



吉林省輝南長龍生化藥業股份有限公司

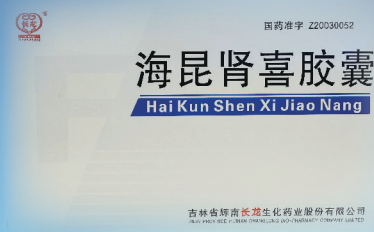
Jilin Province Huinan Changlong Bio-pharmacy Company Limited

(於中華人民共和國註冊成立之股份有限公司)

(a joint stock limited company incorporated in the People's Republic of China with limited liability)

(股份代號：8049)

(Stock Code : 8049)



批文號：國藥准字Z20026288

復方活腦舒膠囊

FuFangHuoNaoShuJiaoNang

吉林省輝南長龍生化藥業股份有限公司

2024

Environmental, Social and
Governance Report
環境、社會及管治報告

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

環境、社會及管治報告

ABOUT THE REPORT

Jilin Province Huinan Changlong Bio-pharmacy Company Limited (the “Company” or “we”) and its subsidiaries (collectively referred to as the “Group”) is committed to the long-term sustainability of its businesses and the communities with which it engages. The Group pursues the business approach of managing its businesses prudently and executing management decisions with due care and attention. In addition, the Group is committed to improving its environmental, social and governance (“ESG”) performance by upholding good corporate governance standards, protecting the environment, engaging the community and promoting social integration. The Company’s board of directors (the “Board”) takes the overall responsibility for the Group’s ESG issues, and needs to define ESG management guidelines, strategies, priorities and objectives. Assisted by ESG consultants, members of the Board have had the proper skills, experience, knowledge and views needed to supervise the Group’s ESG issues. To better manage the Group’s performance, issues and potential risks relating to ESG, the Board, at least once a year, collectively discusses ESG issues, evaluates and identifies the Group’s ESG risks and opportunities, reviews the importance of ESG issues, and analyzes its performance and progress based on ESG related targets. Also, the Board is responsible for the effectiveness of risk management and internal control systems, and approves the information disclosed in the ESG reports. The Group’s management assists the Board in the supervision of ESG issues, collecting and analysing ESG data, monitoring and evaluating the Group’s ESG performance, following up with and reviewing the progress of ESG objectives, ensuring the compliance with ESG related laws and regulations, and reporting its work progress, decisions and suggestions to the Board at least once a year.

Scope of the ESG Report

This ESG report (the “ESG Report”) discloses the Group’s ESG management approach and performance during the financial year from 1 January 2024 to 31 December 2024 (the “Reporting Period” or “2024”) and explains how the Group complies with the Environmental, Social and Governance Reporting Guide (“ESG Reporting Guide”) in Appendix 20 to the Rules Governing the Listing of Securities (the “Listing Rules”) on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

關於本報告

吉林省輝南長龍生化藥業股份有限公司(「本公司」)及其附屬公司(合稱「本集團」或「我們」)致力於其業務及業務經營所在社區的長遠可持續發展。本集團所追求的經營方針是審慎管理業務，並盡責專注地執行管理決策。此外，本集團亦致力遵守良好的企業管治標準、保護環境、促進社區參與及宣揚社會融合，從而改善其環境、社會及管治(「ESG」)績效。本公司董事會(「董事會」)對本集團的ESG議題承擔整體責任，並需制訂ESG管理方針、策略、優次及目標。董事會成員在ESG顧問的協助下，已具備監督本集團ESG事宜所需的適當技能、經驗、知識及觀點。為了能更完善地管理本集團於ESG方面的表現、相關問題和潛在風險，董事會至少每年一次集體討論ESG議題、評估及釐定本集團的ESG風險和機遇、審視ESG議題重要性，並就ESG相關目標檢討其表現和進展。董事會亦負責確保風險管理及內部監控系統的有效性，並審批ESG報告內的披露資料。本集團的管理層協助董事會對ESG事宜的監督。其職責包括收集和分析ESG數據、監察和評估本集團的ESG表現、跟進及檢討本集團ESG相關目標的進度，確保遵守ESG相關法律和法規，並需至少每年一次向董事會匯報其工作進展、決定及建議。

ESG報告範圍

本ESG報告(「本ESG報告」)披露本集團於二零二四年一月一日至二零二四年十二月三十一日財政年度(「報告期間」或「二零二四年」)的ESG管理方針及績效，以及闡釋本集團如何遵守香港聯合交易所有限公司(「聯交所」)證券上市規則(「上市規則」)附錄二十《環境、社會及管治報告指引》(「《ESG報告指引》」)。

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Reporting Principles

- **Materiality** – The Group has conducted materiality assessment to identify material issues during the Reporting Period. Materiality of issues was reviewed by the Board and senior management of the Group. For more information, please refer to “Stakeholders’ Engagement and Materiality Assessment”.
- **Quantitative** – The standards and methodologies used in the calculation of relevant data of key performance indicators (“KPIs”), as well as the assumptions used were disclosed in this ESG Report.
- **Consistency** – The preparation of this ESG Report was substantially consistent with the ESG report of the financial year from 1 January 2023 to 31 December 2023 (“2023”). Explanations were provided regarding data with changes in the scope of disclosure and calculation methodologies.
- **Balance** – This ESG Report aims to disclose data in an objective way, which aims to provide stakeholders with a balance overview of the Group’s overall ESG performance.

BUSINESS OVERVIEW

The reporting scope of the ESG Report covers the major entities of the Group, which is the manufacture and distribution of Chinese medicines and pharmaceutical products in the Mainland China (“Mainland China”) under the brand names of Changlong and Qing Tong. The scope of this ESG report is consistent with the annual report, and consistent with the scope of the ESG report for 2023.

STAKEHOLDERS’ ENGAGEMENT AND MATERIALITY ASSESSMENT

In order to define the current and future sustainability strategies, it is important to understand stakeholders’ perspectives and expectations on the development and success of the Group and help assess the potential impacts of the future business activities.

The Group will continue to establish effective communication with the major stakeholders in various ways in order to deal with their concerns and provide feedback in a timely manner. It is believed that it is necessary to consider the needs of all stakeholders, which is conducive to maintaining a long-term friendly relationship with employees, customers, suppliers, shareholders and investors, governments and regulators and communities and the public.

