



(Carrying on business in Hong Kong as "萬全醫療集團") (以「萬全醫療集團」名稱在香港經營業務) (Incorporated in the Cayman Islands with limited liability) (於開曼群島注册成立之有限公司) (Stock Code: 08225) (股份代號: 08225)



環境、社會及管治報告 2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024





環境、社會及管治報 2024

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

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中國醫療集團是一家以真實世界臨床研 RWS、醫療大數據 RWD 和人工智慧 AI 驅動臨床研究的公司。 七年前,集團從藥物研發服務聚焦到五大核心疾病的大數據和上市後臨床研究治療與商業推廣。集團以 構建研發型數字醫療共健體為核心戰略,聚焦腦科學和變態反應及病毒三大疾病領域,建立五大專科品 牌:喜心精神心理、拜敏抗過敏、悅戒癮、健壽抗癡卒、罕病萬全。

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China Health Group is a real-world clinical research RWS, healthcare big data RWD and artificial intelligence AI-driven clinical research company, Seven years ago, the Group focused from drug development services to big data and post-marketing clinical research treatment and commercial promotion of five core diseases. With the core strategy of building a R&D based digital health care system, the Group has focused on three major disease areas: brain science, allergies and viruses, and established five major specialty brands: Xixin mental psychology, Baimin anti-allergy, Yuejie addiction, Jianshou Anti-Dementia, and Rare Diseases.

集團提供提供一站式集成制藥服務,涵蓋"臨床研究"(I-IV期、真實世界研究)、"藥品研發與 推廣"、"移動互聯網醫療"及"專科醫療服務"(如精神心理疾病、罕見病等領域)。核心能力:以 真實世界數據(RWD)、真實世界研究(RWS)、人工智慧(AI)為技術支撐,推動藥物臨床研究及精 准醫療。

The Group provides one-stop integrated pharmaceutical services covering 'Clinical Research' (Phase I-IV, real-world studies), 'Drug Development and Promotion', 'Mobile Internet Healthcare' and 'Specialised Healthcare Services' (e.g. psychosomatic diseases, rare diseases, etc.). and specialised medical services (e.g. psychiatric and rare diseases). Core Competence: Promote drug clinical research and precision medicine with the technical support of real-world data (RWD), real-world studies (RWS) and artificial intelligence (AI).

旗下擁有全資香港上市公司中國醫療集團有限公司(股票簡稱:中國醫療,股票代碼:08225)、 中療臨床研究(海南)有限公司和北京萬全陽光醫學技術有限公司等企業(擁有 25 年曆史)。

Ltd, a wholly-owned Hong Kong-listed company, China Health Group Inc.. (Stock short name: China Medical, Stock code: 08225) China Therapeutic Clinical Research (Hainan) Co., Ltd. and Beiing Venture-Sun Medical Technology Co, Ltd, Ltd. and other enterprises (with a history of 25 years).

戰略佈局與業務亮點 Strategic Layout and Business Highlights

●真實世界研究(RWS)的行業領先地位 Industry Leadership in Real World Studies (RWS) 集團聚焦三大領域: 神經腦科學喜恩中心、精神心理喜心中心和變態反應拜敏,與多位諾獎院士專 家合作,參與 400 多項臨床研究,通過海南博鼇樂城國際醫療旅遊先行區的政策優勢,加速海外創新藥 械進入中國市場。

The Group focuses on three major areas: Neurobrain Science Xion Centre, Psychosomatic Xixin Centre and Metabolic Reaction Baimin, cooperates with a number of Nobel Prize-winning academicians and experts, participates in more than 400 clinical researches, and accelerates the entry of overseas innovative medicines into the Chinese market by taking advantage of the policy of Boao Lesheng International Medical Tourism Pioneer Zone in Hainan.

●海南自貿區的地緣優勢 Geographic Advantages of Hainan FTZ

通過子公司中療臨床研究(海南)有限公司,利用海南"四個特許"政策(特許醫療、研究、經營、 國際交流),吸引海外客戶快速進入中國市場,並提供從註冊到上市推廣的全鏈條服務。

Through our subsidiary, China Therapeutics Clinical Research (Hainan) Co., Ltd, we take advantage of Hainan's 'four licences' policy (licensing of medical treatment, research, operation, and international exchange) to attract overseas clients to enter the Chinese market quickly, and to provide the whole chain of services, from registration to marketing and promotion.

