guangdong) was put into operation, and the first phase of premium tissue paper project was put into operation

The first paper machine of the first phase of premium tissue paper project of Asia Symbol (Shandong) was put into operation

Royal Golden Eagle (RGE) China established the Carbon Management Committee

Asia Symbol released the Sustainable Development Goals by 2030

Pulp and board production capacity of Asia Symbol (Shandong) climbed to 2.235 million tons

Asia Symbol (Shandong) completed the technical transformation, able to produce dissolving pulp

Phase II premium fine paper project of Asia Symbol (Guangdong) was completed for operation

Liquid packaging paperboard project of Asia Symbol (Shandong) was completed for operation

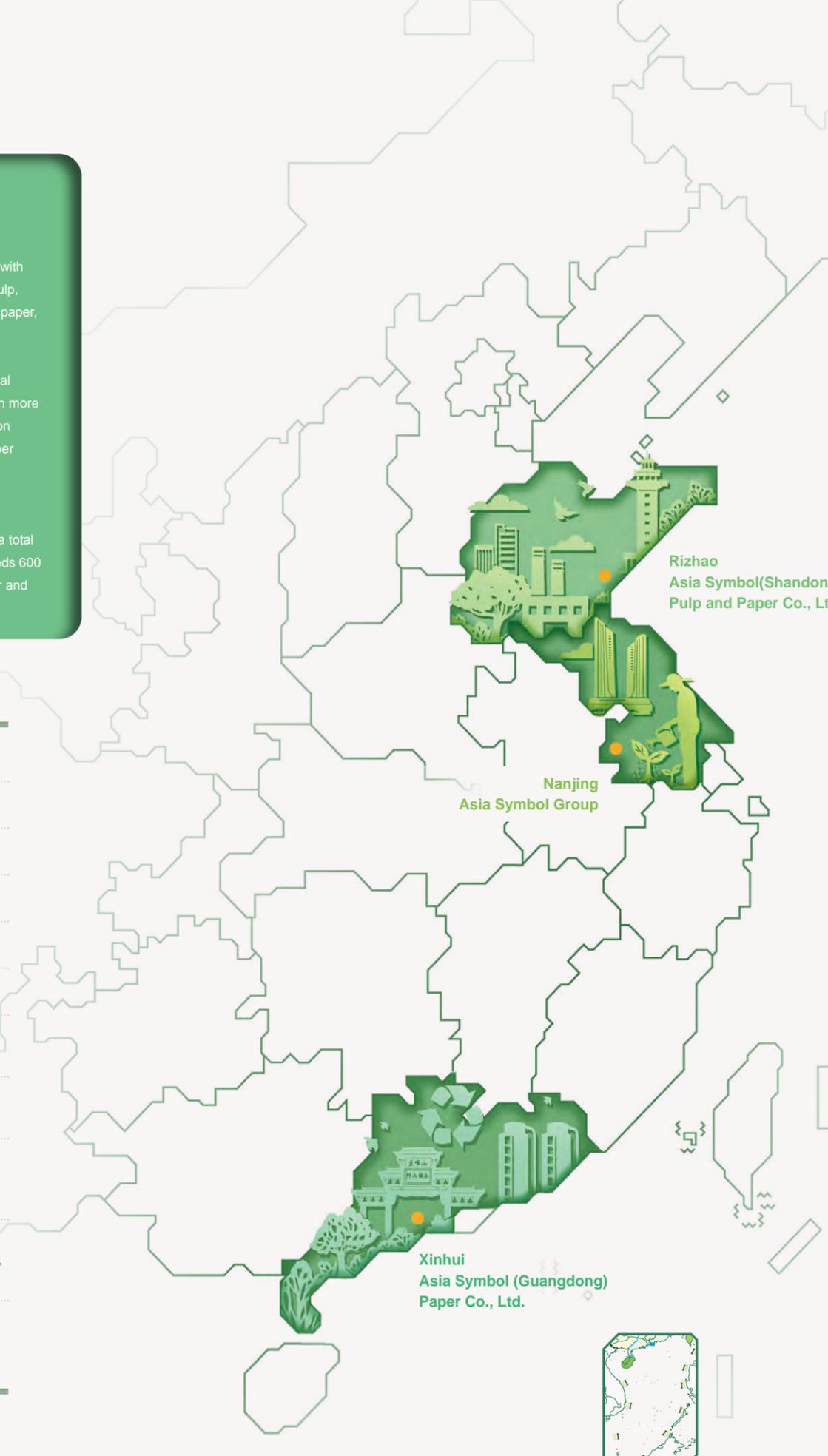
Phase I premium fine paper project of Asia Symbol (Guangdong) was completed for operation

With the commencement of the phase II project, Asia Symbol (Shandong) became the largest pulp producer in China

Asia Symbol (Shandong) joint venture was established, with phase I pulp and ivory paperboard in operation

The paper-cutting factory in phase I project of Asia Symbol (Guangdong) was completed for operation

Asia Symbol (Guangdong) was established, mainly committed to production and sales of fine paper



Starts with me

### Values and Culture

#### Purpose

Improving lives by developing resources sustainably

#### Vision

To be one of the largest, best-managed, most efficient and sustainable resource-based groups, creating value for the Community, Country, Climate, Customer and Company

#### Core values (T.O.P.I.C.C)

##### Complementary Team

We are aligned by our common purpose and work together as a complementary team

##### Ownership

We take ownership to achieve outstanding results and seek value at all times

##### People

We develop our people to grow with us

##### Integrity

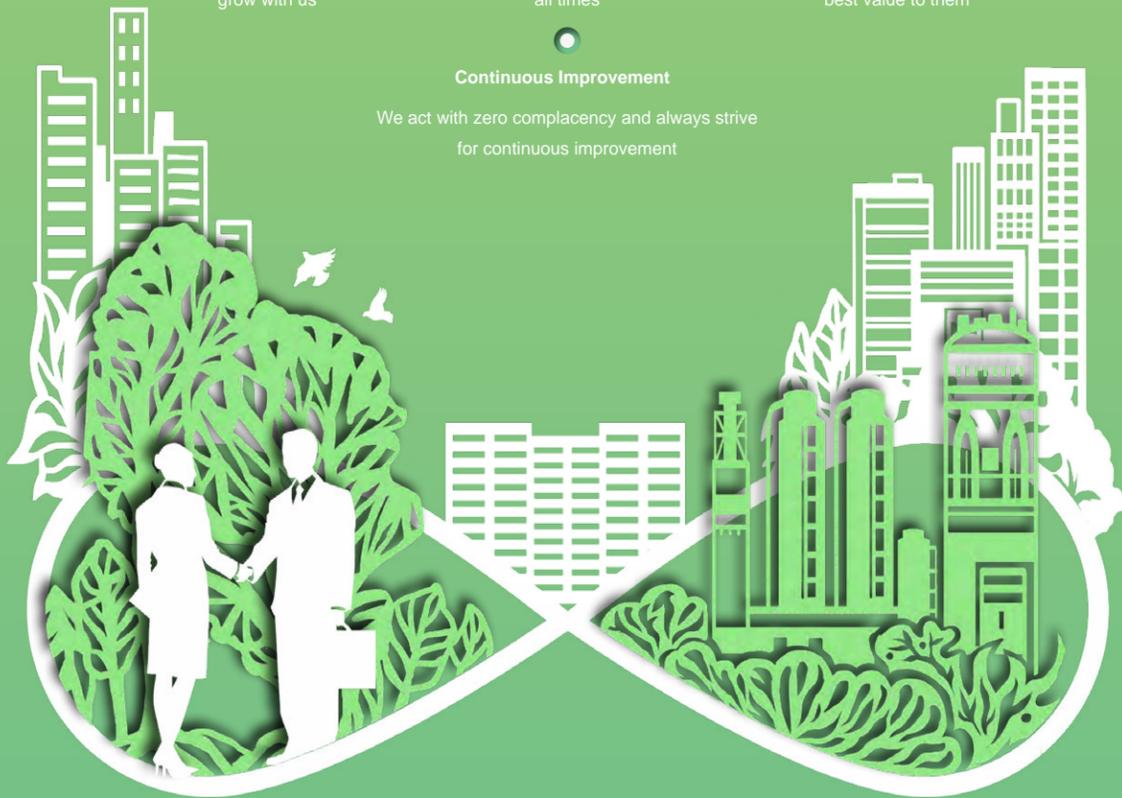
We act with integrity at all times

##### Customer

We understand our customers and deliver best value to them

##### Continuous Improvement

We act with zero complacency and always strive for continuous improvement



## Products and Brands

In 2022, Asia Symbol (Shandong) ranked 26th in national light industry with a brand value of 3.79 billion yuan, achieving 11% increase in corporate brand value compared to 2021. From 2019 to 2022, the market share of the Company's bleached hardwood craft pulp had ranked first in the country for four consecutive years, and was selected as provincial manufacturing single champion products in Shandong Province in 2022.

### Pulp

Asia Symbol is one of the largest production bases for commercial pulp in China. Sticking to the principle of "stable quality, stable supply, and stable technical services", the Company serves customers with a tailor-made series of pulp, including BPT pulp (dedicated pulp for tissue paper), BPW pulp (specialized pulp for fine paper), BPSP pulp (dedicated pulp for specialty paper), needle-leaved bleached pulp, low white pulp, eucalyptus series pulp and natural broadleaf/coniferous pulp.



### Paperboard

Asia Symbol, as one of the leading enterprises in China for packaging ivory paperboard, is committed to providing customers with high-end ivory paperboard featuring stable quality, environmental friendliness and greater economic benefits. Its products include liquid packaging ivory paperboard, cigarette packaging ivory paperboard, food-grade packaging ivory paperboard and social packaging ivory paperboard, under a series of brands.



### Fine paper

Asia Symbol is one of the largest manufacturers of premium fine paper in China. High-end copy paper such as "PaperOne" had Asia Symbol occupied first position in market share for years running. The raw material of the paper is virgin wood pulp fiber, which is derived from scientifically managed plantation forests. The Company produces several brands of office paper and offset paper, with "PaperOne" included, to meet the needs of different printing, education and publishing users for premium fine copy paper. For more fine paper products and brands, please visit the website [www.paperone.com.cn](http://www.paperone.com.cn)



### Tissue paper

Founded in 2022, Wood Diary is the first tissue paper brand under Asia Symbol, which carefully selects each tree species and original paper, uses 100% virgin wood pulp, and undergoes hundreds of skin-feel tests to adjust and improve each tissue to make it as good as it can be. The brand is committed to creating a healing aesthetic experience loved by young generations and providing consumers with healthier, environmentally friendly and fun tissue paper products. For more information about the Wood Diary brand and products, please visit the website [www.yuanmuriji.com](http://www.yuanmuriji.com).



## Governance System

Asia Symbol has set up a management committee, and each of its subsidiaries has an independent board of directors. The management committee is responsible for the decision-making of major issues such as company strategy, business development, safety and environmental protection, social investment, budget, personnel, and the management and supervision of the Company's operations based on the Company's development strategy and plan.

The management committee convenes at least once a month to discuss major issues, including the coordination of operations of Asia Symbol (Shandong) and Asia Symbol (Guangdong), the definition of comprehensive business strategies across the entire value chain of Asia Symbol, the identification of opportunities for cross-department synergy, the monitoring of business performance, and the integration of follow-up action plans. The management committee has assigned a special member to undertake issues pertaining to sustainability development, and the sustainability report 2022 of Asia Symbol has been approved by the management committee. In order to enhance the awareness of the management committee and the management of Asia Symbol (Shandong) and Asia Symbol (Guangdong) on our sustainability work, the Company held two seminars on the United Nations Sustainable Development Goals in 2022, ensuring that sustainability is reflected in the daily operations and management of the Company.

The board of directors of Asia Symbol (Shandong) and Asia Symbol (Guangdong) decides major issues of the Company in compliance with the Company's articles of association, and the general manager, under the leadership of the board of directors, undertakes the daily operation and management of the Company.

## Corporate Governance

### Asia Symbol Management Committee



**CHEN XIAO RONG**

Vice Chairman of Asia Symbol Management Committee



**LEE JIAN SHAO**



**WU HE PING**



**HUNG CHING LUNG**



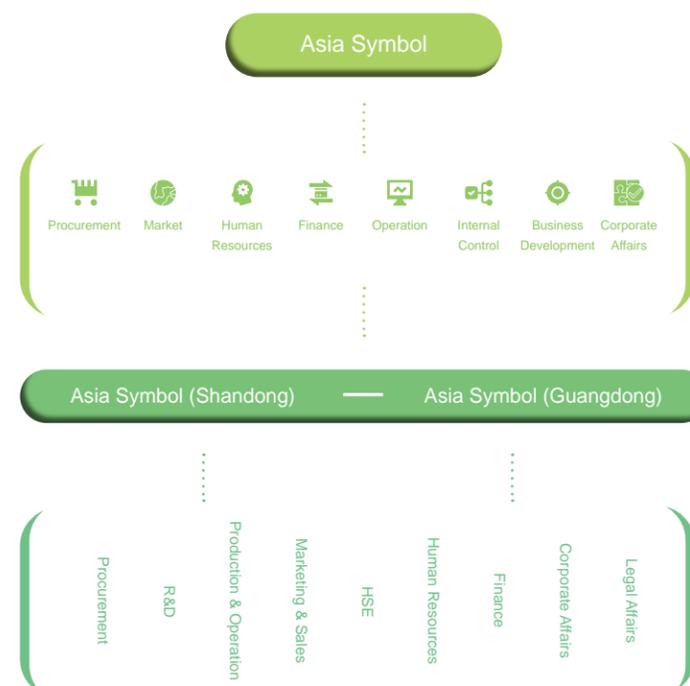
**HU WEI**



**WANYAN SHAOHUA**

Members of Asia Symbol Management Committee

### Organization Chart of Asia Symbol



At the annual meeting and labor union congress, the Management Committee of Asia Symbol addresses important issues such as the Company's business performance, challenges, salaries and benefits of employees, etc., which are directly related to the employees. In addition, in order to ensure that the sustainability work is implemented in the daily work of employees, the Company conducts, on a yearly basis, a signing ceremony for the responsibility system centering on the occupational health and safety, environmental protection and other issues; and sets up evaluation indicators for economic, environmental and social issues in the performance contracts of management and employees, whose salary and welfare are affected by the evaluation results.