報告原則

- **重要性** – 本集團已進行重要性評估以識別於報告期間的重要事項。事項的重要性經由董事會及本集團高級管理層審閱。有關進一步詳情，請參閱「持份者參與及重要性評估」一節。
- **量化** – 於本ESG報告內披露計算關鍵績效指標（「關鍵績效指標」）相關數據時使用的準則及方法，以及所用的假設。
- **一致性** – 本ESG報告的編製大致與二零二三年一月一日至二零二三年十二月三十一日財政年度（「二零二三年」）的ESG報告一致。關於披露範圍及計算方法變動所涉數據均會作解釋。
- **平衡** – 本ESG報告旨在以客觀方式披露數據，從而為持份者提供本集團整體ESG績效的平衡概覽。

業務概覽

本ESG報告範圍包括本集團的主要業務，即在中國內地（「中國內地」）製造及分銷長龍和清通品牌中藥及醫藥產品。本ESG報告的報告範圍與年報一致，並與二零二三年ESG報告範圍一致。

持份者參與及重要性評估

為釐定當前及未來可持續發展政策，了解持份者對本集團發展及成功的觀點及預期，以及協助評估未來業務活動的潛在影響至關重要。

本集團將繼續循不同渠道與主要持份者建立有效溝通，以適時處理彼等的關注事項及給予反饋。本集團相信有必要顧及所有持份者的需要，並維持與僱員、客戶、供貨商、股東及投資者、政府及監管機關及社區及公眾的長期友好關係。

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In 2024, the Group engaged with stakeholders regularly or irregularly via different channels. Below are the channels through which the Group communicated with different stakeholders:

於二零二四年，本集團透過多個不同渠道與持份者定期和不定期進行互動。以下為報告期間本集團與不同持份者的溝通渠道：

Stakeholders 持份者	Communication channels 溝通管道
Employees 僱員	- Employee performance assessment 員工績效考核 - Training, workshops and briefings 培訓、研討會和簡介會 - Intranet and Email 內部網絡及電郵 - Direct communication 直接溝通交流
Customers 客戶	- Daily operation and communication 日常營運及交流 - Hotline and email 服務熱線及郵箱
Suppliers 供應商	- Supplier management procedure 供應商管理程序 - Supplier evaluation system 供應商評估制度
Shareholders and investors 股東及投資者	- Shareholders' annual meetings and other meetings 股東週年大會與其他股東大會 - Interim reports and annual reports 中期報告與年報 - Results announcement 業績公佈 - Investor meetings 投資者會議 - Daily information disclosure 日常資訊披露
Governments and regulators 政府及監管機關	- Meetings 會議 - Written or electronic communication 書面或電子通訊
Communities and the public 社區及公眾	- ESG reports ESG報告 - Community activities 社區活動 - Company website 公司網站 - Regular reports and announcements 定期報告及公告

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When preparing the ESG report, the Board and management assisted the Group in reviewing its operations, identified 18 ESG issues with significant impact on the Group and evaluating the relative importance of relevant ESG issues to its operations and stakeholders. With respect to this ESG Report, the Group identified occupational health and safety and product and service responsibility as issues of the highest importance to its stakeholders and the Group. This review has helped the Group to prioritize its corresponding sustainability issues and highlight the material and relevant aspects so as to align them with stakeholders' expectations. The identified material ESG issues of the Group are as follows:

於編製本ESG報告時，董事會及管理層協助本集團審閱其營運及業務發展，識別了18個對本集團有重大影響的ESG事項，並評估相關ESG事項對業務及持份者的相對重要性。當中，就本ESG報告而言，本集團已識別職業健康與安全以及產品及服務質量管理為對其持份者及本集團最為重要事項。此審閱有助本集團將其相應的可持續發展事項排序及指出重要及相關層面，以符合持份者的期望。本集團識別的重要ESG議題如下：

Category 議題範疇	Issues 議題名稱
Environmental Protection 環境保護	1. Greenhouse gas ("GHG") and air emission management 溫室氣體(「溫室氣體」)及空氣污染物 2. Waste management 廢棄物管理 3. Use of energy 能源使用 4. Water use efficiency and sewage management 用水效益及污水管理 5. The environment and natural resources management 環境及天然資源
Employee Care 僱員關懷	6. Employment management system 僱傭管理制度 7. Diversity, equal opportunity and eliminating discrimination 多元化、平等機會和反歧視 8. Occupational health and safety 職業健康與安全 9. Training and development 培訓與發展 10. Labour standards 勞工準則
Operating Responsibilities 運營責任	11. Supply chain management 供應鏈管理 12. Supply chain environmental and social risk management 供應鏈環境及社會風險管理 13. Product and service quality management 產品及服務質量管理 14. Fair and responsible marketing 公平和負責任的營銷 15. Protecting customer privacy 保障客戶資料隱私 16. Anti-corruption 反貪污

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Category 議題範疇

Issues 議題名稱

Community Investment
社區投資

17. Understanding the needs of the community
了解社區需要
18. Supporting community development
支持社區發展

COMMENTS AND FEEDBACK

This ESG Report is available and can be downloaded from the website of the Stock Exchange (www.hkexnews.hk) and the website of the Company (www.jlchanglong.com). In the meantime, your feedback regarding the Group's overall sustainability practices is welcomed. The Company's contact details are as follows:

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Email: contactus@jlchanglong.com

意見及反饋

本ESG報告可於聯交所網站(www.hkexnews.hk)及本公司網站(www.jlchanglong.com)查閱及下載。本集團亦歡迎閣下對本集團整體可持續發展常規提出意見。本公司的聯絡資料詳列如下：

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彌敦道625及639號
雅蘭中心辦公樓二期
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傳真：86-0435-8210005
電郵：contactus@jlchanglong.com

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A. ENVIRONMENT

Environmental Targets

In order to better govern the material ESG issues of the Group and the Group's performance in these aspects, the Group has set environmental targets for GHG emissions, waste management, energy consumption, and water management. The Group will continue to strive towards achieving these targets. The Group's management will review the progress of these targets and take measures to achieve them and report on the progress and make suggestions if needed to the Board at least annually. The details of the related environmental targets are as follows:

