

### Proportion of Local Employees

As at March 31, 2020

|                                | Operations |            | Administrative |           | Total        | %           |
|--------------------------------|------------|------------|----------------|-----------|--------------|-------------|
|                                | Ying       | GC         | Beijing        | Vancouver |              |             |
| From Within Local Province     | 726        | 119        | 7              | 18        | 870          | 73%         |
| From Outside of Local Province | 168        | 136        | 15             | -         | 319          | 27%         |
|                                | <b>894</b> | <b>255</b> | <b>22</b>      | <b>18</b> | <b>1,189</b> | <b>100%</b> |

### Employees by Gender & Age

As at March 31, 2020

| Age Range         | Gender | Operations |            | Administrative |           | Total      |
|-------------------|--------|------------|------------|----------------|-----------|------------|
|                   |        | Ying       | GC         | Beijing        | Vancouver |            |
| <30               | Male   | 111<br>12% | 26<br>10%  | 3<br>14%       | 1<br>6%   | 141<br>12% |
|                   | Female | 30<br>3%   | 4<br>2%    | -<br>0%        | 2<br>11%  | 36<br>3%   |
| Between 30 and 50 | Male   | 461<br>52% | 156<br>61% | 10<br>45%      | 8<br>44%  | 635<br>53% |
|                   | Female | 97<br>11%  | 42<br>16%  | 7<br>32%       | 6<br>33%  | 152<br>13% |
| >50               | Male   | 172<br>19% | 21<br>8%   | 1<br>5%        | 1<br>6%   | 195<br>16% |
|                   | Female | 23<br>3%   | 6<br>2%    | 1<br>5%        | -<br>0%   | 30<br>3%   |
| Total             | Male   | 744<br>83% | 203<br>80% | 14<br>64%      | 10<br>56% | 971<br>82% |
|                   | Female | 150<br>17% | 52<br>20%  | 8<br>36%       | 8<br>44%  | 218<br>18% |
|                   |        | 894        | 255        | 22             | 18        | 1,189      |

### Employee Turnover

12 Months to March 31, 2020

|                         | Gender | Operations |            | Administrative |           | Total      |
|-------------------------|--------|------------|------------|----------------|-----------|------------|
|                         |        | Ying       | GC         | Beijing        | Vancouver |            |
| Employees Recruited     | Male   | 114<br>86% | 55<br>93%  | 6<br>86%       | 2<br>50%  | 177<br>87% |
|                         | Female | 19<br>14%  | 4<br>7%    | 1<br>14%       | 2<br>50%  | 26<br>13%  |
| Total                   |        | 133        | 59         | 7              | 4         | 203        |
| Employees Leaving       | Male   | 118<br>89% | 43<br>81%  | 3<br>50%       | 1<br>50%  | 165<br>85% |
|                         | Female | 15<br>11%  | 10<br>19%  | 3<br>50%       | 1<br>50%  | 29<br>15%  |
| Total                   |        | 133        | 53         | 6              | 2         | 194        |
| Net Change in Employees | Male   | -<br>0%    | 4<br>200%  | 12<br>300%     | 3<br>50%  | 1<br>133%  |
|                         | Female | 4<br>0%    | -<br>-100% | 6<br>-200%     | 2<br>50%  | 1<br>-33%  |
| Total                   |        | -          | 6          | 1              | 2         | 9          |