Signing Ceremony for Asia Symbol (Guangdong)'s Safety and Environmental Protection Responsibility System in 2022

## Business Ethics

Asia Symbol adheres to honesty and trustworthiness, abides by the laws, regulations and relevant industry standards of the local community, closely follows the *RGE Group Global Code of Conduct*, carries out risk assessment on corruption, identifies key risk positions, revises the *Management Measures of Rewards and Punishments*, and clarifies the penalty declaration and approval process. Asia Symbol also conducts anti-corruption training during employees' induction and establishment of relationships with new business partners, and requires all employees to sign the *Disclosure Document* and *Declaration Form*, all employees in key risk positions to sign the *Code of Professional Ethics* every year, and all new suppliers to sign the *Code of Ethics for Suppliers in Procurement*, ensuring that all employees practice the *RGE Group Global Code of Conduct* in their work.

### RGE Group Global Code of Conduct

#### Our People

- Workplace Health and Safety;
- Bullying, Harassment and Violence;
- Alcohol, Gambling and Substance Abuse;
- Personal Information, Privacy and Security

#### Our Community

- Political Donations and Activities;
- Sustainability

#### Our Marketplace

- Conflict of Interest;
- Accepting Gift, Entertainment & Hospitality;
- Relationship with Business Partners;
- Competition;
- Procurement Ethics;
- Trade Sanctions;
- Insider Trading;
- Business Travel

#### Our Assets and Resources

- Safeguarding Our Assets;
- Handling External Communication;
- Cyber Security

Asia Symbol strictly follows the requirements of the *RGE Group Fraud System* and *Management and Reporting of Whistle-blowing Information*, based on which the management conducts self-assessment on the Company's fraud risks every year and holds zero tolerance for corrupt practice. In addition, the Company performs, on a yearly basis, compliance audits on all identified high-risk processes and those required by the management, and rectifies the problems found in a timely manner. Beyond that, the Company also posts reporting mailboxes and hotlines in conspicuous positions in the office area, enabling employees to directly report any complaints to RGE's audit department, where there is a dedicated person responsible for registration. The corresponding review procedures are to be conducted after internal evaluation. The Company keeps the whistle-blower information strictly confidential and handles all complaints received and fraud discovered in compliance with the *Management Measures for Reward and Punishment*.

In 2022, the Company received 17 complaints, of which 2 were confirmed corruption or improper operation, 7 were highly suspicious or partially true, 8 were without substantive evidence or problems, and 0 was required to be verified.

# Social Recognition

## Major Honors

Awards	Awarding Institutions
Ranked 26 <sup>th</sup> in the List of "China Light Industry Brand Value" in 2022	China Council for Brand Development
National Intellectual Property Advantage Enterprise	National Intellectual Property Office
China Light Industry Digital Transformation Innovation Achievements	China Light Industry Information Center
Top Ten Enterprises in Shandong Paper Industry	Shandong Paper Society
Third Prize of Scientific and Technological Progress (Research on Improving Whiteness Stability of Broad leaf Wood Bleached Pulp of One-million-ton Pulp Line)	China Light Industry Federation
2022 Shandong Province Key Industry Brand Value List (No.2 in Light Industry)	Shandong Council for Brand Development
2022 Shandong Province Technology Innovation Demonstration Enterprise	Department of Industry and Information Technology of Shandong Province
Shandong Provincial Industrial Design Center (Pulp and Paper Industrial Design Center)	Department of Industry and Information Technology of Shandong Province
2022 Shandong Quality Brand (Symbol Bleached Sulphate Wood Pulp)	Quality Evaluation Association of Shandong Province
Shandong Province Manufacturing Single Champion Products (Bleached Sulfate Wood Pulp)	Department of Industry and Information Technology of Shandong Province
Cigarette Packet Integrity Supplier (Cigarette Ivory Paperboard Products)	Tobacco Packaging Industry Information Committee
Top 10 Environmental Protection Facilities Open Units in Shandong Province in 2022	Ecological Environmental Protection Publicity and Education Center of Shandong Province
2022 Advanced Unit of Enterprise Culture Construction in Shandong Province	Shandong Corporate Culture Society
Senior Partner of the 25th Shandong Provincial Games	Rizhao City Preparatory Committee of the 25th Shandong Provincial Games
CSR CHINA TOP100 Best Responsible Corporate Brand of the Year	2022 CSR China Education List Organizing Committee
2022 China Corporate Volunteer Service Brand List (No.13)	Southern Weekly
2022 "Golden Key - China Action for SDG" Winner Award (Dream Realization)	Sustainable Development Economic Guide
Rizhao Daily Positive Energy Network Charity Award 2022	Cyberspace Administration of Rizhao City

Awards	Awarding Institutions
Top 100 Manufacturing Industries in Guangdong Province in 2022 (No. 83)	Guangdong Manufacturing Association
2022 Outstanding Entrepreneur of Jiangmen City (Hung Ching Lung)	Bureau of Industry and Information of Jiangmen City
2022 High-tech Enterprises in Guangdong Province	Science and Technology Department of Guangdong Province
2022 Guangdong Enterprise Technology Center	Economic and Information Technology Commission of Guangdong Province
2022 Guangdong Famous and High Products	Guangdong High-tech Enterprise Association
National Green Factory	Ministry of Industry and Information Technology
2022 Water Efficiency Leaders for Key Water Use Enterprises	Ministry of Industry and Information Technology, Ministry of Water Resources, National Development and Reform Commission and State Administration of Market Regulation.
Awarded as the "Green Brand Enterprises with Environmental Credit" of Guangdong Province for Nine Consecutive Years	Department of Ecology and Environment of Guangdong Province
2022 Water-saving Model Enterprises in Guangdong Province	Department of Industry and Information Technology of Guangdong Province
2022 Guangdong Paper Association Water Efficiency Leaders	Guangdong Paper Industry Association
2022 Green Sustainable Development Contribution Award	Syobserve, Syobserve Public Welfare
2022 Chinese Government Procurement Award - Green Procurement Pioneer Award	China Government Procurement News, Chinese Government Procurement News Network
2022 Guangdong Workers' Pioneer (R&D Center)	Guangdong Federation of Trade Unions
2022 Sustainable Development Contribution Enterprise	Social Responsibility Conference Organizing Committee
National Tribute Award for Industrial Revitalization (Kengkou Village Rural Revitalization Project)	CSR Global Network, Guangzhou Social Innovation Center

## Certification and Approbation

Asia Symbol (Shandong)	Asia Symbol (Guangdong)
ISO9001 Quality Management System Certification	ISO9001 Quality Management System Certification
ISO14001 Environmental Management System Certification	ISO14001 Environmental Management System Certification
ISO45001 Occupational Health and Safety Management System Certification	ISO45001 Occupational Health and Safety Management System Certification
PEFC/CFCC Chain-of-Custody Certification	ISO50001 Energy Management System Certification
FSSC22000 Food Safety Management System Certification	PEFC/CFCC Chain-of-Custody Certification
Intellectual Property Management System Certification	China Environmental Label Product Certification (Copy Paper)
ISO50001 Energy Management System Certification	China Environmental Label Product Certification (Offset Paper)
Laboratory Accreditation Certificate of China National Accreditation Service (CNAS) for Conformity Assessment	PAS2060 Carbon Neutrality Achievement Certificate (Copy Paper)
National Industrial Product Production License (Food Packaging Paperboard)	ISO14067 Certificate for Carbon Footprint Compliance of Products (Copy Paper)
Standardization of Good Behavior Certificate (AAAA Grade)	PAS2060 Carbon Neutrality Achievement Certificate (Offset Paper)
Compliant with US FDA and European ISEGA Requirements	ISO14067 Certificate for Carbon Footprint Compliance of Products (Offset Paper)
PAS2060 Carbon Neutrality Achievement Certificate (BoardOne Ivory Paperboard)	ISO 9706-1994 Standard Certification (PaperOne 70g)
ISO14067 Certificate for Carbon Footprint Compliance of Products (BroadOne Ivory Paperboard)	CQC Certification of Health Requirements for Myopia Prevention and Control of School Products for Children and Adolescents

## Positions in Industry Associations

Asia Symbol (Shandong)		Asia Symbol (Guangdong)	
Name of industry association organization	Position of the Company	Name of industry association organization	Position of the Company
China Paper Association	Vice Chairman of the Board	China Paper Association	Membership
China Paper Society	Vice Chairman of the Board	Guangdong Overseas Chinese Enterprises Association	Executive Vice President
All-China Federation of Industry and Commerce Paper Industry Chamber of Commerce	Vice President	Guangdong Manufacturers Association	Board Members
China Packaging Federation	Membership	Guangdong Paper Association	Vice President
China Environmental Protection Federation	Membership	Guangdong Paper Society	Vice Presidency Unit
National Paper Industry Standardization Technical Committee Cultural Office Paper and Paperboard Sub-Technical Committee	Membership	National Paper Industry Standardization Technical Committee	Membership
Shandong Paper Industry Association	Vice Chairman of the Board	Cultural Office Paper and Paperboard Sub-Technical Committee	
Shandong Paper Society	Vice Presidency Unit	Jiangmen Marine Fisheries Association	Membership
Shandong Province Science Industry Promotion Association	Vice President	Jiangmen City Port Shipowners Association	Membership
China Forest Certification Commission (CFCC)	Stakeholder Forum Members	Xinhui District Safety Production Management Association	Vice President
Shandong Standardization Association	Member Units	Jiangmen Association for the Management of Readily Manufactured Drugs	Membership
Shandong Enterprise Technology Innovation Promotion Association	Member Units	Guangdong Radiation Protection Association	Membership
Shandong Province Circular Economy Association	Membership		
Gravure Printing Branch of China Printing Technology Association	Membership		
Tobacco Packaging Industry Information Committee	Membership		
Shanghai Food Contact Materials Association	Membership		

# Sustainability Management

Sustainable development is an inevitable choice for the development of human society. Asia Symbol embeds Sustainable Development Goals into the core of the company, drives business development in a responsible and sustainable manner, manages environmental and social risks of operations, and works together with stakeholders to create a better future.



To enhance the Company's commitment to sustainable development, in 2022 the Company launched its first sustainability-linked loan, selecting several sustainability performance indicators to be included in the financing loan agreement and linked to the loan interest rate to promote sustainable transformation. In 2022, the Company won numerous honors, such as "Best Responsible Enterprise Brand of the Year" and "Sustainable Development Contributing Enterprise", and its sustainable development practice was enlisted as a teaching case of School of Economics and Management, Tsinghua University.



Asia Symbol (Shandong) was awarded "CSR CHINA TOP100 Best Responsible Enterprise Brand".



Asia Symbol (Guangdong) was awarded "2022 Sustainable Development Contributing Enterprise".

## Asia Symbol 2030

### Sustainability Strategy

In 2020, under the guidance of the *Forestry, Fiber, Pulp & Paper Sustainability Framework* issued by the RGE Group, Asia Symbol released the *Sustainable Development Goals of Asia Symbol by 2030 report*, charting the course for the Company's development in the next 10 years. In 2022, the Company actively promotes the integration of sustainable development goals with its business, promotes high-quality corporate development in an environmentally and socially equitable manner, and continues to increase its efforts in the four directions of circular development, low-carbon development, inclusive development and synergistic development, hoping to provide sustainable solutions to the environmental and social challenges faced by the pulp and paper industry through its own practices.



#### Circular Growth

- 30% reduction in product water use
- 30% reduction in product air emissions
- ZERO solid waste to landfill
- > 95% water reused

#### Low Carbon Growth

- 30% reduction in GHGs emissions
- 95% share of renewable and clean energy in energy structure



#### Inclusive Growth

##### Inclusive work environment

- ZERO death for employees and contractors
- Reduce our lost-time Injury frequency to <0.5
- Create Individual Development Plan for 100% employees
- Increase female ratio in employee representation to 30%

##### Inclusive community development

- At least 4 volunteer hours each employee per year
- 100,000 students supported by education projects
- 1 million people benefited from community projects

### Sustainable Development Goals of Asia Symbol by 2030



#### Synergetic Growth



- 100% chips source from responsibly managed forest
- 100% pulp traceability
- 100% key suppliers auditing based on systematic risk assessment practices

## Goals and Progress

Sustainable Development Goals by 2030		Progress in 2022
Circular Growth	30% reduction in product water use	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the water consumption for production of Asia Symbol was 12.20 cubic meters per ton of products - a 13.4% decrease from that of the baseline year.</li> <li>In 2022, the water consumption of Asia Symbol (Shandong) was 15.63 cubic meters per ton of products.</li> <li>In 2022, the water consumption of Asia Symbol (Guangdong) was 5.33 cubic meters per ton of products.</li> </ul>
	30% reduction in product air emissions	<b>Keeping</b> <ul style="list-style-type: none"> <li>In 2022, the air pollutant emissions of Asia Symbol were 0.42 kg per ton of products - a 47.6% decrease from those of the baseline year.</li> <li>In 2022, the air pollutant emissions of Asia Symbol (Shandong) were 0.52 kg per ton of products.</li> <li>In 2022, the air pollutant emissions of Asia Symbol (Guangdong) were 0.21 kg per ton of products.</li> </ul>
	ZERO solid waste to landfill	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the solid waste landfill volume of Asia Symbol (Shandong) was 13,658 tons.</li> <li>In 2022, Asia Symbol (Guangdong) achieved zero solid waste landfill.</li> </ul>
	> 95% water reused	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the water reuse rate of Asia Symbol (Shandong) was 96.0%.</li> <li>In 2022, the water reuse rate of Asia Symbol (Guangdong) was 93.7%.</li> </ul>
Low Carbon Growth	30% reduction in GHGs emissions	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022 the greenhouse gas emissions of Asia Symbol were 0.43 tCO<sub>2</sub>e per ton of products - a 11.0% decrease from those of the baseline year.</li> </ul>
	95% share of renewable and clean energy in energy structure	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the proportion of renewable and clean energy in Asia Symbol was 71.43%.</li> </ul>

## Sustainable Development

Goals by 2030	Progress in 2022
ZERO death for employees and contractors	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, there were no fatalities in Asia Symbol (Shandong).</li> <li>In 2022, there were no fatalities in Asia Symbol (Guangdong).</li> </ul>
Reduce our lost-time injury frequency to <0.5	<b>Keeping</b> <ul style="list-style-type: none"> <li>In 2022, the rate of lost time injury frequency of Asia Symbol (Shandong) was 0.1.</li> <li>In 2022, the rate of lost time injury frequency of Asia Symbol (Guangdong) was 0.32.</li> </ul>
Create Individual Development Plan for 100% employees	<b>Keeping</b> <ul style="list-style-type: none"> <li>In 2022, Asia Symbol completed 100% the employee development plan.</li> </ul>
Increase female ratio in employee representation to 30%	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the female employee representatives in Asia Symbol (Shandong) accounted for 28% of the total.</li> <li>In 2022, the female employee representatives in Asia Symbol (Guangdong) accounted for 42% of the total.</li> </ul>
At least 4 volunteer hours each employee per year	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the average volunteer time of Asia Symbol employees was 3.42 hours.</li> </ul>
100,000 students supported by education projects	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, 14,684 students benefited from the education programs of Asia Symbol.</li> <li>From 2017 to 2022, a total of 71,635 students had benefited from the education programs of Asia Symbol.</li> </ul>
1 million people benefited from community projects	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the community projects of Asia Symbol benefited 68,272 residents in the surrounding areas.</li> <li>From 2017 to 2022, the community projects of Asia Symbol had benefited 331,265 residents in the surrounding areas.</li> </ul>
100% chips source from responsibly managed forest	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, the PEFC/FSC® certified wood chips accounted for 39.2% of the total purchased by Asia Symbol.</li> </ul>
100% pulp traceability	<b>Ongoing</b> <ul style="list-style-type: none"> <li>In 2022, 96.35% of the wood pulp purchased by Asia Symbol (Shandong) could be traced back to the forests.</li> <li>In 2022, 98.86% of the wood pulp purchased by Asia Symbol (Guangdong) could be traced back to the forests.</li> </ul>
100% key suppliers auditing based on systematic risk assessment practices	<b>Keeping</b> <ul style="list-style-type: none"> <li>In 2022, Asia Symbol reviewed 100% the key suppliers.</li> </ul>

Inclusive Growth

Synergetic Growth

**Sustainability Initiatives**

**Tips**

---

**Women's Empowerment Principles**

The *Women's Empowerment Principles* is a joint initiative launched by the UN Global Compact and UN Women, formulated in 2010 to provide a holistic framework and principles that empower women and girls in the workplace, marketplace and community.