Level 層面	Objective 目標
GHG emissions 溫室氣體排放	Hold GHG emissions reduction related activities in the financial year from 1 January 2025 to 31 December 2025 ("2025") to raise employees' awareness of reducing GHG emissions. 在二零二五年一月一日至二零二五年十二月三十一日財政年度(「二零二五年」)舉辦減少溫室氣體排放相關的活動，以提高員工對溫室氣體減排的認識。
Waste management 廢棄物管理	Hold waste reduction related activities in 2025 to raise employees' awareness of reducing waste. 在二零二五年舉辦減少廢棄物相關的活動，以提高員工對減少廢棄物的意識。
Energy consumption 能源消耗	Participate in energy conservation related activities in 2025 to raise employees' awareness of energy conservation. 在二零二五年參加節約能源相關的活動，以提高員工對節約能源的意識。
Water management 水資源管理	Hold water conservation related activities in 2025 to raise employees' awareness of water conservation. 在二零二五年舉辦節水相關的活動，以提高員工對節約用水的意識。

A. 環境

環境目標

為更好地管理本集團的重大議題及本集團在這些方面的表現，本集團已在報告期間制定溫室氣體排放、廢棄物管理、能源消耗及水資源管理四個方面的目標。本集團將繼續為既定目標而努力，並由管理層每年對目標實現的進度、本集團採取的管理措施進行審核與檢討，並至少每年向董事會匯報一次既定目標的實現進程，在適當的時候向董事會就相關事宜提出建議。相關環境目標的詳情如下：

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1. Emissions

The major raw materials used by the Group in production are various kinds of Chinese herbal medicines and its production and operation may have a minor effect on the environment and the natural resources. The Group actively fulfills its social responsibilities, always adheres to the concept that development and environmental protection are equally important and makes rational use of various resources to protect the environment. The Group strictly abides by national laws and regulations including the Environmental Protection Law of the People's Republic of China, Water Pollution Prevention and Control Law of the People's Republic of China and Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste of Mainland China, as well as local laws and regulations concerning environmental protection.

During the Reporting Period, the Group was not aware of any material non-compliance with local laws and regulations about environmental protection resulted from the emission of waste gas or GHG, discharge of pollutants into water or soil or discharge of hazardous or non-hazardous waste. The Group is striving to achieve saving energy and consumption reduction, lowering discharges and improving efficiency, and try its best to minimize the impact that the production and operation process have on the ecosystem. The Group has set the Environmental Policy to manage the impact of its operations on the environment.

Air emissions of the Group came mainly from the use of fuel in vehicles owned by the Group, and are listed below:

Indicator 指標	Unit 單位	2024 二零二四年
Nitrogen oxides (NO _x) emission 氮氧化物(NO _x)排放	Kg 千克	1,211.53
Sulfur oxides (SO _x) emission 硫氧化物(SO _x)排放	Kg 千克	15.96
Particulate matter (PM) emission 顆粒物(PM)排放	Kg 千克	91.5

1. 排放物

本集團用於生產的主要原材料為各類中草藥，其生產經營對於環境及天然資源或有輕微影響。本集團積極履行社會責任，始終堅持發展與環境保護並重的理念，合理利用各類資源，以實際行動踐行環境保護。本集團嚴格遵守的法規包括中國內地的《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國固體廢物污染環境防治法》和當地其他有關環境保護的法律及法規。

於報告期間，本集團並沒有發現因廢氣及溫室氣體排放、水及土地的排污以及有害及無害廢棄物排放而有任何違反當地相關環境法律及法規的重大事宜。本集團致力達到節能降耗、減污增效的目的，盡可能將生產經營過程中對生態系統造成的影響降至最低。本集團已實施《環境政策》以管理本集團營運對環境之影響。

本集團的廢氣排放物主要來自本集團擁有的車輛所使用的燃料，本集團的廢氣排放表現概述如下：

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The GHG emissions of the Group consist of direct GHG emissions (Scope 1 emissions) generated from the use of fuel in vehicles owned by the Group, the combustion of coal for heat supply and production, and energy indirect GHG emissions (Scope 2 emissions) generated from the purchased electricity.

The GHG emissions of the Group are listed below:

本集團的溫室氣體排放主要來自於本集團擁有車輛的燃料使用，生產及供暖燃燒的煤炭及生產使用的制冷劑產生的直接（範圍一）溫室氣體排放和外購電力所產生的能源間接（範圍二）溫室氣體排放。

本集團的溫室氣體排放表現概述如下：

Indicator ¹ 指標 ¹	Unit 單位	2024 二零二四年
Scope 1 – Direct GHG emissions 範圍一 – 直接溫室氣體排放	tCO ₂ e 噸二氧化碳當量	108,536
– Coal 煤炭		
– Petrol 汽油		
– Diesel 柴油		
– Refrigerant 製冷劑		
Scope 2 – Energy indirect GHG emissions 範圍二 – 能源間接溫室氣體排放	tCO ₂ e 噸二氧化碳當量	3,342
– Purchased electricity 外購電力		
Total GHG emissions (Scope 1 and 2 emissions) 溫室氣體排放總量（範圍一及二）	tCO₂e 噸二氧化碳當量	111,878
Intensity of GHG emissions 溫室氣體排放總量密度	tCO₂e/Revenue (million RMB)² 噸二氧化碳當量／收入（人民幣百萬元）²	120.69

Notes:

備註：

- The data about GHG emissions is presented in terms of carbon dioxide equivalent and is based on including but not limited to The Greenhouse Gas Protocol: a Corporate Accounting and Reporting Standard published by the World Business Council for Sustainable Development, the Notice of the Management of GHG Emissions Reports for Electric-generating Corporates 2023–2025 released by The Ministry of Ecology and Environment of China, the potential global temperature rise described in the Fifth Assessment Report published by IPCC in 2014, and How to Prepare ESG Reports – Appendix II: Environmental KPI Reporting Guide released by the Stock Exchange.
- During the Reporting Period, the Group's total revenue is RMB927,280,000, which will also be used to calculate other intensity data.