●合規驅動的行銷模式轉型 Compliance-driven marketing model transformation

面對醫療反腐政策收緊,集團以"臨床研究服務(CRSO)"替代傳統帶金銷售,通過醫學研究提升 產品價值,形成合規且可持續的商業模式。

In the face of the tightening of anti-corruption policies in healthcare, the Group has replaced traditional commission-driven sales with 'clinical research services (CRSO)' to enhance the value of its products through medical research, forming a compliant and sustainable business model.



主席寄語 Message from the Chairman

2024年,中國醫療集團有限公司在挑戰與機遇中堅定前行,深知 ESG (環境、 社會、治理)對企業價值的重要性。我們積極回應香港聯交所要求,將 ESG 理念 融入公司戰略,力求在環保、社會責任與公司治理上均衡發展。

環保方面,我們致力於節能減排,優化資源使用,積極應對氣候變化,保護 我們共同的家園。社會責任上,我們視員工為寶貴財富,構建公平、包容的工作 環境,促進個人成長。同時,積極參與公益,回饋社會,踐行企業責任。公司治 理層面,我們優化董事會結構,提升決策透明度,加強風險管理與內部監控,確 保穩健運營。

展望未來,中國醫療集團將繼續深化 ESG 實踐,以開放姿態攜手利益相關者, 推動醫療健康行業綠色轉型與高質量發展。我們相信,良好的 ESG 表現不僅提升 企業價值,更助力社會可持續發展。

在此,衷心感謝各位股東、合作夥伴、員工及社會各界的關注與支持。讓我 們攜手共進,以 ESG 為引領,共創醫療健康行業的美好未來,為人類的健康與福 祉貢獻力量。

> 郭夏 主席



Message from the Chairman

In 2024, China Health Group Inc. firmly moved forward in the challenges and opportunities, and understood the importance of ESG (environment, society and governance) to corporate value. We actively responded to the requirements of the Hong Kong Stock Exchange, integrated the ESG concepts into the corporate strategy, and strove for a balanced development in environmental protection, social responsibility and corporate governance.

In terms of environmental protection, we were committed to energy conservation and emission reduction optimizing the use of resources, actively responding to climate change protecting our common home. In terms of social responsibility, we regarded employees as valuable assets, building a fair and inclusive working environment, and promoting personal growth. At the same time, we actively participated in public welfare, contributed back to the society, and fulfilled our corporate responsibility. At the corporate governance level, we optimized the structure of the board of directors, enhanced the transparency of decision-making, strengthened risk management and internal monitoring, and ensured sound operation.

Looking ahead, China Health Group will continue to deepen the ESG practice, and work with stakeholders with an open attitude to promote the green transformation and high-quality development of the medical and health industry. We believe that good ESG performance not only enhances corporate value, but also contributes to sustainable social development.

Here, I would like to sincerely thank all the shareholders, partners, employees and the people from all walks of life for their attentions and supports. Let us work together, led by ESG, to create a better future for the medical and health industry and to contribute to the health and well-being of human beings.

> GUO XIA Chairman



報告期

orting Period

環境、社會及管治報告 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024 關於本報告 About this Report



本報告是中國醫療集團有限公司及其主要的附屬公司("本集團")的年度環境、社會及管治報告,本報告涵蓋本集團由二零二四年一月一日至二零二四年十二月三十一日期間的環境、社會及管治方面的表現。

This is the annual Environmental, Social and Governance Report ("ESG Report") of China Health Group Inc. and its major subsidiaries (the "Group"), which covers the period from 1 January 2024 to 31 December 2024.

本報告是參照香港聯合交易所有限公司(聯交所)發佈的《環境、社會及管治 報告指引》、全球報告倡議組織(Global Reporting Initiative, GRI)發佈的《可持續 發展編寫標準(GRI Standards)》以及氣候相關財務資訊披露(TCFD)編制的關於本 集團的環境、社會及管治報告。

This report is about environmental, society and governance of our Group prepared with reference to the Guidelines on Environmental, Social and Governance issued by The Stock Exchange of Hong Kong Limited (SEHK), the GRI Standards issued by the Global Reporting Initiative (GRI), and the Corporate Environmental, Social and Governance Report prepared by Climate-related Financial Disclosure (TCFD).

な まままで 本報告可在香港聯合交易所有限公司官方網站 www.hkexnews.hk, the official severe of the Stock Exchange of Hong Kong Limited.