The Company joined the "China GoldenBee CSR 2030" to help realize the United Nations Sustainable Development Goals

金蜜蜂全球 CSR2030 倡议

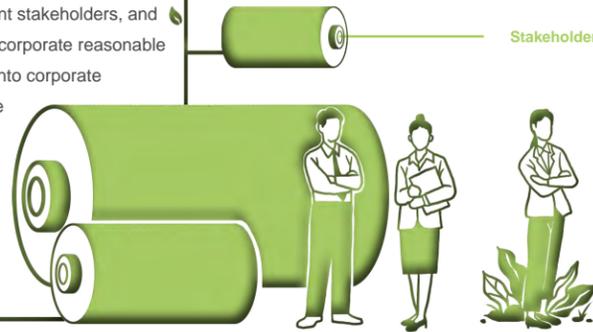
Asia Symbol (Guangdong) and Asia Symbol (Shandong) signed the *Women's Empowerment Principles* respectively.

In support of

**WOMEN'S EMPOWERMENT PRINCIPLES**  
Established by UN Women and the UN Global Compact Office

# Stakeholder Engagement

Asia Symbol values stakeholder participation in corporate development, establishes multi-level communication mechanisms for different stakeholders, and takes the initiative to incorporate reasonable stakeholder demands into corporate development, to ensure the maximization of value created for stakeholders.



## Stakeholders

### Government agencies

#### Participation Methods

- Safety and environmental protection supervision and assessment
- Online monitoring of real-time environmental data
- Symposium
- Sustainability report

#### Frequency

Irregularly, Real Time, Annually

### Management

#### Participation Methods

- Work meeting
- WeChat platform of the Company
- In-company magazines and publicity columns

#### Frequency

Monthly, Continuously

### Customers/ Dealers/ Consumers

#### Participation Methods

- Customer satisfaction survey
- Technical exchanges and product development
- "One box, one code" multi-functional dynamic QR code
- Dealer conference
- Sustainability report

#### Frequency

Irregularly, Annually

### Investors/Financial institutions

#### Participation Methods

- Work report
- Symposium
- Sustainability report

#### Frequency

Monthly, Irregularly, Annually

### Staff

#### Participation Methods

- General manager communication day
- Survey of employee dedication
- Labor union congress
- Staff symposium
- Employee family day
- WeChat platform, internal magazines and publicity columns of the Company

#### Frequency

Once every two months, Once every two years, Annually, Monthly, Continuously

### Industry associations

#### Participation Methods

- Sustainability report
- Product exhibitions and industry seminars
- Participation in the development of industry standards

#### Frequency

Annually

### Media

#### Participation Methods

- Open day
- Sustainability report
- WeChat platform of the Company
- Product exhibitions

#### Frequency

Weekly, Annually, Continuously, Irregularly

### Community representatives

#### Participation Methods

- Open day
- Symposium
- Grievance mechanism, e-mail and hotline

#### Frequency

Bi-weekly, Irregularly

### Non-profit organizations

#### Participation Methods

- Symposium
- Sustainability report
- WeChat platform of the Company

#### Frequency

Irregularly, Annually

### Suppliers/ Contractors

#### Participation Methods

- Safety training and supervision and assessment
- Supplier Training and Evaluation

#### Frequency

Continuously, Annually

# Materiality Analysis

Based on the sustainable development framework, standards and norms, combined with industry development trends and practices in the same industry, the company adopts a double-materiality methodology, examines the environmental and social impacts of corporate operations from a risk management perspective, systematically identifies and screens material issues, and conducts online stakeholder surveys to better understand and analyze stakeholder concerns, identify corporate development directions, and guide report preparation. In 2022, the Company identified 15 material issues. The topic of "sustainable finance" is new compared with the previous sustainability report.

## Material Issues

### Most important

Sustainable products and services, Industry digitalization

### Important

Occupational health and safety, Water management, Community development, Air pollution management, Sustainable finance, Climate and energy, Responsible supply chain, Recruitment and training, Employee rights, Wastewater management, Waste management, Chemicals management

### Relevant

Anti-corruption and anti-bribery

# High-quality Development

# 01

High-quality development of manufacturing industry is the key to building a modern industrial system. Asia Symbol insists on innovation-driven, continues to optimize the production process, lays out big and good projects, realizes the advancement from pulp to paper moving towards the middle and high end of the industrial chain, extends to the high end of the value chain, and contributes to the high-quality development of local economy and society.

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- 31 Lean Management



# Our Approach

Ideas

The pursuit of excellence

Improvement

Adherence to the guidelines

Sustainable development.

## Performance

In 2022, Asia Symbol focused on high-quality development, continuously extended the industrial chain, and achieved record high operating efficiency, playing a leading role in local economic and social development. In 2022, Asia Symbol (Guangdong) was ranked as "Top 100 Manufacturing Enterprises in Guangdong Province", and Asia Symbol (Shandong) was honored as "Outstanding Contribution to Economic Development" and "Outstanding Contribution to Import and Export" in Rizhao City.

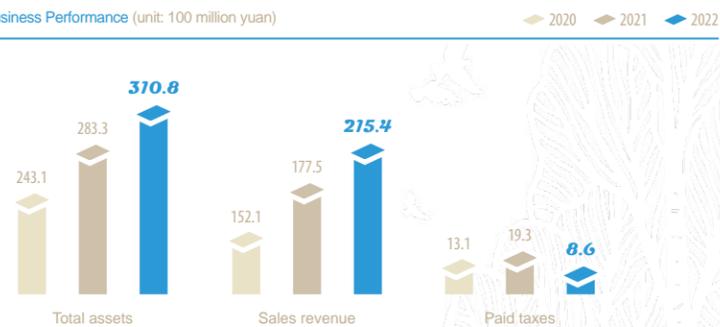


On March 27, 2022, the third phase of Guangdong's premium fine paper project was successfully commissioned, enhancing production synergy and optimizing customer response speed.

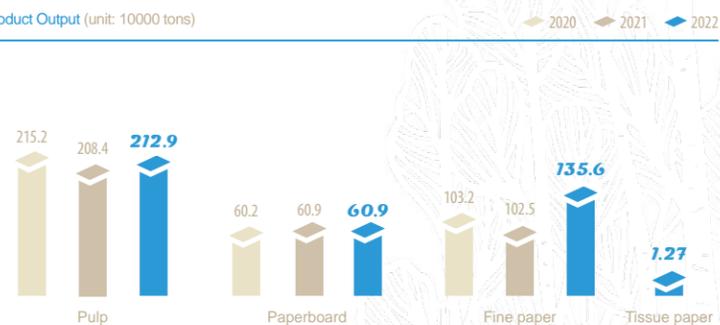


Hung Ching Lung, Managing Director of Asia Symbol (Guangdong), was awarded the title of "Jiangmen Excellent Entrepreneur" in 2022.

Business Performance (unit: 100 million yuan)



Product Output (unit: 10000 tons)



# Responsible Products and Services

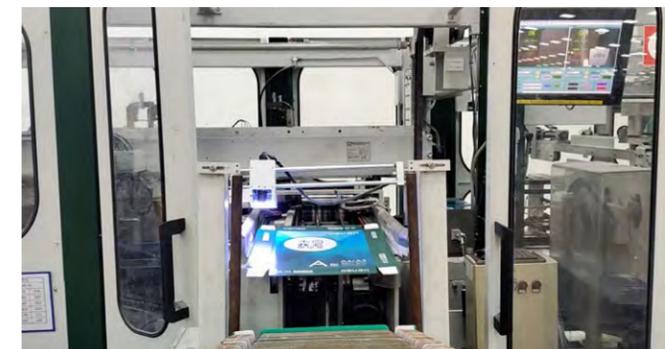
## Quality Assurance

Product quality is the basis of enterprise survival. The Company produces high quality products to enhance the competitiveness of enterprises, continues to provide quality services to customers, and enhances the level of high-quality development of economy and society with high quality products and services.

The Company has established a complete quality management system based on the ISO9001 standard, set strict quality control standards in all aspects from raw material inspection to finished products, continuously introduced several intelligent inspection projects, and used artificial intelligence visual inspection technology to ensure product quality and provide customers with high quality products.

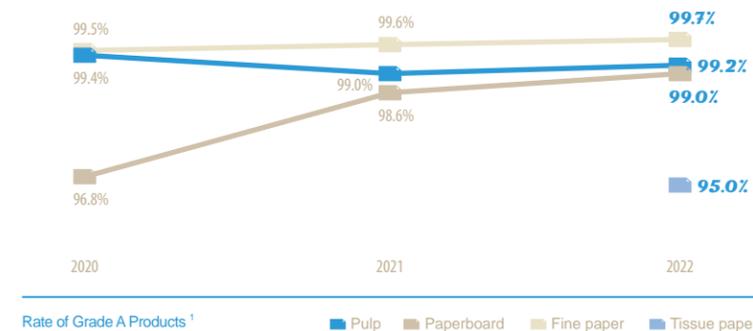
### Anti-mixing system of tray and lid box

Asia Symbol (Guangdong) introduced computer visual recognition technology to take pictures of the barcode of sky and floor covers respectively and compare them with the materials currently set in the system, to eliminate the complaints of mixed goods of tray and lid from the source and achieve 0 complaint of mixed goods for various customers, thus winning more customers' trust.



Anti-mixing system of tray and lid box

The rate of grade A products of pulp products in 2021 was adjusted from 99.2% to 99.0% and restated due to a change in statistical caliber.



The Company established the FSSC22000 food safety management system, strengthened product safety and health management, and developed new products such as All Pass eye protection paper and environmentally friendly handbag paper to protect consumers' health. In 2022, the Company had no health and safety violations involving its products and services.



### All Pass eye protection paper

In response to the prevalence of myopia among young people, the national standard *Hygienic requirements of study products for myopia prevention and control in children and adolescents* was officially implemented in 2022. Asia Symbol (Guangdong) actively responded to the government's call to develop a kind of test paper with high barrier, anti-translucent printing, and in line with the new national standard, which is exclusively used by schools and educational institutions. This product, unlike traditional test paper, does not add fluorescent agents, which can effectively reduce the visual fatigue and eye discomfort caused by prolonged reading.

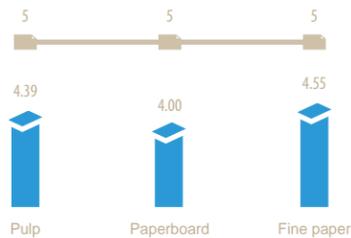


All Pass eye protection paper

### Attentive Service



The Company insists on customer orientation and always creates value for customers with stable supply, stable quality and stable technical services to achieve win-win situation with customers. In 2022, the Company did not have any incident of violations of customers' privacy.



Customer Satisfaction Survey of Asia Symbol in 2022

◆ 2022 ■ Full score



The company has developed "one box, one code" multi-functional dynamic QR code, which can facilitate users' anti-counterfeiting traceability and marketing activities by assigning codes to products, improve users' purchasing experience and cultivate customer loyalty.



In 2022, Asia Symbol (Guangdong) held a national distributor conference to discuss the new model of green and sustainable development under the "dual-carbon" goals.

## Product Innovation

The Company has always taken scientific and technological innovation as the focus point to promote high-quality development. It vigorously implemented the innovation-driven and talent-strong enterprise strategy, continuously improved the technological innovation system, enhanced the core competitiveness of enterprises, and injected new momentum for economic and social development.



Asia Symbol (Shandong) won the "Third Prize of Scientific and Technological Progress Award of China Light Industry Federation".

### Innovation System



Scientific and technological progress is the basis of high-quality development. The Company continued to improve its technological innovation capability, built an enterprise innovation platform, formed an enterprise-oriented, science and technology innovation system with combination of industry, academia, research and application, and continue to develop new products, new technologies and new processes to help the high-quality development of the enterprise. As of 2022, the Company has set up a postdoctoral innovation practice base in Shandong Province and a doctoral workstation in Guangdong Province, and has applied for 176 patents and received 135 authorized patents. In 2022, Asia Symbol (Shandong) was awarded "National Intellectual Property Advantage Enterprise" and Asia Symbol (Guangdong) was awarded "High-tech Enterprise of Guangdong Province" and other honors.