- 溫室氣體排放數據乃按二氧化碳當量呈列，並參照包括但不限於世界資源研究所及世界可持續發展工商理事會刊發的《溫室氣體盤查議定書：企業會計與報告標準》、中華人民共和國生態環保部發佈的《關於做好2023–2025年發電行業企業溫室氣體排放報告管理有關工作的通知》、政府間氣候變化專門委員會所發佈的二零一四年《第五次評估報告》內的全球升溫潛勢、以及聯交所發佈的《如何準備ESG報告—附錄二：環境關鍵績效指標匯報指引》。
- 於報告期間，本集團的總收益為人民幣927,280,000元。此數據亦會用作計算其他密度數據。

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During the Reporting Period, all the hazardous waste generated by the Group was recycled by qualified hazardous waste recyclers. The hazardous waste generated by the Group is listed below:

於報告期間，本集團所有產生的有害廢棄物已由合資格的有害廢棄物回收商回收。本集團的有害廢棄物棄置表現概述如下：

Waste category 廢棄物類別	Unit 單位	2024 二零二四年
Liquid waste 廢液	Kg 公斤	90
Reagent bottles 試劑瓶	Kg 公斤	110
Total amount of hazardous waste 有害廢棄物總量	Kg 公斤	200
Total intensity of hazardous waste 有害廢棄物總量密度	Kg/Revenue (million RMB) 公斤／收入(人民幣百萬元)	0.21

The non-hazardous waste generated by the Group is listed below:

本集團的無害廢棄物棄置表現概述如下：

Waste category 廢棄物類別	Unit 單位	2024 二零二四年
Paper 紙張	Ton 噸	6.11
General office waste 一般辦公室垃圾	Ton 噸	12.5
Food waste 廚餘垃圾	Ton 噸	4.65
Total amount of non-hazardous waste 無害廢棄物總量	Ton 噸	23.26
Total intensity of non-hazardous waste 無害廢棄物總量密度	Ton/Revenue (million RMB) 噸／收入(人民幣百萬元)	0.025

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2. Use of resources

The Group also advocates the concept of green production so as to achieve the target of energy saving, consumption lowering and discharge reduction. The Group saved various kinds of resources by optimising the production process, enhancing the technology standard, using Light Emitting Diode ("LED") energy-saving lighting and cutting down water consumption. Moreover, with respect to the protection and recycling of water resources, the Group adopted a recycle system throughout the production process so as to reduce the amount of water resources used. The Group manage the use of resources during its operations through the Environmental Policy.

Energy consumption of the Group is listed below:

Energy category ³ 能源種類 ³	Unit 單位	2024 二零二四年
Direct energy consumption 直接能源消耗	MWh 兆瓦時	90,330
– Coal ⁴ 煤炭 ⁴		
– Petrol 汽油		
– Diesel 柴油		
Indirect energy consumption 間接能源消耗	MWh 兆瓦時	6,544
– Externally purchased power ⁵ 外購電力 ⁵		
Total intensity of energy 能源總耗量	MWh 兆瓦時	96,874
Intensity of energy consumption 能源總耗量密度	MWh/Revenue (million RMB) 兆瓦時／收入(人民幣百萬元)	109.96

Notes:

- The method to convert the units of energy consumption data is based on the Energy Statistics Manual issued by International Energy Agency.
- The Group consumed approximately 10,997,000 tons of coal in 2024, and approximately 13,286.00 tons in 2023.
- The Group consumed approximately 6,544,000 KWh of electricity in 2024, and approximately 6,793,000.00 KWh in 2023.

2. 資源使用

本集團亦倡導綠色生產理念，達到節能、降耗、減污的目的。本集團在生產過程中通過完善工藝流程、提升技術含量，亦採取發光二極管（「發光二極管」）節能照明、節約用水等措施，節約各類資源。同時，在水資源保護及再利用上，本集團生產環節均採用循環水系統，以減少水資源的使用量。本集團透過《環境政策》管理營運過程中的資源消耗。

本集團的能源消耗表現概述如下：

備註：

- 能源消耗數據的單位換算方法乃根據國際能源署所發佈之《能源數據手冊》所制訂。
- 本集團二零二四年煤炭耗量為約10,997,000噸，二零二三年為約13,286.00噸。
- 本集團二零二四年耗電量為約6,544,000千瓦時，二零二三年為約6,793,000.00千瓦時。

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Thanks to operation in a favourable geographical location, the Group has no problem in sourcing water. The water consumption of the Group is listed below:

基於本集團營運的地理位置，本集團就求取適用水源上沒有任何問題。本集團的水資源消耗表現概述如下：

	Unit 單位	2024 二零二四年
Total consumption of water⁶ 水資源總消耗量 ⁶	m³ 立方米	164,518
Total intensity of water consumption 水資源總消耗量密度	m³/Revenue (million RMB) 立方米／收入(人民幣百萬元)	186.74

Note:

6. The Group consumed approximately 164,518,000 m³ of water in 2024, and approximately 165,190.00 m³ in 2023.

備註：

6. 本集團二零二四年水資源總消耗量為約164,518,000立方米，二零二三年為約165,490.00立方米。

The Group produces medical products, during the process packaging materials are used. During the Reporting Period, consumption of packaging materials is listed below:

本集團的業務包括生產醫藥產品，生產過程中會使用包裝材料，於報告期間，本集團的包裝材料表現概述如下：

Category of packaging materials 包裝物料種類	Unit 單位	2024 二零二四年
Paper box 紙箱	Ton 噸	128
Small paper packing box 紙質包裝小盒	Ton 噸	385
Total consumption of packaging materials 包裝物料總消耗量	Ton 噸	513
Total intensity of packaging materials consumption 包裝物料總消耗量密度	Ton/output value (RMB million)⁷ 噸／產值(人民幣百萬元) ⁷	0.58

Note:

7. During the Reporting Period, the Group had a total output value of approximately RMB881,157,000.

備註：

7. 於報告期間，本集團的總產值為約人民幣881,157,000元。

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3. Environment and natural resources

The Group pursues the best practice between the development and the environment, and takes into careful consideration of all the aspects and activities within its value chain to mitigate the impact on the environment. The Group has set the Environmental Policy to manage the environmental performance of the Group. To achieve the sustainable development of the environment, the Group regularly provides environmental protection information and practical advice related to environmentally friendly living style to staff for circulation.

4. Climate change

Climate change has growing impact on global ecology and different industries. The Group is also aware that climate change will impact its operations in different aspects. So, while pursuing green and low-carbon operation, the Group has identified risks related to climate change, evaluated relevant impact and developed countermeasures. The Group has identified the following climate related risks:

Physical risk

Climate change results in extreme weather events of higher frequency and intensity, such as typhoon, floods and rainstorm. Such events may cause physical damage to the locations where the Group operates and add to maintenance, disaster response and insurance expenses. In severe situations, the Group may see its normal operation affected and its employees' personal safety threatened. Improper response to such events may have negative influence on the Group's reputation.