Statement of the

Board of Directors

環境、社會及管治報告 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024 董事會聲明與 ESG 管治架構 Board Statement and ESG Governance Framework

董事會聲明與 ESG 管治架構

Board Statement and ESG Governance Framework

中國醫療集團有限公司董事會深知環境、社會及公司治理(ESG)因素對公司長期可 持續發展的重要性。董事會致力於將 ESG 理念融入集團戰略規劃與日常運營,確保集團在 追求經濟效益的同時,積極履行社會責任,保護環境,並維護良好的公司治理結構。

The Board of Directors of China Health Group Inc. recognizes the importance of environmental, social and corporate governance (ESG) factors to the long-term sustainable development of the Group. The Board is committed to integrating ESG concepts into the Group's strategic planning and day-to-day operations to ensure that the Group actively fulfills its social responsibilities, protects the environment and maintains a good corporate governance structure while pursuing economic benefits.

董事會已制定明確的 ESG 管理方針,旨在通過以下方式推動集團的可持續發展: The Board of Directors has established a clear ESG management policy aimed at driving the Group's sustainable development by the following ways:

環境保護: 致力於減少運營對環境的影響,積極應對氣候變化,推動資源節約與迴圈 利用。

Environmental protection: we are committed to reducing the environmental impact of our operations, actively responding to climate change, and promoting resource conservation and recycling.

社會責任: 關注員工福祉,保障患者權益,積極參與社區建設,推動社會和諧發展。 Social Responsibility: we pay attention to the well-being of employees, protect the rights and interests of patients, actively participate in community construction, and promote the harmonious development of society.

公司治理:堅持誠信經營,強化合規管理,保護股東權益,提升公司治理水準。 Corporate Governance: we adhere to integrity management, strengthen compliance management, protect shareholders' rights and interests, and enhance the level of corporate governance.

董事會負責監督集團 ESG 戰略的制定與實施,確保 ESG 目標與集團整體戰略相一致, 並通過定期評估與調整,確保 ESG 管理的有效性。

The Board of Directors is responsible for overseeing the development and implementation of the Group's ESG strategy, ensuring that ESG objectives are aligned with the Group's overall strategy, and ensuring the effectiveness of ESG management through regular evaluation and adjustment.

董事會認識到 ESG 因素可能帶來的風險與機遇,並將其納入集團的風險管理框架。通 過識別、評估和管理 ESG 相關風險,集團能夠更好地應對挑戰,同時把握可持續發展帶來 的商業機遇。

The Board recognizes the potential risks and opportunities of ESG factors and incorporates them into the Group's risk management framework. By identifying, assessing, and managing ESG-related risks, the Group is more able to meet challenges while capturing business opportunities arising from sustainable development.

董事會重視與利益相關方的溝通,通過多種管道收集意見和建議,確保集團在 ESG 實踐中的透明度和公信力。董事會承諾持續改進 ESG 管理,以滿足利益相關方的期望。

The Board of Directors values communications with stakeholders and collects comments and suggestions through various channels to ensure the transparency and credibility of the Group's ESG practices. The Board of Directors is committed to continuously improving ESG management to meet stakeholders' expectations.

董事會在此鄭重聲明,近兩年,本集團並無重大 ESG 違規事件發生。

The Board of Directors hereby solemnly declares that in the past two years, the Group did not have any significant ESG breaches.











權益相關者識別與溝通 Stakeholder identification and communication

權益相關者識別與溝通

Stakeholder Identification and Communication





權益相關者識別與溝通 Stakeholder identification and communication



在日常運營中,本集團與權益相關者通過各種溝通管道,就不同事項進行溝通,具體如下: In daily operation, the Group communicates with the stakeholders on different matters through various communication channels, as follows:

權益相關者 Stakeholders	溝通管道 Communication Channels	期望與訴求 Expectations and Claims
	●股東周年大會及通告 Annual General Meeting and Notice	●財務表現 Financial Performance
股東/投資者 Shareholders/Investors	●年報、財務報表和公告 Annual Reports,Financial Statements	●業務可持續發展 Operational Sustainability
states a	and Announcements ●集團網站 Group Website	●披露和透明度 Disclosure and Transparency
	●微信平臺 WeChat Platform	
	●APP 業務平臺 APP Business Platform	
	●諮詢稿 Consultation Paper	●合規監管 Compliance Regulation
政府/監管機構 Government/Regulatory	●提交檔 Submission of Documents	●按時納稅 Paying Taxes on time
Authoritics	●查詢/檢查 Enquiry/Checking	●政策制定導向徵詢 Policy Development Oriented
	●會議 Meeting	Consultation
	●合規報告 Compliance Report	
	●參與會議/研討會 Participation in Conferences/Seminars	
員工	●大會及其他會議 General Meeting and other Meetings	●業務可持續發展性(工作安全性) Business Sustainability (Job Security)
Employees	●培訓課程 Training Courses	●協助員工自我增值 Assisting employees in their
1444	●績效考核 Performance Appraisals	self-enhancements ●培養企業文化
ALL DE	●員工聚會 Employee Gatherings	Fostering the Corporate Culture ●雇傭關係/員工權利及權益
	●勞動合同	Employment Relationship / Employee Rights and Benefits