The Company attaches great importance to the standardization, and actively participates in the making and revising of standard of nation, industry, locality and group to promote the transformation and upgrading of enterprises and high-quality development by standardization. In 2022, the company participated in the drafting of light industry standard *unbleached pulp*, and participated in the revision of national standards *offset printing paper* and *pulp and paper unit product energy consumption limit* to drive the sustainable development of the industry.

### Environmentally-Friendly Products



The Company actively built a green paper industry chain, developed and produced more eco-friendly and healthier products, and achieved efficient utilization of resources and ecological environmental protection while meeting the higher demands of consumers.



### New Environmentally-Friendly Product-High Bulk liquid packaging board for Gable Top



Paperboard Technology R&D Team

As a top supplier of roof-type liquid packaging board in China, Asia Symbol (Shandong) has developed one High Bulk liquid packaging board for Gable Top, in response to the market trend of light weight and low cost, leading the industry development.

Compared to ordinary roof-type liquid packaging board, this product can reduce the weight of paper, consumption of pulp and chemicals by about 10% for the same paper area, while meeting customer needs with the same paper performance, making it a primary choice for customers.



In 2022, Asia Symbol (Guangdong) won the "Chinese Government Procurement Award-Green Procurement Pioneer Award".

### Carbon-neutral Products

In order to lead the sustainable development of pulp and paper industry, the Company released its first carbon-neutral copy paper based on the initiative to measure the carbon footprint of ivory paperboard and offset paper, innovated process technology in a series of processes from raw material acquisition, slitting packaging auxiliary materials acquisition to wastewater auxiliary materials acquisition, optimized the raw material structure, achieved the maximum recycling of existing resources, and successfully developed carbon-neutral products like BoardOne ivory paperboard, PaperOne and ARIA offset paper.



Asia Symbol (Shandong) launched the first carbon-neutral ivory paperboard named "BoardOne", and actively cooperated with end-user brand operators to launch carbon-neutral packaging products.



The Asia Symbol (Guangdong) has collaborated with a number of publishers on green reading, presenting knowledge and spreading low-carbon ideas through carbon-neutral offset paper.

## Digital Transformation

The Company deeply implemented digital transformation, carried out digitalization, networking and intelligent transformation of the whole chain, successively built intelligent storage and three-dimensional warehouse, production line operation and maintenance management cloud platform, quality online inspection and many other digitalization projects to build an intelligent manufacturing platform. In 2022, in order to support the extension of the industrial chain, the Company developed an e-commerce order management platform, a tissue paper sales management system and a one-box-one-code project and so on to enhance the high-quality development of the enterprise.

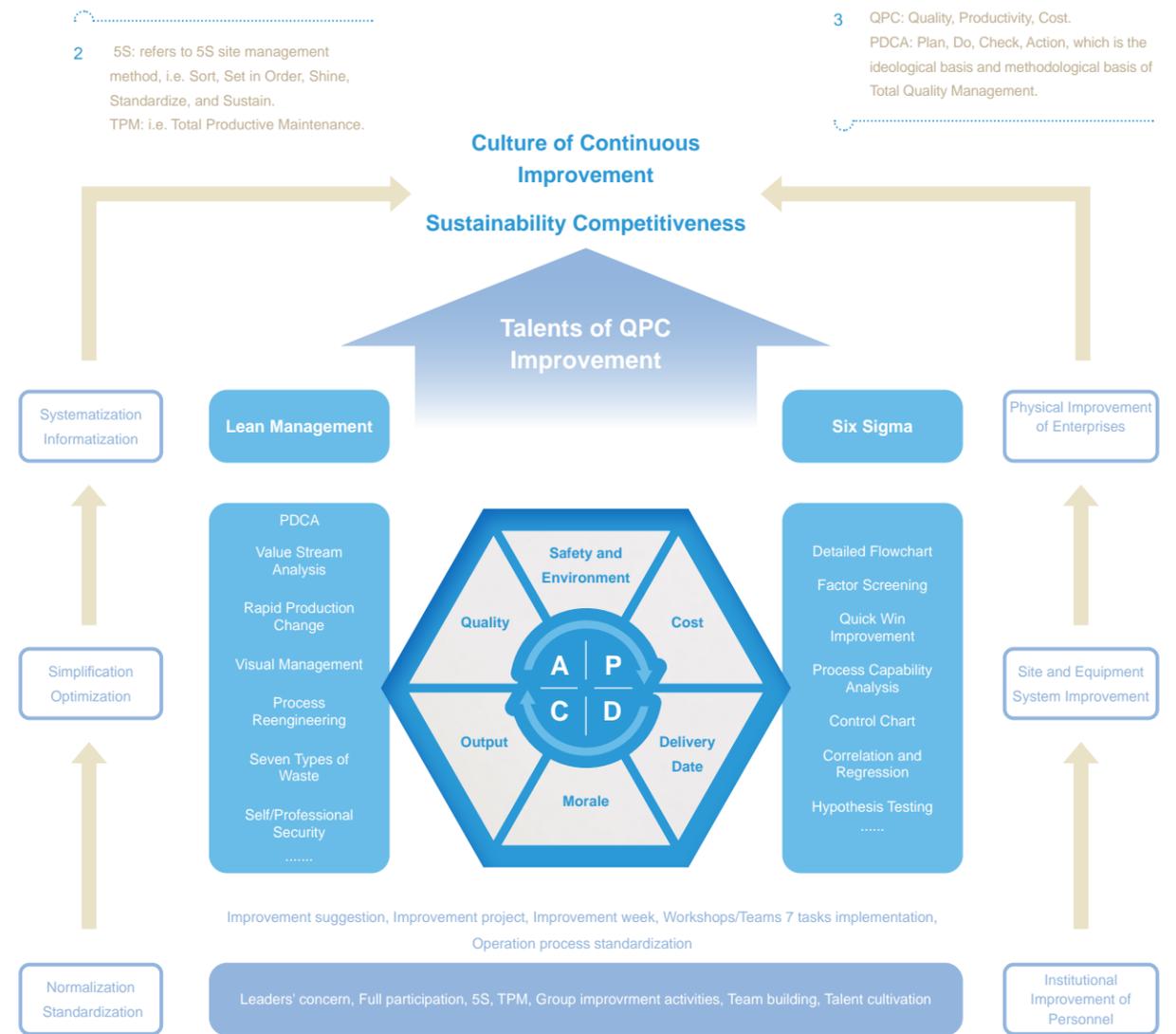
#### Digital factory that leads the industry

Asia Symbol (Guangdong) actively built a digital factory, and has introduced and independently developed several management systems to improve the automation and intelligent management of the enterprise, realizing from intelligent production, logistics to dynamic QR code, providing better service to customers and reducing the operating cost of the enterprise.

Asia Symbol (Guangdong) created digital factory that leads the pulp and paper industry

## Lean Management

The Company attaches great importance to the value of lean management for enterprise development, and continues to carry out Six Sigma projects, green belt talent training, lean improvement week, 5S/TPM<sup>2</sup> management, team building, improvement suggestions, etc. to mobilize all employees to master methods of lean improvement and apply them to their daily work to ensure the projects are on the ground. In 2022, the company carried out 399 improvement projects, including 152 Six Sigma projects, and the improvement projects created a value of 410 million yuan.



Asia Symbol (Shandong) Continuously Improved Management System<sup>3</sup>

# 2022

## Green Low-carbon Development

Green manufacturing is essential for building ecological civilization. Asia Symbol is committed to becoming a world-class green factory, leading the industry's green development with technological innovation, actively developing circular economy and low-carbon economy, accelerating green transformation, and promoting the green revolution in the pulp and paper industry.

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# Our Approach

Ideas and Goals

Ideas  
Either the enterprise eliminates pollution, or is eliminated by it.

Environmental protection goals  
Zero accidents, Zero odors, Zero complaints.

## Environmental Management System



The Company regards environmental protection as its life. The Company has set up an environmental protection management committee led by the managing director of the company, and built a complete environmental management system with a world vision and first-class standards. Asia Symbol (Shandong)'s main energy consumption, water consumption and environmental protection indicators have reached the industry's leading level, better than Finland, Japan and other developed countries. In 2022, The company has not violated environmental laws or regulations.

The Company continued to increase environmental protection investment to promote green transformation of the enterprise, and the accumulated environmental protection investment stood at about 6 billion yuan by the end of 2022. In 2022, Asia Symbol (Guangdong) was enlisted as "national green factory" in the green manufacturing list of the Ministry of Industry and Information Technology. By the end of 2022, Asia Symbol (Guangdong) was awarded the title of "Green Brand Enterprises with Environmental Credit" in Guangdong Province for nine consecutive years.

### Asia Symbol (Shandong) Trinity Environmental Management System



Asia Symbol (Guangdong) Receives Green Sustainable Development Contribution Award 2022

# Circular Development

## Water



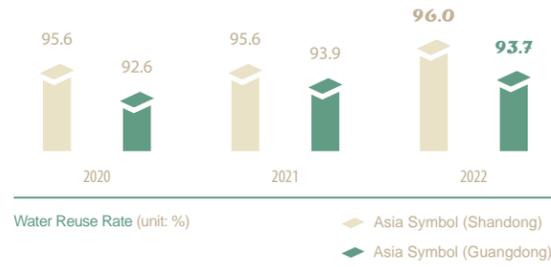
The Company continues to align itself with the requirements of *Made in China 2025*, striving to build a world-class green factory, and a green manufacturing system that is efficient, clean, low-carbon and circular.

The Company has established the water use principle of "quality-based supply, stage treatment, temperature matching, cascade utilization, small radius circulation and closed circuit in different areas". The water is mainly taken from rivers, reservoirs and other surface water bodies, and is used for production after technological treatment, without any negative impact on local water sources due to water intake. The Company set up a water saving team,

established a water saving management system, covered all water-using workshops and management departments of the plant with a water saving management network, adopted advanced equipment and water conservation technology, increased water reuse efforts and improved water efficiency of the enterprise. Asia Symbol (Guangdong) was awarded the title of "Water Efficiency Leader of Key Water-using Enterprises in 2022".

4 Includes both fresh and reclaimed water. In 2022, Asia Symbol (Guangdong)'s production rises, resulting in higher production water intake quantity of the Company.

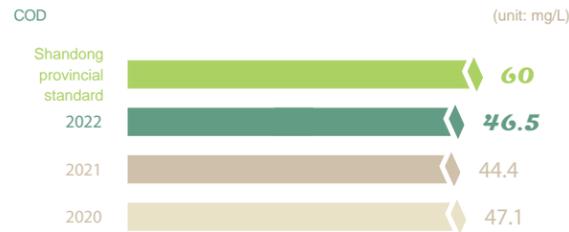




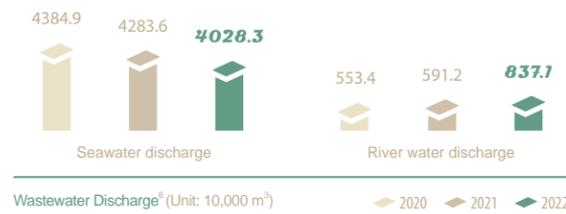
Note: The water consumption and water reuse rate per unit of product of Asia Symbol have reached the international leading level.<sup>5</sup>

With the construction of new projects, the Company has built a new wastewater treatment plant at the same time. After wastewater treatment, each emission index is better than national and local emission standards. In the meantime, online monitoring facilities are set up at the discharge port to monitor the wastewater discharge in real time.

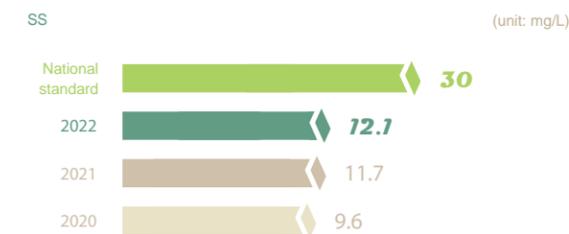
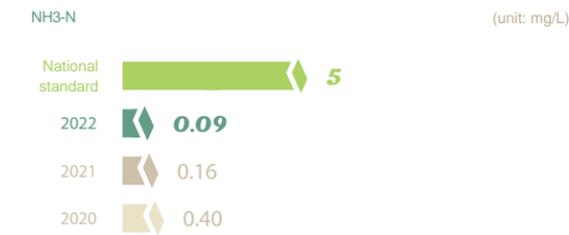
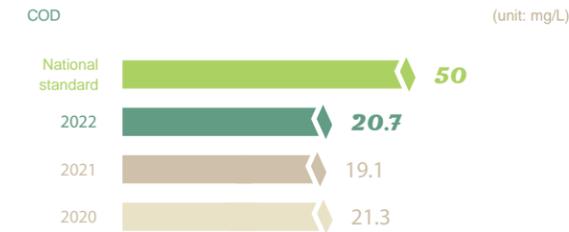
Water Pollutant Discharge Concentration of Asia Symbol (Shandong)<sup>7</sup>



- 5 The water consumption of Asia Symbol (Shandong)'s own power plant cannot be separated according to the two production lines of pulp and paperboard, so the water consumption of tons of pulp and tons of paperboard is not deducted from the water consumption of power boiler.
- 6 Wastewater emissions include Shandong's municipal recycling wastewater and wastewater from the Lyocell project.
- 7 Shandong Provincial Standard "Part 5 of Comprehensive Emission Standards for Water Pollutants in Watersheds: Peninsula Watershed (DB37/3416.5-2018)".
- 8 National standard "pulp and paper industry water pollutant discharge standards" (GB3544-2008) and Guangdong Province local standards "water pollution emission limits" (DB44/26-2001).



Water Pollutant Discharge Concentration of Asia Symbol (Guangdong)<sup>8</sup>



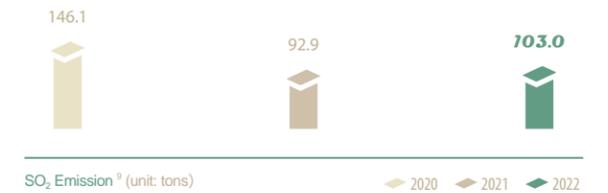
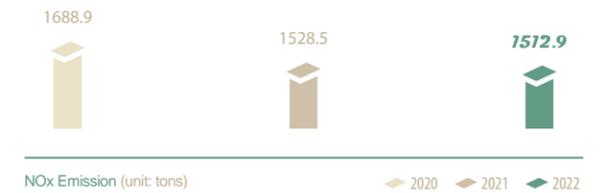
Waste Gas

The company has built the industry's first zero offensive odors factory, effectively controlling the offensive odors, nitrogen oxides, sulfur dioxide, particulate matter, and unorganized exhaust gas generated during the production process. In 2022, the Company was building a new alkali recovery furnace and a gas-fired power plant to enhance the ability of sustainable development of the enterprise.