To respond to such physical risk, the Group regularly examines business interruption risk related to extreme weather events and develops response plans under proper conditions, so as to reduce negative influence. Meanwhile, the Group makes special working arrangements in response to potential environmental disasters, typhoon and rainstorm, so as to avoid any chaos that may cause safety accidents.

3. 環境及天然資源

本集團追求與環境的最佳實務，以及對價值鏈內的各個營運方面及活動作出謹慎考慮，減低對環境的影響。本集團已制定《環保政策》以管理本集團之環保表現。為達成環境可持續發展，本集團定期向員工傳閱環保訊息及有關環保生活方式的實用建議。

4. 氣候變化

全球氣候變化對全球生態和不同產業帶來的影響日益顯著，本集團亦深刻意識到氣候變化將在不同方面影響其業務運營。因此，在踐行綠色低碳運營的同時，本集團已識別氣候變化的相關風險，評估相關影響，並制定應對策略。本集團識別了如下的氣候相關風險：

實體風險

首先，氣候變化帶來了更為頻繁且強度更大的極端天氣事件，如颱風、洪水、暴雨等，該等事件可能會對本集團擁有的營運地點造成物理傷害，增加本集團維修、應災及保險等相關費用。在嚴重的情況下，本集團的正常運營可能會受到影響，員工的人身安全亦可能受到威脅，如本集團對該等事件處理不善，亦會給本集團的聲譽帶來負面影響。

為了應對該等實體風險，本集團將定期檢視極端天氣相關的業務中斷風險並在適當的情況制定應對方案，從而減少負面影響。同時，本集團訂明潛在環境災害、颱風及暴雨下的特別工作安排，以避免可能導致安全事件的任何混亂情況。

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Transition risk

Besides the said physical risk, the Group also faces transition risk arising from the transition towards low-carbon economy. The transition towards low-carbon economy restrained by constantly updated and increasingly rigorous environmental laws and regulations and the innovation trends in energy conservation materials, processes and operation modes may add to commodity and service cost. Besides, stricter environmental laws and regulations may increase claims and litigation risk as a result of the failure to observe compliance requirements, thus affecting the Group's reputation. All these risks may add to the Group's compliance cost.

To cope with the said transaction risk, the Group regularly monitors current and emerging trends, policies and regulations related to climate, and warns senior management if necessary to avoid mounting cost, penalties or reputational risk resulted from slow response.

轉型風險

除了上述的實體風險，本集團亦面臨向低碳經濟轉型所引致的轉型風險。受限於不斷更新且愈發嚴格的環境法規約束的低碳經濟轉型，以及節能材料、流程和運營方式的相關創新趨勢可能會導致商品和服務成本的增加。此外，更嚴格的環保法律法規或增加因未能遵守合規要求而引致的索賠和訴訟風險，從而影響本集團聲譽。受這些風險的影響，本集團相關的合規成本亦可能增加。

為應對上述轉型風險，本集團定期監控與氣候相關的現有和新興趨勢、政策和法規，並在必要時提醒高級管理層，以避免成本增加、違規罰款或因反應遲緩而引致的聲譽風險。

B. SOCIETY

Employment and labor practices

1. Employment

Employees are regarded as the greatest and most valuable assets and core competitive advantages of the Group who continuously provide the source of innovation for the Group. The Group offers competitive remuneration and welfare, and implements comprehensive performance appraisal scheme to award and praise the staff with excellent performance and assists them with their career development and promotion within the Group by providing appropriate trainings and opportunities. Meanwhile, in order to create a favorable and fair working environment for employees and protect their physical and psychological health, the Group will give careful consideration to all the valuable suggestions for improving the working efficiency and harmonizing the working atmosphere proposed by employees, thereby establishing a united, harmonious and professional team for the Group.

B. 社會

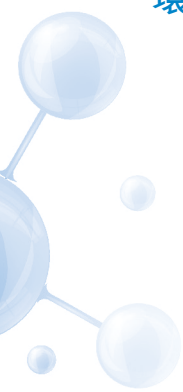
僱傭及勞工常規

1. 僱傭

僱員被視為本集團最大及具價值的資產和競爭優勢的核心，同時為本集團提供不斷創新的原動力。本集團提供優厚的薪酬福利及推行全面表現評核計劃，以獎勵及表揚表現優秀的員工，並透過適當培訓及提供機會協助彼等在集團內發展事業及晉升。同時，為向僱員提供理想及公平的工作環境及保障僱員之身心健康，本集團慎重考慮僱員有關提升工作效率及和諧工作氣氛的所有寶貴意見，從而為本集團建立起團結和諧的專業團隊。

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The Group strictly complied with the regulations and provisions of laws in the Mainland China and Hong Kong, China, including but not limited to Labour Law of the People's Republic of China and Labour Contract Law of the People's Republic of China in Mainland China and Employment Ordinance in Hong Kong, China. During the Reporting Period, the Group was not aware of any material non-compliance with any local laws or regulations related to employment. The Group has formulated and strictly implemented the relevant management system and measures, and expressly specified the employment, labor relations, treatment, promotion, benefits and retirement of the staff to safeguard their interests.

The Group strictly complied with the Mainland China laws and regulations and policies associated with social insurance, and made contributions to various social insurance and housing provident fund for all the staff in a timely manner.