權益相關者識別與溝通 Stakeholder identification and communication

		and communication
	Labor Contracts	●平等及多元化的就業機會 Equal and Diversified Employment Opportunities
		●薪酬和福利 Remuneration and Benefits
	●公益活動 Public Welfare Activities	●社區參與 Community Involvement
社區/公眾 Community/Public	●網路媒體(微信平臺) Online Media (WeChat Platforms)	●社會融合 Social Integration
-	●研討會 Seminars	●就業機會 Job Opportunities
	●公眾諮詢 Public Consultation	
	●社會培訓機構 Social Training Institutes	
客戶	●微信平臺 WeChat Platform	●持續發展 Continued Development
Clients	●電郵和電話聯繫 Email and Telephone Contact	●經驗、技術和人才 Experience, Technology and Talent
100-001	●日常運營互動 Daily Operational Interactions	●公平合理價格 Fair and Reasonable Price
		●服務品質 Quality of Service
	●日常交流	●互利發展
供應商(醫院)/合作夥伴	Daily Contact	Development with Mutual Beneficial
Suppliers (hospitals) / Business partners	●電郵和電話 Email and Telephone	●人員穩定 Stabilisation of Staff
1 L	●研討會和會議 Seminars and Conferences	●長期業務關係 Long-term Business Relationships
	●供應商評估 Supplier Evaluation	●公平合理價格 Fair and reasonable price
	●實地考察 Field visit	●創新性和可行性 Innovativeness and Feasibility
		• 仁业戏员
行業組織 Industry Associations	●研討會 Seminars	●行業發展 Industry Development
Matthe	●年度會議 Annual Meeting	●業務可持續發展 Operational Sustainability
<u> </u>	●行業論壇 Industry Forums	●增加就業 Increase Employment
	●博覽會 Exposition	



The SEHK Guidelines encourage reporting issuers to identify and report main categories, levels, general disclosure, and key performance indicators on environmental, social and governance according to the importance of each issue and its relevance to the business. The management of the Group, through the importance analysis, concluded that the following 9 out of the 11 relevant aspects indicated in the Guidelines were the focused and related matters of the Group in terms of environmental, social and governance. We will make relevant disclosures on the management policies and performance of such matters in the subsequent sections of this report.

重要性及相關 性分析 Analysis on Importance and Relevancy 重要性及相關性分析 Analysis on Importance and Relevancy

聯交所指引鼓勵報告發 行人根據各議題的重要性及 對業務的相關性,識別並彙報 相關的環境、社會及管治的主 要範疇、層面、一般披露及關 鍵績效指標。本集團管理層通 過重要性分析,歸納出指引內 11項相關層面中,以下9項 是本集團在環境、社會及管治 方面的重點及相關的事項。我 們在本報告的隨後章節對該 等事項的管理政策和表現作 出相關的披露。

ESG 範疇	ESG 層面
ESG Subject Areas	ESG Aspects
環境	A1 排放物 Emissions
Environments	A2 資源使用 Use of Resources
社區 Community	B1 社區投資 Community Investment
雇傭及勞工常規 Employment and LaborPractices	B2 雇傭 Employment B3 健康與安全 Health and Safety B4 發展及培訓 Development and Training B5 勞工準則 Labor Guidelines
營運慣例	B6 產品責任 Product Responsibility
Operating Practices	B7 反貪腐 Anti-corruption



環境 Environments

▲資源使用與節能減排 Resource Use, Energy Conservation and Emission Reduction

▲氣候相關事宜 Climate-related Matters



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資源使用與節能減排

Resource Use, Energy Conservation and Emission

本集團致力於營運時,在所有重大方面遵守 適用環境法律及法規,並透過減少本集團現有業 務活動對環境的負面影響而保護環境。

The Group is committed to operating in compliance with applicable environmental laws and regulations in all material respects and protecting the environment by reducing the negative environmental impact of the Group's existing business activities.