The school where I work and the factory are only one road apart. I have visited the factory many times, and it was indeed "odorless" inside and outside the factory. The whole workshop is full of advanced equipment and advanced production technology. We can see that over the years Asia Symbol has invested a lot in environmental protection.

—Rizhao Economic and Technological Development Zone Middle School Teacher Li Xia

In 2022, Asia Symbol (Guangdong)'s production rises and energy consumption increases, resulting in higher sulfur dioxide emissions.



Noise

The Company constantly optimized the plant layout, selected low-noise equipment, and took noise reduction measures such as muffling and vibration damping for the main noise sources in production to ensure that the boundary noise meets the relevant emission limit requirements of the *Environmental Noise Emission Standards for Industrial Enterprises Plant Boundary*. In addition, for the construction of new projects, the Company sets up factory boundary noise monitoring points and carries out regular monitoring to ensure that the project construction does not have an impact on the surrounding communities.



Asia Symbol (Guangdong) regularly entrusted a third-party qualified unit to carry out noise testing at the plant boundary and ensure that the standards are met.

Solid Waste

The Company treats the waste generated in production according to the principle of "reduction, reuse and resource utilization". The general solid wastes produced in the production process are saw dust, pulp residue, ash, green mud and sludge, etc.

In 2022, Asia Symbol (Guangdong) had realized zero solid waste landfill, and Asia Symbol (Shandong) had realized zero solid waste landfill except green mud and slaked lime slag.

The hazardous wastes generated in the production of the Company are waste mineral oil, waste lead-acid batteries, waste oil drums, waste filter elements, etc. The amount generated in 2022 is 204.3 tons, all the wastes are transported to qualified units for proper disposal.

Production Amount and Treatment Method of General Solid Waste of the Company

(Unit: Ton)	Type of Solid Waste	2020	2021	2022	Handling Method	Rate of Multipurpose Utilization in 2022
	Wood chips	98675	98356	99577	Saw dust is sent to power boilers for incineration or sold to communities for planting mushrooms and making profiled boards.	100%
	Pulp residue	7657	8346	3855	The pulp residue is sold to low-end paper mills for comprehensive utilization.	100%
	Ash	56903	48591	40876	Boiler ash is sold to building material factory for comprehensive utilization.	100%
Asia Symbol (Shandong)	Sludge	43197	47821	46777	After the sludge is dried by the plate and frame filter press, the primary sludge is sold to the small paper mill for comprehensive utilization. The biological sludge is burned by the boiler in the factory area or used to produce the organic fertilizer. The air flotation sludge is used as the auxiliary material for building materials for comprehensive utilization or sent to the existing boiler in the factory area for combustion.	100%
	Green mud and slaked lime slag <sup>10</sup>	13880	13010	13658	Green mud and slaked lime slag are sold to solid waste landfill for sanitary landfill.	0
	Fly ash	45645	58326	69624	Fly ash, slag and desulfurized gypsum are sold to building material factory for comprehensive utilization.	100%
	Slag	15877	15331	22134		100%
Asia Symbol (Guangdong)	Desulfurized gypsum	10419	10454	13207		100%
	Other general solid wastes	6197	7149	8553	Pulp and slag are sold to low-end paper mills for comprehensive utilization, and sludge is used as raw material and burned with coal.	100%

10 The increase in production of Asia Symbol (Shandong) in 2022 leads to a slight increase in the generation of green sludge and digested lime slag. In addition, Asia Symbol (Shandong) is designing a comprehensive utilization project for green sludge and digested lime slag, which will achieve 100% comprehensive utilization when the project is completed.

Chemicals

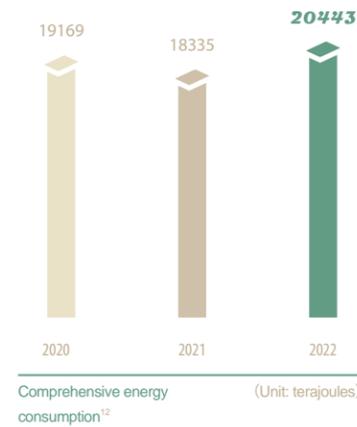
The Company has formulated the management system of hazardous chemicals, set clear regulations on the procurement, production, storage and transportation, load and unload, use, discard and emergency treatment of relevant products, and regularly organized emergency drills for hazardous chemical leaks to improve on-site disposal capability. No chemical/hazardous chemical leaks occurred in the company in 2022.



Emergency drill for hydrochloric acid leakage in chemical workshop of Asia Symbol (Shandong)

# Low-Carbon Development

Low-carbon development is an inevitable choice for enterprises to achieve sustainable development. The Company actively responded to the national "dual-carbon" goals, constantly optimized its own energy structure, accelerated the development and construction of green, low-carbon environmental protection projects, and promoted enterprises to save energy and reduce carbon, costs and increase efficiency.



12 Detailed Rules for Calculation of Comprehensive Energy Consumption of Pulp and Papermaking Enterprises (QB/T1022-2021), where in 2020, the calorific value of saw dust adopted the measured value of 0.3412 tce/t, and in 2021, the calorific value of saw dust adopted the measured value of 0.2523 tce/t, the saw dust value of coal in 2022 adopted the measured value of 0.2321 tce/t; the calorific value of coal in 2020 adopted the measured value of 0.7416 tce/t, the calorific value of coal in 2021 adopted the measured value of 0.7088 tce/t, and the calorific value of coal in 2022 adopted the measured value of 0.7968 tce/t. In 2022, Asia Symbol (Guangdong)'s production increased, resulting in higher overall energy consumption for the company.

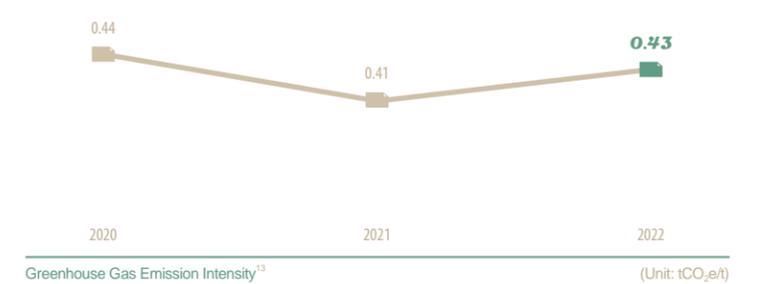
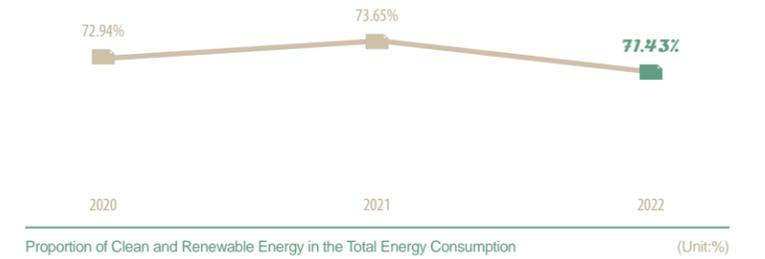
Our Approach

The Company has established a carbon management committee headed by the managing director and set up a dedicated management department, built an intelligent and digital energy management system, implemented refined management, and reduced energy and resource consumption in production.

In 2022, the Company's comprehensive energy consumption was 20,443 TJ, with a renewable and clean energy ratio of 71.43% and greenhouse gas emission intensity of 0.43 tons of carbon dioxide equivalent per ton of product. In 2022, in the energy structure of Asia Symbol (Shandong), biomass energy<sup>11</sup> accounted for 82.8% of the total energy consumption.



11 Biomass energy includes saw dust and black liquor, which belongs to renewable energy.



13 Asia Symbol (Shandong) implements the Guidelines on Accounting methods and Reporting of Greenhouse Gas Emissions from Paper and Paper Products Manufacturing Enterprises (Trial), while Asia Symbol (Guangdong) implements the Guideline for Reporting Carbon Dioxide Emission Information of Enterprises (Units) in Guangdong Province.



Note: The energy consumption per unit product of Asia Symbol is better than the national standard.<sup>14</sup>

Greenhouse gas emissions of Asia Symbol (Unit: 10,000 Tons of CO<sub>2</sub>e)

Scope of carbon emissions	2020	2021	2022 <sup>15</sup>
Scope 1	161.9	152.2	171.0
Scope 2	3.8	1.8	4.8
<b>Total</b>	<b>165.7</b>	<b>154.0</b>	<b>175.8</b>

<sup>14</sup> Class I Reference Value of Cleaner Production Evaluation Index System of Pulp and Paper Industry and national standard Norm of Energy Consumption Per Unit Product of Pulp and Paper (GB31825-2015).

<sup>15</sup> In 2022, Asia Symbol (Guangdong)'s production rises, resulting in higher carbon emissions for the company.

Energy Saving and Emission Reduction

The Company always puts energy conservation and carbon reduction in the first place, and is committed to building a resource-saving and environment-friendly enterprise. The Company continues to innovate management initiatives, linking

the energy use of each workshop, realizing the graded use of energy, effectively improving energy utilization efficiency, reducing energy use, displacing energy indicators, laying a solid energy foundation for the construction of new projects, and

playing an important role in extending the industrial chain and achieving sustainable development for the company.

The project of flue gas treatment and waste heat recovery heating supply for surrounding communities put into operation

In order to reduce the impact on the surrounding environment and respond to the residents' concerns, Asia Symbol (Shandong) introduced professional technical team and invested 330 million yuan to build a waste heat recovery station and supporting facilities to carry out deep treatment and transformation of factory flue gas and recover the heat generated in the pulping process for heating the surrounding communities. The project collects 286MW of waste heat each year, saving 147,000 tons of standard coal and reducing CO<sub>2</sub> emissions by 382,500 tons, and the waste heat collected by the project can provide winter heating for 50,000 residents of the surrounding communities each year.



Before the project After the project

The project provides a stable heat source for Heating Company of Rizhao Economic Development Zone while eliminating white plume and recovering waste heat, significantly improving the quality of heat supply and the comfort of residents' lives, achieving the triple-win effect of environmental benefits, social benefits and economic benefits.

—Operation Manager of Heating Company, Rizhao Economic Development Zone

Clean Energy

On the basis of making full use of biomass resources (black liquor, saw dust, etc.) generated in the pulp making process, the Company has developed new facilities such as alkali recovery furnaces and gas power plants, and continued to build rooftop photovoltaic power generation projects on the roofs of existing plants to reduce the carbon emission intensity of the enterprise in all aspects.



By the end of 2022, Asia Symbol (Guangdong)'s 1.03 MW rooftop photovoltaic power plant generated a total of 1.57 million kWh of electricity, and the project reduced CO<sub>2</sub> emissions by about 1,565 tons.

Asia Symbol (Shandong)'s 5.25 MW distributed photovoltaic power plant connected to the grid

In 2022, Asia Symbol (Shandong) completed 5.25 MW distributed photovoltaic power plant, the project can save about 1,690 tons of standard coal, reduced about 4,637 tons of carbon dioxide emissions, 0.57 tons of sulfur dioxide emissions, 0.85 tons of nitrogen oxide emissions, and 0.123 tons of flue dust emissions per year.



# Responsible Supply Chain

Asia Symbol actively promoted responsible forest management and published a *Wood and Pulp Sourcing Policy*<sup>16</sup> to work with suppliers and other stakeholders to promote sustainable development of the global woodchip and wood pulp supply chain. The Company encourages wood chips and pulp suppliers to obtain chain-of-custody certification for forest products, encourages suppliers to implement sustainable forest management practices in relevant countries, give preference to certified wood chips and pulp, and give preference to suppliers that are committed to forest conservation and peatland management. The Company has established a supply chain traceability system to track the origin of wood chips and pulp, putting in place a verification system evaluated by an independent third party, with progress published in a transparent manner and continuous improvement ensured.

## Asia Symbol avoids purchasing the following wood chips and wood pulp

- illegally harvested or traded
- from forests of high conservation value (HCV), high carbon stock (HCS), from ancient and endangered forests (such as Indonesia's natural tropical forest, Canada's Boreal Forest, Coastal Temperate Rainforests, the Amazon and West Africa) or from the habitats of endangered species
- from genetically modified trees
- from natural forests which are not certified
- obtained in violation of the rights of indigenous peoples and communities to give or withhold their Free, Prior and Informed Consent (FPIC) to operate on lands where they hold legal, communal or customary rights
- obtained in violation of workers' rights or any of the ILO's Declaration on Fundamental Principles and Rights at Work

In 2022, Asia Symbol (Shandong) purchased 3.97 million (oven dry metric ton) of wood chips, mainly acacia, eucalyptus and coniferous wood chips, and the proportion of wood chips certified by PEFC/FSC<sup>17</sup> was 39.2%. In 2022, the Company purchased 1.54 million air dried tons of wood pulp, mainly coniferous pulp, hardwood pulp, mechanical pulp and unbleached pulp. The proportion of wood pulp certified by PEFC/FSC<sup>18</sup> of Asia Symbol (Shandong) was 69.9%, and that of Asia Symbol (Guangdong) was 60.3%.

## Distribution of Asia Symbol Wood Chip Suppliers in 2022



## Distribution of Asia Symbol Wood Pulp Suppliers in 2022



16 <https://www.asiasymbol.com/en/sustainability/wood-pulp-sourcing-policy>

17 Programme for the Endorsement of Forest Certification Schemes(PEFC), Forest Stewardship Council(FSC®).

The Company Updated Wood Pulp

18 Procurement Statistics Caliber in 2022.



In order to promote Chinese forest certification standards, the Company supported the RGE Group to join the "National Innovation Alliance for Forest Certification of the State Forestry and Grassland Administration".

# Transparent Factory

Openness wins public trust and transparency promotes management. Asia Symbol is committed to building a transparent factory, establishing a joint prevention and control inspection system for environmental protection, hiring social supervisors for environmental protection, and implementing online disclosure of environmental monitoring data to accept public scrutiny.

The Company insisted on the combination of "invite in" and "go out", and continued to carry out open day for the public, inviting all walks of life to experience the company's environmental management achievements, and make suggestions for the plant to promote the high-quality development of the enterprise.



Asia Symbol (Shandong) posted environmental information notices in the surrounding communities prior to the construction of new projects.