As at 31 December 2024, the Group had a total of 745 employees, with the breakdown shown below:

本集團嚴格執行中國內地及中國香港之相關法規條例，包括但不限於中國內地的《中華人民共和國勞動法》及《中華人民共和國勞動合同法》及中國香港的《僱傭條例》等。於報告期間，本集團並沒有發現任何違反當地相關僱傭法律及法規之重大事宜。本集團已制訂並嚴格執行相關管理制度及辦法，對員工的聘用、勞動關係、待遇、升遷、福利、退休等方面作出明確規定，致力保障員工的權益。

本集團嚴格按照中國內地有關社會保險的法律法規和政策規定，為全體員工按時足額繳納各項社會保險及住房公積金。

截至二零二四年十二月三十一日，本集團有合共745名僱員，其劃分如下：

Indicator 指標	Number of employees 僱員人數	
	2024	二零二四年
By gender		
以性別劃分		
Male 男性		421
Female 女性		324
By age group		
以年齡組別劃分		
≤29 ≤29歲		108
30–49 30–49歲		342
≥50 ≥50歲		295
By region		
按地區劃分		
Mainland China 中國內地		744
Hong Kong, China 中國香港		1

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Number of employees

僱員人數

2024

二零二四年

Indicator

指標

By employee category

以僱員類別劃分

Senior management 24

高級管理層

Middle management 31

中級管理層

General employees 690

普通員工

By employment type

以僱傭類型劃分

Full-time employees 542

全職員工

Part-time employees 203

兼職員工

The average employee turnover rate was 13.8%⁸ during the Reporting Period, with the breakdown shown below:

報告期間僱員平均流失率為13.8%⁸，其劃分如下：

Turnover rate

流失率

2024

二零二四年

Indicator

指標

By gender

以性別劃分

Male 16.1%

男性

Female 10.8%

女性

By age group

以年齡組別劃分

≤29 24.1%

≤29歲

30–49 13.7%

30–49歲

≥50 10.2%

≥50歲

By region

以地區劃分

Mainland China 13.8%

中國內地

Hong Kong, China —

中國香港

Note:

備註：

8. Turnover rate = Number of left employees by category in the financial year ÷ number of employees by category at the end of the financial year × 100%

8. 流失率=財政年度內該類別的離職僱員人數÷財政年度末該類別的僱員人數×100%

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2. Health and safety

Employees are the most important wealth and resources of the Group, therefore, the health and safety of employees are always the top priority of the Group. The Group is committed to protecting the employees with production safety while endeavour to protect and care about their health and to provide a safe, healthy and protected workplace.

The Group established a comprehensive management system in occupational health and safety, strictly complied with the regulations of occupational health and safety in Mainland China and Hong Kong, China, and laid a solid foundation for safe operation. Over the past three years (including the Reporting Period), the Group has not recorded any major safety accidents or deaths related to work, or any compensation paid to its employees due to such accidents. During the Reporting Period, the Group did not report any loss of working days due to work related injury, or aware of any material non-compliance with local laws or regulations related to health and safety.

3. Development and training

The Group adopts the principle of unified management and stratified training for the education and training of its staff. Upon joining the Group, new employees must participate in pre-service training focusing on the Group's corporate culture, corporate policies and goals, production safety, necessary skills, etc. A series of training courses are provided to senior management and middle management including anti-corruption practices for leaders as well as trainings for middle and senior management of listed companies. The Group will evaluate the training effects subsequently, so as to enhance the pertinence and effectiveness of training, which will further enhance the technical skills and professional quality of the Group's employees of each level achieving satisfactory results.

2. 健康與安全

員工是本集團最重要的財富和資源，因此本集團始終把員工的健康與安全放在首位，集團以安全生產保護員工，致力於為員工提供健康關懷，亦為員工提供安全、健康及受保障的工作環境。

本集團在職業健康安全設立了完善的管理制度，嚴格遵照中國內地及中國香港之職業健康安全法例，為安全營運奠定穩固基礎。過去三年（包括報告期間），本集團均無錄得任何重大安全事故及因工作關係而死亡的事件，亦無因該等事件而向其僱員支付索償或補償。於報告期間，本集團並無因工傷損失工作日數，亦並未發現任何違反當地相關健康及安全法律及法規之重大事宜。

3. 發展及培訓

本集團對員工的教育培訓採取統一管理，分級培訓的原則。新員工入職之日起即接受本集團企業文化、方針目標、安全生產和必要的崗前培訓等。針對高級管理人員及中層管理人員進行了領導幹部廉潔從業、上市公司中高層管理者培訓等一系列培訓，同時對培訓成效進行評價，加強培訓的針對性和有效性，進一步提升了本集團各級員工的技能和專業素養，取得了良好的效果。

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During the Reporting Period, the percentage of trained employees⁹ was about 76.4%, and the average hours of training per employee¹⁰ was about 108. Details about the percentage of trained employees and average training hours by employee gender and category are listed below:

於報告期間，本集團的受訓僱員百分比⁹約為76.4%，受訓平均時數¹⁰約為108小時。按僱員性別及類別劃分的受訓僱員百分比及平均受訓時數明細如下：

Indicator 指標	Percentage of trained employees ⁹ 受訓僱員百分比 ⁹ 2024 二零二四年	Average training hours ¹⁰ 受訓平均時數 ¹⁰ 2024 二零二四年
By gender 以性別劃分		
Male 男性僱員	76.7%	118
Female 女性僱員	75.9%	95
By employee category 以僱員類別劃分		
Senior management 高級管理層	100.0%	152
Middle management 中級管理層	100.0%	293
General employees 普通員工	74.9%	95

Notes:

備註：

9. Percentage of trained employees = Number of trained employees by category in the financial year ÷ Number of employees by category at the end of the financial year × 100%

9. 受訓僱員百分比=財政年度內該類別僱員的受訓僱員人數÷財政年度末該類別僱員的總人數×100%

10. Average training hours = Hours of training for the employees by category in the financial year ÷ Number of employees by category at the end of the financial year

10. 平均受訓時數=財政年度內該類別僱員的受訓時數÷財政年度末該類別僱員的總人數

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4. Labor standards

There is a clear requirement on the age of applicants in the recruitment management system of the Group. The Group will review and check the identification information of applicants during the recruitment process and no child labor will be employed. Applicants should provide documents of educational background and working experience for our verification when they are applying. Any suspected applicants providing false documents of educational background and working experience will not be employed. The Group strives to create a safe, healthy and comfortable working environment for the employees, and provide labor protection, reasonable remuneration and various benefits to the employees. The Group enters into an employment contract with each of the employees in accordance with relevant regulations in the Mainland China and in Hong Kong, China, and forbids any kind of forced labor.

If any use of child labor is discovered, the Group will immediately terminate relevant employment contract. Besides, if any use of forced labor is discovered, the Group will conduct an investigation in time, and punish or dismiss the employee that causes the situation. The Group regularly reviews relevant practice to ensure its effectiveness.

The Group strictly complies with the Regulations on Labour and Social Security Inspection, Labour Law of the People's Republic of China and Labor Contract Law of the People's Republic of China in Mainland China and Employment Ordinance in Hong Kong, China. During the Reporting Period, the Group didn't aware of any material non-compliance with laws and regulations aimed to prevent child use and forced labor.