## Environment science education base of Shandong

As the largest foreign-enterprise and pioneer unit of science education in Shandong Province, Asia Symbol (Shandong) insisted on being the inheritor and science popularizer of papermaking civilization, set up special science popularization exhibition halls and science popularization lines in the company, combined production operation with science popularization promotion, and became the science popularization education base of hundreds of universities, middle schools and elementary school.

In addition, the company has developed practical courses such as "I am a paper maker star", "mobile exhibition hall" and "science lecture hall" to promote science in schools, communities and science museums, and promote the collaborative education of school, society and family.



Asia Symbol (Shandong) filmed a microfilm on environmental issues, "Walk the Road You've Traveled". All the scenes of the film came from the company's real scenes, demonstrating the Company's practice of ecological civilization and showing the practice of Rizhao in which production, ecology and life achieving co-prosperity.

Asia Symbol (Shandong) was awarded "Top 10 Open Unit of Environmental Protection Facilities in Shandong Province in 2022"



Community school goes to the factory for study tour in summer

Asia Symbol organically combined its business activities with science popularization activities. The positive effect is worthy of recognition as it enhanced science popularization and promoted enterprise development.

—Wang Xinseng, Deputy Secretary of Rizhao Municipal Committee



# Our Approach

Ideas

Co-construction, Symbiosis,  
Mutual benefit, Sharing

Goals

To realize personal development  
of employees, Build a harmonious  
community and achieve mutual benefit  
for partners

## Employee Satisfaction

The Company is committed to promoting gender equality in the workplace, listening to employees, creating a fair, safe and positive work environment, and enhancing employee wellbeing.

### Protection of Rights and Interests

Asia Symbol strictly complies with domestic and international labor regulations and relevant policy requirements, respects and supports human rights and the principle of non-discrimination, and has successively introduced the *Human Rights Policy*, *the Personal Information Protection Policy* and *the Anti-Sexual Harassment Policy* to protect the interests of employees. The Company establishes a competitive compensation and welfare system, regularly participates in market salary surveys to measure the competitiveness of the Company's salary level, and adjusts its salary policy in a timely manner to attract and retain high-quality employees. In 2022, Asia Symbol (Shandong) provided additional parental leave and nursing leave for employees, and extends paternity leave to 15 days to enhance employee wellbeing.

The Company has established a diverse employee communication and grievance mechanism, conducted regular employee satisfaction surveys, reviewed and formulated improvement measures for issues raised by employees in a timely manner to enhance employee satisfaction. 2022, the *Collective Contract* of Asia Symbol (Shandong) covers 100% of employees.



Asia Symbol (Shandong) carried out all-round talks with front-line employees to listen to their demands and give positive responses.

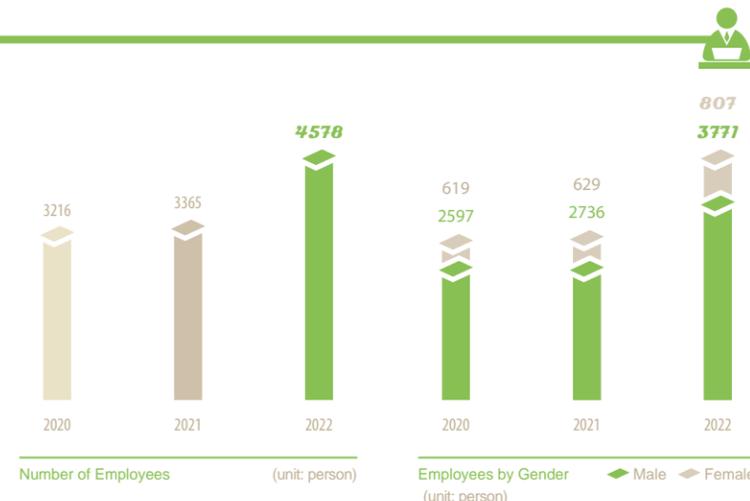


In 2022, the R&D Center of Asia Symbol (Guangdong) was awarded the "Guangdong Workers' Pioneer".

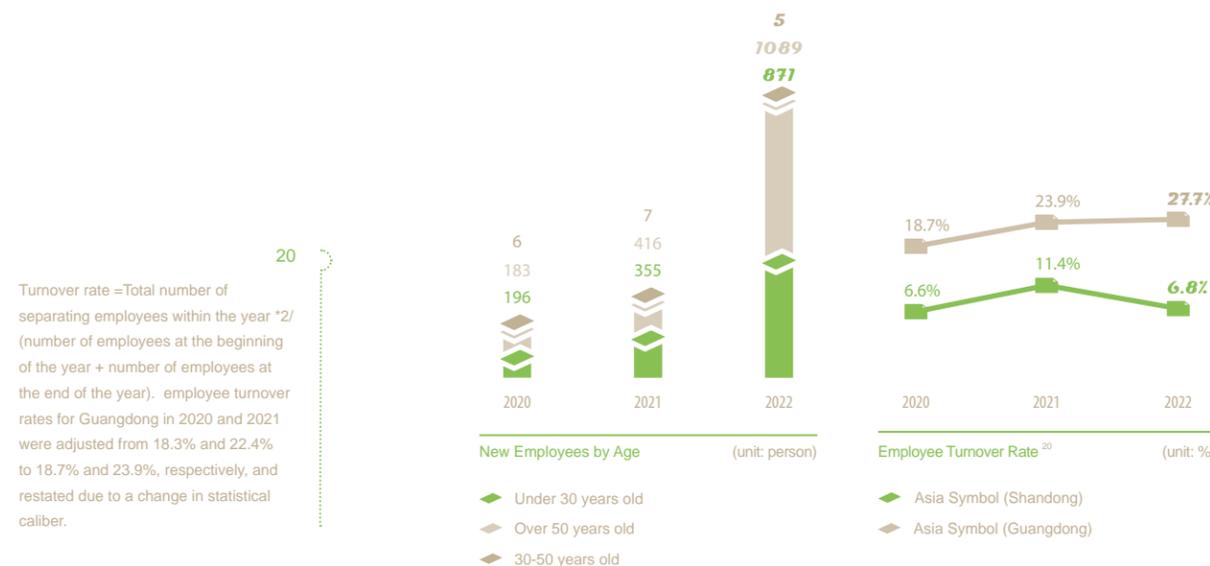
## Employee Growth

### Employee Profile

In 2022, the Company's business grew rapidly, providing a large number of jobs for the community, with a total of 4,578 employees, of which local employees<sup>19</sup> account for 45.6% of senior management.



<sup>19</sup> Local employees are those who come from the province where the company is located.

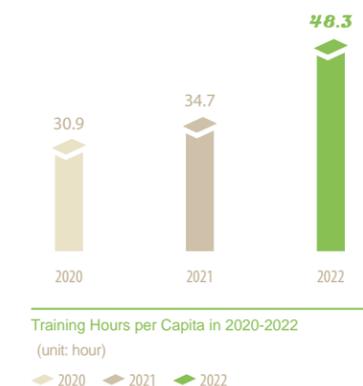


<sup>20</sup> Turnover rate = Total number of separating employees within the year \*2/ (number of employees at the beginning of the year + number of employees at the end of the year). employee turnover rates for Guangdong in 2020 and 2021 were adjusted from 18.3% and 22.4% to 18.7% and 23.9%, respectively, and restated due to a change in statistical caliber.

### Training and Development

Adhering to the concept of talent training in the core values, the Company focused on staff training and development, and has established a multi-level training system covering professionalism training, general training, professional skills training, management ability and leadership training, etc. In 2022, the per capita training time of employees in the Company was 48.3 hours.

The Company adhered to staff development policy of "focusing on long-term development and internal training", developed different projects to promote employees growth at different career stages. In 2022, 100% of the Company's employees receive annual performance reviews and career development evaluations.





**Liu Ying, a representative of Shandong Provincial People's Congress**

I joined the Company in 2009, as a general management trainee, the Company made a detailed learning plan for us, starting from the factory process, to understand the whole pulp production process, and have worked in different positions such as alkali recovery workshop and sewage treatment plant. During more than ten years of work in the Company, I have accumulated rich experience in front-line production, improved my professional skills and literacy greatly, and led the team to optimize production processes and procedures, solved technical problems in production, and reduced the operating costs of the enterprise.

I am honored to be elected as a representative of Rizhao City People's Congress and Shandong Provincial People's Congress, I know that my achievements are inseparable from the company's cultivation, and will take this opportunity to play an exemplary leading role to promote the high-quality development of the enterprise.



Liu Ying is a front-line employee and a representative of female employees. The Company attaches great importance to the education and training of female employees, provides equal development opportunities for female employees and promotes their career development.

——the then Chairman of Asia Symbol (Shandong) Chen Xiaorong



At the 55th anniversary party of the RGE group in 2022, five employees of the company won the "Long Service Award" of the RGE Group and were honored by Sukanto Tanoto, Chairman of the RGE Group.



Asia Symbol (Guangdong) organized a series of activities to review the core values of the RGE Group upon its 55th anniversary

**Safety and Health**



**Our Approach**

The Company adheres to the safety concept of "people-oriented, safety first, scientific development", always puts the safety of employees in the first place. The Company has established a safety production management committee with the managing director as the first responsible person, and has established a systematic safety management system.

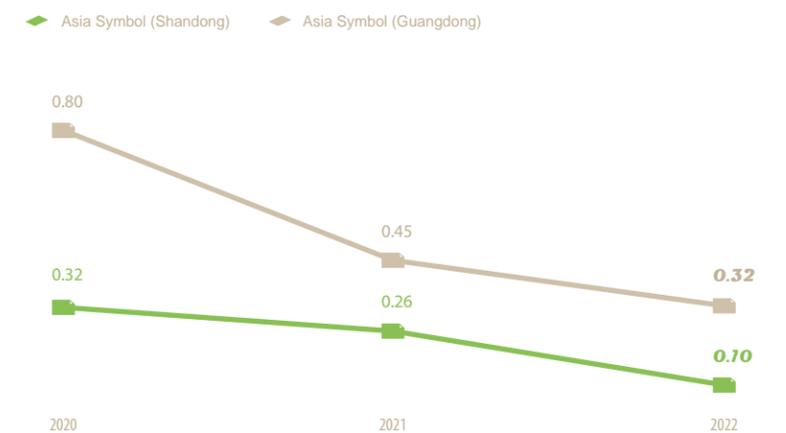
The Company attaches great importance to the implementation of safety responsibilities, revised the management regulations of safety production reward and punishment assessment, strengthened the safety production reward and punishment assessment mechanism at all levels, ensured the implementation of safety responsibilities to every employee, and fully achieved the goal of four zeros: zero explosion, zero fire, zero death and zero occupational disease. In 2022, no employee deaths have occurred in the Company, and a total of three accidents with lost working hours occurred.



Number of Accidents with Lost Work Time (Unit: Accident)



Lost Hours of Millions of Working Hours (unit: hours)



Injury Frequency Ratio (LTIF) <sup>21</sup>

Asia Symbol (Shandong)  
Asia Symbol (Guangdong)

<sup>21</sup> The data covers all employees and contractors of Asia Symbol.

## Safety Production

The Company established a dual prevention mechanism of risk control and hidden danger investigation and management, and introduced a production safety intelligent management platform to improve the transparency and efficiency of safety management. 2,702 safety hazards were found in 2022, with a 99.5% completion rate of rectification.

The Company set up an emergency leadership group headed by the managing director, established an emergency leadership organization system, revised the *Comprehensive Emergency Plan for Safety Accidents*, special plans and on-site emergency response card, and regularly organized emergency drills to improve the emergency disposal capability of various accidents. 489 emergency drills were conducted in 2022.

The Company strengthened the safety management of suppliers and establishes a "blacklist" system to control the service qualifications and on-site work activities of suppliers and contractors, so as to reduce the operational risks of the enterprise.

Asia Symbol (Shandong) carried out fire-fighting and rescue drills in the wood chip yard with fire brigade of the Economic Development Zone.



Asia Symbol (Shandong) shared its enterprise safety management practice at the site observation meeting of the safety production model enterprise of Rizhao industrial and trade.



Asia Symbol (Shandong) strengthens the safety education for external construction personnel, and construction personnel are only allowed to apply for the entry permit after passing the safety training examination.

## Health Care

The Company attaches great importance to the life and health safety of employees, and issued the *Measures for the Pandemic Prevention and Control* and the *Pandemic Prevention and Control Emergency Plan* in view of the normalized management of the Pandemic. The Company provided employees with five days of paid leave

during the severe period of the Pandemic, and gave compensation and rewards to employees who returned to work early. In 2022, there were no occupational disease incidents in the company, and the occupational physical examination rate of employees was 100%.



### Uniting to fight the pandemic

In September 2022, the covid pandemic broke out in Xinhui District, Asia Symbol (Guangdong) resolutely put the life safety and health of employees in the first place, immediately launched the emergency response plan for pandemic prevention and control, procured living materials in no time. Some front-line production workers and management cadres were stuck to their jobs, and ate and lived in the factory, resolutely winning the battle of pandemic prevention and control.



Asia Symbol (Guangdong) united to fight against the pandemic



Stories of Asia Symbol Staff fighting against the Pandemic

## Safety Culture

The Company has established a three-level safety education system and continued to carry out safety education and training combining theory and practice, such as the "first lesson of commencement" of safety production and "big study, training and examination" on operation procedures, to ensure that employees will put safety awareness into practice. In 2022, a total of 13 employees of the Company obtained the national registered safety engineer certificate.



Asia Symbol (Guangdong) organized Emergency Rescue Training

Care for Employees



### Condolences to Employees

The Company is committed to sharing its development results with employees, and has successively issued the *Measures of Salaries and Benefits of Employees*, the *Measures for the Administration of Gifts and Solatium of the Trade Union Committee of the Company* and other systems. The Company purchased commercial insurance for employees, aided employees with special difficulties, and improved the happiness index of employees. In 2022, the company provided assistance to 7 employees in difficulty and distributed relief funds of 275,000 yuan.



"Incentive Payment Ceremony for Staff Children's Education" of Asia Symbol (Shandong)

Female employees show "rural Intangible cultural heritage hand-painted" cheongsam works in Asia Symbol (Shandong) annual meeting



### Work-life Balance

The Company has built a corporate culture that contributes to gender equality and inclusiveness, established several hobby groups, and regularly conducts a variety of activities to strengthen corporate cohesion and centripetal force.



"Staff Parent-Child Football Game" of Asia Symbol (Guangdong)



In the 55th anniversary of RGE Group, Asia Symbol (Guangdong) published a corporate book "Ordinary People, Extraordinary Things" to tell the stories of employees who achieved extraordinary deeds in ordinary positions.

## Mutual Benefit

In 2022, Asia Symbol continued to increase investment, improved production capacity, extended the industrial chain, enhanced the added value of products, and led the industry's high-quality development. As a "Chain Leader" enterprise, the company played its own professional advantages and demonstrated its leading role, driving forestation, agriculture, paper making, printing, chemical, machinery, automation, transportation and other related industries, working together with nearly 1,000 enterprises in Shandong Province and Guangdong Province to achieve indirect employment of tens of thousands of people.

The Company implemented the localized procurement<sup>22</sup> policy to help the development of local enterprises. In 2022, Asia Symbol (Shandong) local suppliers accounted for 45.8% and localized procurement accounted for 9.3%<sup>23</sup>, Asia Symbol (Guangdong) local suppliers accounted for 51.3% and localized procurement accounted for 14.8%.



<sup>22</sup> Localized procurement refers to the purchase from the province where the enterprise is located.

<sup>23</sup> The wood chips used by Asia Symbol (Shandong) are purchased from abroad.



### Co-prosperity with Rizhao City

Asia Symbol (Shandong) has been rooted in Rizhao for 20 years. While bringing business opportunities to local enterprises, it carried out safety, environmental protection and management training for supporting enterprises, brought operation ideas and experience of foreign enterprises to local enterprises, jointly built the advantages of Rizhao local enterprise group. Therefore, it helps to realize one enterprise driving a group of enterprises to develop, and allows its supporting enterprises to gradually get rid of their dependence on the "Chain Leader" and embark on the road of independent development.



# Community Co-construction

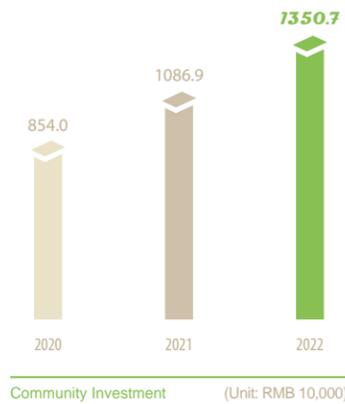
The more you give, the more you have. The Company integrated social responsibility into its corporate gene, fully considered the interests of the community while developing its business, promoted gender equality through community action, and strove to synchronize corporate development with community development.

## Community Management

Adhering to the "3E" (education, empowerment and enhancement) concept of community development, the Company actively integrated into community development, established a regular communication and grievance mechanism with the community, cared for the disadvantaged groups, formulated community development action plans. By these activities, the Company has established a harmonious and symbiotic relationship with the surrounding communities. In 2022, Asia Symbol's community investment totaled 13,507

million yuan, and 14,684 students and 68,272 residents benefited from the Company's public welfare projects. The Company advocated the volunteer spirit of "dedication, friendship, mutual help and progress", compiled the management system of employee volunteer service, introduced employee volunteer service platform, designed diversified volunteer service projects, and called on employees to enter the community, serve the community and help the community development. In 2022, the company's employees contributed 15,648 hours of volunteer service, Asia Symbol (Shandong) was ranked 13th in Chinese enterprise volunteer service brand list.

### :: "3E" Concept of Community Development



Leaders of Asia Symbol (Shandong) presented awards to the 2022 RGE Group-level outstanding volunteers.



Asia Symbol (Guangdong) Volunteer Association signed a volunteer commitment pairing with Kengkou Village to build a beautiful village.

## Education



Fair Education is an important foundation for social equity. The Company gave full play to its own advantages, took the initiative to meet the needs of community education, planned and carried out a series of projects to help the development of community education in all aspects.

## Quality Education

Quality education determines the future of the country. The Company continues to pay attention to the overall development of students' moral, intellectual, physical, social and aesthetic development, and provides continuous funding for the shortcomings of school education to ensure practical results.



To enhance the ecological civilization and environmental protection awareness of adolescents, in 2022 Asia Symbol (Shandong) "I am a Paper Maker Star" become one of the first enterprise green visiting stations in Rizhao's "Green Tour".

## Early Childhood Education Development

In order to better protect the development potential of children aged 0-3 years old and benefit more children in the communities around the factory, Asia Symbol (Shandong) continues to carry out the "HOPE- early childhood education

development in Shandong". By the end of 2022, the project conducted 35,157 courses including one-on-one courses, group courses and special courses and benefit 343 babies and families.



The course site



## Funding for the second phase of Mental health education in school of Rizhao

In order to better promote the implementation of Mental Health Education System in school, Asia Symbol (Shandong) invited a team of experts from the Chinese Academy of Sciences in 2022 to further conduct training in various aspects such as overall view of school mental health work, the overall view of students' psychological development and the necessary psychological professional technology, and to promote the pilot work of school mental health education. By the end of 2022, the Project trained more than 150 teachers in Rizhao Economic Development Zone. In addition, the Project continued to conduct parent training and online public welfare lectures for parents of students in their final year of middle school or high school, with more than 2.3 million people participating in the activities.



The second phase of Mental Health Education for schools in Economic Development Zone, Rizhao City was held in the Development Zone Middle School.



Through classic film analysis, activity experience, self-reflection and improvement, this mental health textbook package stimulates students' inner emotional experience and develops comprehensive skills. In mental health classes, I have seen several children break through themselves.

—An Jing, teacher of middle school in Rizhao Development Zone

## Vocational Education

The Company actively plays its own professional and technical advantages, continuously deepens the integration of industry and education, cultivates professional talents in the pulp and paper industry, and helps better development of education, economy and society.

## Scholarship and Assistantship

The company supports the project site to create high-quality educational resources, continuously improve students' comprehensive literacy and learning ability, and motivate students to study hard and grow up to become successful.



Asia Symbol (Guangdong) organized a "read a good book" activity for students of Yamen Xian Dong Primary School "Asia Symbol Qingpingguo Book House".



Asia Symbol (Guangdong) has sponsored community school games for many years.



### Fulfilling the college dreams of students in poverty

As an "Overseas Chinese Love Project" of Office of Overseas Affairs of Shandong Province, "Dream Realization" is a public welfare activity with the purpose of fulfilling the college dreams of students in poverty, and solving their employment problems after graduation. This project cultivated high-quality skilled talents needed by enterprises, so that students can receive higher education without worries, and paved the way for aspiring young people to realize their college dreams.

By the end of 2022, "Dream Realization" enrolled 487 students for 12 consecutive sessions, nearly 300 students have completed their studies and were employed. The program has developed a new path of rural revitalization by "Precise Enrollment", "Precise Funding", "Precise Employment" and "Precise Training". It helped students in poverty to study and find employment, driving families to become well-off.

The "Dream Realization" helps students from difficult families realized their wish of "free college and employment upon graduation" and played an exemplary role in fulfilling the corporate social responsibility.

—Han Zhen, Vice President of Rizhao Vocational and Technical College



"Dream Realization" won the 2022 "Golden Key - China Action for SDGs" Excellence Award



Asia Symbol "Dream Realization"

## Empowerment

Asia Symbol is committed to enhancing community development capabilities while matching the actual needs in the operations neighborhood. The Company developed and implemented a series of community empowerment projects to enhance the sustainable development capabilities of communities and residents.

## Support for Rural Revitalization

It is better to teach someone to fish than to give them a fish. The Company continues to enhance the employment skills of people in the communities where its projects are located and promotes community development programs that are conducive to empower women, so that community residents can truly benefit.



### Rural intangible cultural heritage hand drawing

In order to improve the employment skills of village women, "2022 Rural intangible cultural heritage hand drawing" was officially launched. With funding from Asia Symbol (Shandong), the project hired professional painters to conduct training for more than 30 villagers. After four months of study, the trainees systematically mastered the techniques of elaborate-style painting, free sketch, colour painting and peasants painting, gained new understanding and aesthetics of hand-painting work, and improved their employment skills.

In addition, the project encourages village women to combine hand-painting techniques with modern household items to develop a series of cultural and creative products, and the hand-painting exhibition hall will also host activities such as study, group practice and unit group building.



Exhibition of villagers' hand-drawn works

We are very grateful to Asia Symbol and Donghanjia Village for creating such a platform for women in our village, allowing us to master a skill that helps us to achieve re-employment and increase our income at home.

—Cui Min, a villager from Donghanjia Village



The intangible cultural heritage hand-drawing workshop adds color to rural revitalization



### Industry Drives Rural Revitalization

Kengkou Village is a beautiful village in Guangdong Province. Asia Symbol (Guangdong) utilizes corporate resources to drive rural development, constructs roads for tourism for the village, builds an environmental protection and education exhibition hall and opens study activities, builds a real CS field camp, and creates a base for red education firefighting and anti-drug exhibition hall. After a year of platform building and market-oriented operation, the tourism industry of Kengkou Village has developed significantly. Despite the impact of the pandemic in 2022, the number of visitors to Kengkou Village still increased more than 5 times compared to 2019, generating more than 200,000 yuan for the village.



In the 2022 CSR Global Innovation List, the rural revitalization project of Kengkou Village of Asia Symbol (Guangdong) won the "National Tribute Award for Industrial Revitalization".



By sponsoring a rural revitalization platform for Kengkou Village enhances the community's own development capacity. Asia Symbol has demonstrated a responsible corporate image and is a model of fulfilling social responsibility.



—Li Yuhua, Secretary of the Village Committee of Kengkou Village, Yamen Town, Xinhui District, Jiangmen City



Yamen Firefighting Experience Hall

## Enhancement of Environmental Awareness

The company firmly established the concept of green development, actively advocated public awareness of ecological civilization and a green and low-carbon way of learning and living, and contributed to building a beautiful China.



### Environmental Protection Painting Competition

In 2022, Asia Symbol (Shandong), together with the Supplement Department of Rizhao Daily Newspaper Office, successfully held the 15th "Asia Symbol Cup" environmental protection painting competition for children in the city. This year's competition collected more than 2,200 pieces of works from school children, demonstrating young people's awareness of environmental protection and helping them to integrate environmental protection concepts into their daily study and life.



Zhang Hui, Secretary of Rizhao Municipal Party Committee, presented Belinda Tanoto, Chairman of RGE China, with the outstanding works of the Asia Symbol Cup environmental protection painting competition for children.

This competition has been held for 15 years since it was launched in 2008, and has become a well-known environmental public welfare project in Rizhao, playing a positive role in enhancing the awareness of ecological civilization among youth and promoting the construction of ecological Rizhao.

### Protecting the environment for the future

In October 2022, Asia Symbol (Guangdong) held a launching ceremony for 2022 Founder's Day at Beiyuan Park in Xinhui District, Jiangmen City. Hung Ching Lung, Managing Director of Asia Symbol (Guangdong), attended the ceremony and awarded the flag to the event team.

At the event site, employee volunteers carried out voluntary garbage sorting activities in Beiyuan Park, explaining garbage sorting knowledge to community residents and distributing garbage classification manuals to passing citizens, urging more citizens to participate in garbage sorting actions with practical actions.

The event site



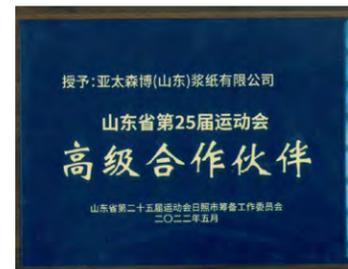
For nine consecutive years, Asia Symbol (Guangdong) has carried out tree planting activities to expand forest resources while beautifying the environment, providing a better habitat for living creatures and maintaining ecological balance.

Enhancement

The company insists on sharing the development achievements with the communities, supporting urban development, caring for the disadvantaged in the community, and making the villagers really feel the warmth of the enterprise.

Event Sponsorship

The Company is committed to being a responsible corporate citizen and supporting the development of the cities where the projects are located. In 2022, Asia Symbol (Shandong) donated 8 million yuan to support Rizhao City in hosting the 25th Shandong Provincial Games, contributing to the "Vibrant Rizhao Wonderful Provincial Games".



Asia Symbol (Shandong) was awarded as "Senior Partner of the 25th Shandong Provincial Game".

Community Assistance

The Company actively fulfills its responsibilities as a responsible corporate citizen, responds to the government's call to help the poor and the needy, continues to carry out community assistance actions, strives to improve the quality of life for the elderly, women, children and other disadvantaged groups in the communities, and conveys the love of the enterprise.

The Company has established a regular community support mechanism and regularly organizes employees to carry out community sympathy volunteer services, sending warmth to the hearts of everyone in need with practical actions.



Asia Symbol Cup Triathlon Final



Name-entitled "Rizhao Experimental High School Jianghe Arts and Sports Center"



Asia Symbol (Guangdong) continued to carry out "Love for Asia Symbol Neighborhood" volunteer service activities, providing lunch for the elderly in difficulty by staff every week at noon, and helping the elderly to do housework. This volunteer project has been warmly welcomed by the elderly in the village.



Asia Symbol (Shandong) has supported "Rizhao Positive Energy Every Day" for 2 consecutive years, leading a large flow with positive energy and fracturing more positive energy with large flow. The project was approved by Li Ganjie, the then Secretary of Shandong Provincial Party Committee, and Zhang Hui, the Secretary of Rizhao Municipal Party Committee.



In 2022, when COVID-19 pandemic broke out in Xinhui District, Asia Symbol (Guangdong) donated 260,000 yuan to Xinhui District and Shuangshui Township Government to fight the pandemic with the local government.



Asia Symbol (Guangdong) actively participated in poverty alleviation and rural revitalization, and won the Silver Award of Jiangmen City Azalea Charity Donation and the Gold Award of Xinhui District Kuixiang Charity Donation in 2022.



Caring for communities from the heart

Asia Symbol (Guangdong) deeply cares for the health and well-being of community residents, taking the initiative to understand the needs of households in poverty, doing practical things for them, and organizing staff as volunteers to visit people in need, empty nesters and veterans in Sha Lu Village of Shuangshui Town and Hengkou Village of Yamen Town every month to carry out volunteer services and send material care and blessings.



Asia Symbol (Guangdong) has undertaken community-care services during the Spring Festival for 15 consecutive years.



Xinhui District Volunteer Federation awarded "Special Contribution Award" to Asia Symbol (Guangdong)



We are very grateful to Asia Symbol for supporting the Xinhui District Volunteer Federation over the years, doing practical work for the communities and dedicate the loving heart. The hard work and selfless dedication of Asia Symbol volunteers are highly praised by the local residents in Xinhui District.