4. 勞工準則

本集團招聘管理制度中對招聘人員的年齡有明確要求，在招聘過程中審查及核對應聘者的身份證明資料，絕不聘用任何童工。應聘者於應聘時亦需要提供相關的學歷及工作證明文件進行核對，懷疑持有虛假學歷及工作經驗者將不會獲聘用。本集團致力為員工營造安全、健康及舒適的工作環境，並提供勞動保護及向員工支付合理薪酬和提供各項福利。本集團按照中國內地及中國香港之相關法規條例與每一位員工訂立僱用合約，並禁止一切強制勞動。

如有發現聘用童工之情況，本集團將立即中止相關員工合約。此外當發現任何強制勞工情況，本集團會即時作出調查、處分或解僱導致該情況的員工。本集團會定期檢討相關的慣例，以確保其有效性。

本集團嚴格遵守中國內地的《勞動保障監察條例》、《中華人民共和國勞動法》及《中華人民共和國勞動合同法》及中國香港的《僱傭條例》。於報告期間，本集團並未發現任何違反防止童工及強制勞工相關法律條例的重大事宜。

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Operational practices

5. Supply chain management

Supply chain management is always one of the key links in the Group's quality control system. The Group focuses on the risk management of product quality and keeps a close eye on signals of quality and safety crisis of its medicines. Attaching great importance to product compliance, the Group organizes self-inspections and rectifications in a timely manner to ensure product quality.

To ensure the quality of the purchased raw materials, auxiliary ingredients and packaging materials, the Group has established a supplier management system in strict compliance with the Law of the People's Republic of China on the Administration of Pharmaceuticals, Good Manufacturing Practice ("GMP"), and other relevant laws and regulations and also has implemented a standardized supplier management system.

During the Reporting Period, the Group had 263 major suppliers, all of which were from Mainland China and has passed the Group's practices relating to engaging suppliers.

The Group expects suppliers to meet its standards in environmental, social, corporate governance and commercial ethics. Before establishing any long-term cooperation with a potential supplier, the Group will evaluate the environmental and social risks associated with the supplier's operations to ensure the supplier to comply with trade, environmental and social regulations and other standards, and will examine the supplier's awareness of the said aspects. In the screening process, the Group will prefer the suppliers using environment-friendly products and services, and work to minimize the potential environmental and social risks across the supply chain.

The Group also carries out long-term quality monitoring and regular reviews on all suppliers. In case of a significant change in supplier qualification or serious quality issue occurs, the Group may suspend the delivery of the supplier in question immediately to ensure the quality of the medicine of the Group.

The Group will review the supplier management measures regularly to ensure their effectiveness.

營運慣例

5. 供應鏈管理

供應鏈管理始終是本集團質量控制體系重要環節之一。本集團注重產品質量的風險管理，關注藥品質量安全的危機信號，及時自檢自查，高度重視產品的合規性。

為確保本集團所有原料、輔料及包材的供應質量，本集團嚴格按照《中華人民共和國藥品管理法》、良好生產規範（「GMP」）及其他相關法律法規的要求，制定了供貨商管理制度，並對物料採購推行標準化管理。

於報告期間，本集團共有263家主要供貨商，均來自中國內地及通過有關聘用供應商的慣例。

本集團期望供貨商在環境、社會、企業管治、商業道德等方面符合其標準。本集團將在與潛在供貨商建立任何長期業務關係前評估供貨商營運和業務的環境和社會風險，以確保供貨商遵守貿易法律、相關環境和社會法規以及其他標準，並考察供貨商在上述各方面的意識。本集團亦會在甄選過程中優先考慮使用環保產品及服務的供貨商，努力將供應鏈中潛在的環境和社會風險降至最低。

本集團會對所有供貨商進行長期質量監控及定期評審，如發現供貨商資質有重大變動或出現嚴重質量問題，本集團立即停止該供貨商之供貨，確保本集團藥品質量安全。

本集團將定期檢討管理供應商之措施，以確保其有效性。

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6. Product responsibility

The Group is committed to ensuring product safety. Especially, as most of our products are pharmaceuticals, product quality and safety are undoubtedly the top priority of the Group.

The Group always sticks to strict product quality control throughout the production process. The Group's quality control is executed primarily in accordance with relevant requirements of GMP quality management system.

The Group has formulated a complete set of quality inspection management standards covering traditional Chinese medical materials, auxiliary ingredients, packaging materials, semi-finished and finished products, and sets out requirements on various test objects, test methods and test contents. If any unqualified products are leaked to the market, they will be recalled in accordance with relevant measures. During the Reporting Period, the Group had no products recall due to quality or health and safety issues.

Meanwhile, the Group carries out advertisement promotion in accordance with the law, further safeguards the rights and interests of consumers, ensures the legal compliance of the Group's advertisement promotion and stringently prohibits any acts that would cause damage to the image of the Group and the brand, such as illegal advertisements.

The Group attaches great importance to the protection of customer rights and privacy, and commits to protect personal information. The Group's employees strictly follow relevant data protection principles and cautiously manage the confidential information of the Group. In case of any illegal leakage of information, the Group will pursue the legal liability of the persons concerned. We will regularly review the practice related to privacy protection to ensure its effectiveness.

The Group remains focusing on product development and the improvement of product quality, with intellectual property rights ("IPRs") crucial to our operations. The Group closely monitors and prevents infringements like counterfeit trademarks in the market. The Group will continue with oversight to ensure its IPRs not to be infringed upon.

6. 產品責任

本集團致力於確保產品安全，特別是集團的產品大多屬藥品，保證產品質量及安全無疑是集團工作的重中之重。

在生產過程中，本集團始終堅持嚴格的產品質量控制。本集團的質量控制主要根據GMP質量管理體系的相關要求執行。

本集團制定了各項質量檢驗管理標準，包括中藥材、輔料、包材、半成品及成品，對各種檢驗對象、檢驗方法與檢驗內容作出了詳細規定。如有發現不合格產品流入市場，將按相關措施召回產品。於報告期間，本集團未出現因產品質量或健康及安全問題而召回產品之情形。

同時，本集團依法進行廣告宣傳，進一步保障消費者權益、確保集團廣告宣傳合法合規，嚴格遏制違法廣告等有損集團及品牌形象的情形發生。

本集團非常重視保障客戶權益及私隱，致力維護及保護個人資料。本集團的僱員嚴格遵守有關資料保護原則並謹慎管理本集團的機密資料，如有非法洩露信息的行為，本集團將追究其責任。我們會定期檢討與私隱保護相關的慣例，以確保其有效性。

本集團持續專注於產品開發及產品質量提升，知識產權（「知識產權」）亦在我們的業務中佔有很重要的地位。本集團會密切監控並防止市場上出現假冒商標等侵權行為。本集團將繼續監察以確保其知識產權不受侵犯。

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The Group values customer feedback and complaints. In case of the receipt of any complaint, the Group will move to follow up in time. During the Reporting Period, the Group didn't receive any major complaints about products or services, or aware of any material non-compliance with laws and regulations about product and service quality, including but not limited to the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, Advertisement Law of the People's Republic of China, Interim Measures on the Management of Internet Advertisement and Law of the People's Republic of China on Product Quality in Mainland China and consumer protection related laws and regulations in other applicable regions.

7. Anti-corruption

All of the Group's operations are in compliance with local and national legislation on standards of conduct, such as with the relevant legislation on anti-corruption and bribery in Mainland China and the Prevention of Bribery Ordinance in Hong Kong, China.

During the Reporting Period, there were no concluded legal cases regarding corrupt practices brought against the Group or its employees. The Group was not aware of any material non-compliance with any laws or regulations related to bribery, extortion, fraud or money laundering, including but not limited to the Criminal Procedure Law of the People's Republic of China and Company Law of the People's Republic of China in Mainland China and the Prevention of Bribery Ordinance in Hong Kong, China, that would have significant influence on the Group.

The Group has set the Whistle-blowing Policy. If the Group receives reports on any corruption, bribery, extortion, money laundering or other fraud behaviors, the Group will conduct investigation and handle the case in time, and will transfer the case to judiciary authorities in case of any breach of law. The Group encourages employees to report corruption or fraud behaviors, and takes sufficient measures to keep confidential the whistle-blowers identities and to ensure protecting the whistle-blowers from non-fair treatment. The Group regularly oversees the effectiveness of its whistle-blowing mechanism.

本集團高度重視客戶的反饋及投訴。倘本集團收到任何投訴，將努力及時採取行動跟進。於報告期間，本集團無接獲關於產品及服務的重大投訴，亦未發現任何違反產品及服務品質相關的法律及法規的重大事宜，包括但不限於中國內地的《中華人民共和國消費者權益保護法》、《中華人民共和國廣告法》、《互聯網廣告管理暫行辦法》、《中華人民共和國產品質量法》及其他適用地區的消費者保護相關法律及法規的規定。

7. 反貪污

本集團所有的業務均遵守當地及國家法例的操守準則，例如中國內地相關反貪腐法例以及中國香港的《防止賄賂條例》。

於報告期間，概無針對本集團或其僱員貪污行為的已審結法律案件。本集團並不知悉任何重大不遵守任何有關賄賂、勒索、欺詐及洗錢的法律法規包括但不限於中國內地的《中華人民共和國刑事法》及《中華人民共和國公司法》及中國香港《防止賄賂條例》，而將會對本集團造成重大影響的情況。

本集團設立了《舉報政策》，如接獲任何涉及貪污、賄賂、勒索、洗黑錢及其他欺詐行為的舉報，本集團會即時進行調查及處理，如有違法犯罪行為本集團將交由司法機關依法處理。本集團鼓勵員工舉報貪污或詐騙行為，並對舉報人身份提供足夠保密措施及確保其免受不公平對待。本集團會定期監察其舉報機制的有效性。

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The Group promises to provide its directors and employees with anti-corruption training or relevant reading materials for them to self-study at least once a year, to increase their awareness of integrity and business ethics. During the Reporting Period, the Group provided anti-corruption training sessions for 9 directors and 210 employees, respectively with 144 and 1,260 training hours in total. The training helped the Group's directors and employees strengthen integrity building.

The Group requires employees to strictly conform to code of business ethics and forbids any corruption bribe behavior as stipulated in the employment contracts. In case of any conflict of interest, it must be reported to the Group's management immediately. Employees, who engage in business operations and represent the Group's professional image, are strictly prohibited to use business opportunities or power for personal interest or benefit.

Community

8. Community investment

The Group always seeks to become a positive momentum in the communities in which it operates and maintains close communications and interactions with the communities in order to contribute to local development.

The Group believes that the creation of a beautiful and peaceful community relies on the cooperation of citizen, corporations and the government. By working together with various community partners, In 2024, a musical fireworks gala titled "Dazzling Dragon • Blessings Fill Huinan" was held in Huinan County, the Group believes it can bring a tremendous impact on the sustainable development of the communities in which it operates. Therefore, the Group has set the Community Investment Policy to manage relevant matters.

The Group will also actively encourage the staff to volunteer their time and skills to benefit local communities. It provides the employees with the opportunities to explore more issues of the society and environment and reinforce the Group's corporate values.

本集團承諾每年最少一次為董事及員工提供反貪污培訓或相關閱讀材料供其自行學習，以增強彼等廉潔的理念及商業道德操守。於報告期間，本集團已為9名董事及210名員工提供反貪污培訓，總培訓時數分別達144小時及1,260小時，該等培訓幫助本集團的董事及員工加強廉政建設。

在僱傭合約中，本集團要求員工嚴格遵守商業道德準則，杜絕任何貪污及賄賂行為。如有利益衝突，需要及時向本集團管理層申報。參與業務營運及代表本集團的專業形象的員工，嚴禁利用商機或職權取得個人利益或好處。

社區

8. 社區投資

本集團努力尋求成為營運所處社區的正面力量，並一直與社區維持密切溝通和互動，為社區發展作出貢獻。

本集團相信創造一個美好平和的社區需要市民、企業及政府共同的參與。透過與不同的社區夥伴通力合作，於二零二四年在輝南縣舉辦了名為「炫彩長龍•福滿輝南」音樂煙火晚會，本集團相信可為營運所處社區的可持續發展帶來重大影響，因此，本集團設立了《社區投資政策》以管理相關事務。

本集團亦將積極鼓勵員工無償付出時間和技能，以惠及本地社區，借此給予僱員機會了解更多社會及環境問題，及增強本集團企業價值。

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