—Liang Ruixia, Head of Xinhui District Volunteer Federation



# Prospect



2023 will be a year when the epidemic levels off, and it will also be a year full of hope. 2023 will certainly be a year of strong development for the company. We will anchor on sustainable development and provide sustainable solutions to the environmental and social challenges faced by the pulp and paper industry through our own practices.

We will accelerate projects construction, continuously improve our technological innovation system and pulp and paper industry chain, vigorously develop high-grade fine paper, tissue paper and other downstream high value-added products, promote the company to continue to take the road of high-quality development path, and contribute new dynamic energy for local economic and social development.

We will always adhere to the concept of ecological advancement and green development, actively respond to China's "dual-carbon" goals, promote the transformation of energy structure, accelerate the upgrade of production technology and process for the green future, promote environmental management and efficient use of resources and energy, and lead the industry to more green and healthy development.

We will adhere to the principles of inclusiveness and non-discrimination, train and recruit more professional and technical talents to support the company's high-quality development, build up employees' awareness of safety production, play the leading role of "Chain Leader" enterprise, and work together with stakeholders for common development.

The year 2023 will be an important year for global economic recovery, and the pulp and paper industry will certainly usher in a new spring. We will seize the opportunities, use innovation as the engine, adapt to the situation, and make new contributions to the high-quality development of the pulp and paper industry by developing hand in hand with the industry, resonating with the city and developing together.

# Third Party Assurance Statement



## Independent Verification Statement

To the management and stakeholders of Asia Symbol,

TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch (hereinafter referred to as "TÜV SÜD") has been engaged by Asia Symbol (hereinafter referred to as "the Company") to perform an independent third-party verification on "Asia Symbol Sustainability Report 2022" (hereinafter referred to as "the Report"). During this verification, TÜV SÜD's verification team strictly abided by the contract signed with Asia Symbol and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on the data and information collected by Asia Symbol and provided to TÜV SÜD. The scope of verification is limited to the given information. Asia Symbol shall be held accountable for authenticity and completeness of the provided data and information.

### Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by Asia Symbol during the reporting period from January 1<sup>st</sup>, 2022 to December 31<sup>st</sup>, 2022, including economic, environmental and social related information and data, methods for management of substantial issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The verification takes the on-site form, and the physical scope selected is Asia Symbol (Shandong) Pulp and Paper Co., Ltd. located at No. 369 Beijing Road, Rizhao, Shandong Province and Asia Symbol (Guangdong) Paper Co., Ltd. located at No. 1, Ruifeng Industry Zone, Shalu Village, Shuangshui Town, Xinhui District Jiangmen City, Guangdong Province.

Scope of data and information for the verification:

- The scope of the verification is limited to the data and information of Asia Symbol (Shandong) Pulp and Paper Company Limited and Asia Symbol (Guangdong) Paper Company Limited covered by the Report.

The following information and data are beyond the scope of this verification:

- Any information and contents beyond the reporting period of this Report; and
- The data and information of Asia Symbol's suppliers, partners and other third parties; and
- The financial data and information disclosed in this Report that have been audited by an independent third party are not verified again herein.

### Limitations

- The verification process is conducted in the above scope and place. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the organization are interviewed; and
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1<sup>st</sup>, 2022 are beyond the scope of this verification.

### Basis for the Verification

This verification process was conducted by TÜV SÜD's expert team with extensive experience in the economic, environmental and social related areas and drew the conclusions thereof. The verification is based on the following criteria:

- AA1000AS v3, Type 1 Engagement and Moderate Assurance
- TÜV SÜD Procedure of Verification on Sustainability Report

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In order to perform adequate verification in accordance with the contract and provide limited assurance for the conclusions, the verification team conducted the following activities:

- Preliminary investigation of the relevant information before the verification;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- On-site verification of all supporting documents, data and other information provided by Asia Symbol; tracing and verification of key performance information;
- Special interview with the representative of Asia Symbol's board of directors; interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the verification team.

### Verification Conclusions

According to the verification, we believe the Report adheres to the requirement of AA1000AS v3.

The verification team has drawn the following conclusions on this Report:

<b>Inclusivity</b>	Asia Symbol fully identifies the organization's internal and external stakeholders, such as government agencies, management, customers, investors, employees, suppliers, etc., and establishes a stakeholder communication mechanism to regularly collect the real demands of stakeholders.
<b>Materiality</b>	Asia Symbol has established a process for prioritizing material issues, identified and prioritized sustainability issues of high relevance to the industry, disclosed strategies, management actions and performance data in the company's sustainability management and operations processes, and reported materially.
<b>Responsiveness</b>	Focusing on topics of concern to stakeholders, Asia Symbol has clearly disclosed its approach and performance in managing major issues in the areas of occupational health and safety, water management, emissions management, climate and energy, recruitment & training, etc. and has established a grievance mechanism to adequately respond to stakeholder requests and expectations.
<b>Impact</b>	Asia Symbol has established a Management Committee, which is responsible for making decisions on major matters such as corporate strategy, business development, safety and environmental protection, social investment, budget, personnel, and managing and supervising the company's operations in accordance with its development strategy and plans. By holding regular sustainability seminars, the Management Committee meetings promotes the implementation of sustainable development efforts.

After verification on a sample basis, we believe that the data disclosed in the Asia Symbol's Report for the year 2022 are true and reliable for use by interested parties.

### Recommendations on Continuous Improvement

- It is recommended that the Company discloses more details of its energy data in future reports.

### Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specialises in testing, certifi-

Since 1866, TÜV SÜD has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. TÜV SÜD has been committed to

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sustainable development and actively promotes environmental protection related projects. Over the years, TÜV SÜD has been actively expanding its performance in energy management, renewable resources, and electric automobiles, etc., helping its customers meet sustainable development needs. TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch is one of TÜV SÜD 's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and Asia Symbol are two entities independent of each other and both TÜV SÜD and Asia Symbol and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Asia Symbol. TÜV SÜD has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of the verification statement.

**Signature:**

**On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd. Shanghai Branch**

Zhu Wenjun  
 TÜV SÜD Sustainability Authorized Signatory Officer  
 June 19, 2023  
 Shanghai, China

Note: In case of any inconsistency or discrepancy, the simplified Chinese version of this verification statement shall prevail, while the English translation is used for reference only.

# GRI Standard Content Index

Instructions	Asia Symbol has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.	
GRI1 used	GRI1: Foundation 2021	
Disclosure No.	Content	Page
<b>GRI2</b>	<b>General Disclosures 2021</b>	-
2-1	Organizational details	P10-11
2-2	Entities included in the organization's sustainability reporting	P1
2-3	Reporting period, frequency and contact point	P1
2-4	Restatements of information	P27,47
2-5	External assurance	P64-66
2-6	Activities, value chain and other business relationships	P10
2-7	Employees	P10,47
2-8	Workers who are not employees	Information is lacking, and future disclosure is planned
2-9	Governance structure and composition	P14
2-10	Nomination and selection of the highest governance body	Confidentiality Restrictions
2-11	Chair of the highest governance body	P14
2-12	Role of the highest governance body in overseeing the management of impacts	P14-15
2-13	Delegation of responsibility for managing impacts	P14-15
2-14	Role of the highest governance body in sustainability reporting	P14
2-15	Conflicts of interest	P15
2-16	Communication of critical concern	P14-15
2-17	Collective knowledge of the highest governance body	P14
2-18	Evaluation of the performance of the highest governance body	P14-15
2-19	Remuneration policies	P14-15
2-20	Process to determine remuneration	P46
2-21	Annual total compensation ratio	Confidentiality Restrictions
2-22	Statement on sustainable development strategy	P4-9,12,18-19
2-23	Policy commitments	P15,46
2-24	Embedding policy commitments	P14-15,46
2-25	Processes to remediate negative impacts	P15,43,46,54
2-26	Mechanisms for seeking advice and raising concerns	P15
2-27	Compliance with laws and regulations	P15,34,46
2-28	Membership associations	P17,20-21
2-29	Approach to stakeholder engagement	P22-23
2-30	Collective bargaining agreements	P46
<b>GRI3</b>	<b>Material Topics 2021</b>	-
3-1	Process to determine material topics	P23
3-2	List of material topics	P23
<b>GRI201</b>	<b>Economic Performance 2016</b>	-
3-3	Management of material topics	P26
201-1	Direct economic value generated and distributed	P10,26,54
<b>GRI202</b>	<b>Market Presence 2016</b>	-
3-3	Management of material topics	P46
202-2	Proportion of senior management hired from the local community	P47
<b>GRI203</b>	<b>Indirect Economic Impacts 2016</b>	-
3-3	Management of material topics	P15,54
203-1	Infrastructure investments and services supported	P7,41,54-61
203-2	Significant indirect economic impacts	P30-31,53
<b>GRI204</b>	<b>Procurement Practices 2016</b>	-
3-3	Management of material topics	P53
204-1	Proportion of spending on local suppliers	P53
<b>GRI205</b>	<b>Anti-corruption 2016</b>	-
3-3	Management of material topics	P15
205-1	Operations assessed for risks related to corruption	P15
205-2	Communication and training about anti-corruption policies and procedures	P15
205-3	Confirmed incidents of corruption and actions taken	P15
<b>GRI206</b>	<b>Anti-competitive Behavior 2016</b>	-
3-3	Management of material topics	P15
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant legal proceedings
<b>GRI207</b>	<b>Tax 2019</b>	Confidentiality Restrictions
<b>GRI301</b>	<b>Materials 2016</b>	-
3-3	Management of material topics	P42
301-1	Materials used by weight or volume	P42
<b>GRI302</b>	<b>Energy 2016</b>	-
3-3	Management of material topics	P34,39

Disclosure No.	Content	Page
302-1	Energy consumption within the organization	P39
302-3	Energy intensity	P40
302-4	Reduction of energy consumption	P39-41
302-5	Reductions in energy requirements of products and services	P29,41
<b>GRI303</b>	<b>Water and Effluents 2018</b>	-
3-3	Management of material topics	P34-35
303-1	Interactions with water as a shared resource	P35
303-2	Management of water discharge-related impacts	P36
303-3	Water withdrawal	P35
303-4	Water discharge	P36
<b>GRI304</b>	<b>Biodiversity 2016</b>	-
3-3	Management of material topics	P15
304-2	Significant impacts of activities, products and services on biodiversity	P59
<b>GRI305</b>	<b>Emissions 2016</b>	-
3-3	Management of material topics	P18-21,34,39
305-1	Direct (Scope 1) GHG emissions	P40
305-2	Energy indirect (Scope 2) GHG emissions	P40
305-4	GHG emissions intensity	P20,39
305-5	Reduction of GHG emissions	P41
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	P37
<b>GRI306</b>	<b>Waste 2020</b>	-
3-3	Management of material topics	P18,38
306-1	Waste generation and significant waste-related impacts	P38
306-2	Management of significant waste related impacts	P38
306-3	Waste generated	P38
306-4	Waste diverted from disposal	P38
306-5	Waste directed to disposal	P38
<b>GRI308</b>	<b>Supplier Environmental Assessment 2016</b>	-
3-3	Management of material topics	P15,19,42
308-1	New suppliers that were screened using environmental criteria	P42
<b>GRI401</b>	<b>Employment 2016</b>	-
3-3	Management of material topics	P46
401-1	New employee hires and employee turnover	P47
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P46
401-3	Parental leave	P46
<b>GRI402</b>	<b>Labor/Management Relations 2016</b>	-
3-3	Management of material topics	P46
402-1	Minimum notice periods regarding operational changes	P46
<b>GRI403</b>	<b>Occupational Health and Safety 2018</b>	-
3-3	Management of material topics	P15,49
403-1	Occupational health and safety management system	P49
403-2	Hazard identification, risk assessment, and incident investigation	P50
403-4	Worker participation, consultation, and communication on occupational health and safety	P49-51
403-5	Worker training on occupational health and safety	P51
403-6	Promotion of worker health	P51
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P50
403-8	Workers covered by an occupational health and safety management system	P49
403-9	Work-related injuries	P49
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<b>GRI404</b>	<b>Training and Education 2016</b>	-
3-3	Management of material topics	P46-47
404-1	Average hours of training per year per employee	P47
404-2	Programs for upgrading employee skills and transition assistance programs	P47-48
404-3	Percentage of employees receiving regular performance and career development reviews	P21,47
<b>GRI405</b>	<b>Diversity and Equal Opportunity 2016</b>	-
3-3	Management of material topics	P19,46
405-1	Diversity of governance bodies and employees	P21,47
<b>GRI406</b>	<b>Non-discrimination 2016</b>	-
3-3	Management of material topics	P15,46
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination
<b>GRI407</b>	<b>Freedom of Association and Collective Bargaining 2016</b>	-
3-3	Management of material topics	P15,46
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P46
<b>GRI408</b>	<b>Child Labor 2016</b>	-
3-3	Management of material topics	P15,46
408-1	Operations and suppliers at significant risk for incidents of child labor	P46
<b>GRI409</b>	<b>Forced or Compulsory Labor 2016</b>	-
3-3	Management of material topics	P15,46

Disclosure No.	Content	Page
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	P46
<b>GRI410</b>	<b>Security Practices 2016</b>	Not applicable
<b>GRI411</b>	<b>Rights of Indigenous Peoples 2016</b>	Not applicable
<b>GRI413</b>	<b>Local Communities 2016</b>	-
3-3	Management of material topics	P15,19,54
413-1	Operations with local community engagement, impact assessments, and development programs	P7,21,54-61
<b>GRI414</b>	<b>Supplier Social Assessment 2016</b>	-
3-3	Management of material topics	P15,19,42
414-1	New suppliers that were screened using social criteria	P21,42
<b>GRI415</b>	<b>Public Policy 2016</b>	-
3-3	Management of material topics	P15
415-1	Political contributions	P15
<b>GRI416</b>	<b>Customer Health and Safety 2016</b>	-
3-3	Management of material topics	P15,26-27
416-1	Assessment of the health and safety impacts of product and service categories	P28,30
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	P28
<b>GRI417</b>	<b>Marketing and Labeling 2016</b>	-
3-3	Management of material topics	P15,26-27
417-1	Requirements for product and service information and labeling	P28-30
<b>GRI418</b>	<b>Customer Privacy 2016</b>	-
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