本集團致力於減少運營活動對環境的影響,尤其關注溫室氣體排放。以下是 2024 年集團溫室氣體 排放的詳細數據和管理措施:

The Group is committed to minimizing the environmental impact of its operational activities, with a particular focus on greenhouse gas emissions. The following are detailed data on the Group's greenhouse gas emissions and its management measures for the year of 2024:

※排放範圍 Scope of Emissions:

範圍 1: 直接排放,集團用於商業用途的私家車輛所消耗的燃料;

Scope 1——Direct emissions, fuel consumed by the Group's private vehicles for commercial purposes;

範圍 2: 間接排放,主要來源於外購電力的使用;

Scope 2: Indirect emissions, mainly come from the use of purchased electricity;

範圍 3: 其他間接排放,包括員工差旅、用紙量等。

Scope 3: Other indirect emissions, including staff travel, paper consumption, etc.

*排放數據 Emissions Data:

範圍 1 排放量: 2.932 噸二氧化碳當量(tCO₂ e) Scope 1 Emissions: 2.932 tons of carbon dioxide equivalent (tCO₂ e)

範圍 2 排放量: 1.98 噸二氧化碳當量(tCO₂ e) Scope 2 Emissions: 1.98 tons of carbon dioxide equivalent (tCO₂ e)

範圍 3 排放量: 0.53 噸二氧化碳當量(tCO₂ e) Scope 3 Emissions: 0.53 tons of carbon dioxide equivalent (tCO₂ e)







*减排措施 Emission Reduction Measures:



1、能源管理:本集團通過優化能源使用效率,利用節能設備和技術,減少能源消耗。同時持續以 分類收集法處理每日日常垃圾,確保能重用可迴圈再用廢物。例如,膠袋、膠飯盒及紙張等。本集團為 客人提供玻璃杯而非紙杯,以減少廢物及更為環保。

Energy management: The Group reduces energy consumption through optimizing the energy use efficiency by using energy-saving equipment and technologies. At the same time, the Group continuously disposes daily garbage by using classification collection method to ensure that the wastes can be reused. For example, the used wastes can be plastic bags, plastic lunch boxes and paper, etc. Our Group offers guests glass cups rather than paper cups to reduce waste products and be more environmentally friendly.

2、綠色採購:本集團優先採購低碳、環保的產品和服務,促進推動供應鏈的綠色轉型。

Green procurement: The Group purchases firstly low-carbon, environmentally friendly products and services to promote the green transformation of the supply chain.

3、員工管理:本集團鼓勵員工使用公共交通工具,減少因公差旅的碳排放;要求員工多使用電子 化設備,鼓勵無紙化辦公,減少影印的用紙量。

Employee management: We encourage employees to use public transport vehicles and to reduce carbon emissions from business travels, asked employees to use more electronic equipment, encouraged paperless office and to reduce the amount of photocopying paper.

會能源使用 Energy Use

本集團高度重視能源管理,通過以下措施優化能 源使用效率:

能源審計:我们定期進行能源審計,識別能源浪 並制定改進措施。

節能技術應用:我们在辦公場所和嘗試向客戶、供應向 等推廣節能燈具、高效空調系統等節能設備。

可再生能源利用:我们探索太陽能光伏發電等可再生能源專案,逐步增加可再生能源在公司能源結 構中的比例。

The Group attaches great importance to energy management and optimized energy through the following measures:

Energy audits: We conduct regular energy audits to identify energy waste points and develop improvement measures.

Application of energy-saving technologies: When in the office premises we try to recommend energy-saving equipment such as energy-saving lamps, high-efficiency air-conditioning systems to our customers and suppliers.

Renewable energy utilization: We explore renewable energy projects such as that of the solar photovoltaic power generation, and to gradually increase the proportion of renewable energy in the Group's energy structure.



02 資源使用 Resource Usage





氣作風險阻

Climate Risks and

Opportunities Management

會水資源管理 Water Resource Management

本集團致力於水資源的可持續利用,採取以下措施:

The Group is committed to the sustainable use of water resources by taking the following measures:

●節水設備安裝:我們在辦公場所安裝節水龍頭、節水馬桶等節水設備,並嘗試向客戶、供應商等 推廣使用節水設備。

Installation of water-saving equipment: We install water-saving faucets, water-saving toilets and other water-saving equipment in our offices, and try to promote the use of water-saving equipment to our customers and suppliers.

●廢水處理與回用:我們探索廢水處理設施,可將處理後的廢水用於綠化灌溉或清潔用途。

Wastewater treatment and reuse: We attempt to take wastewater treatment facilities where treated wastewater can be used for green irrigation or cleaning purposes.

●水資源管理目標:我們設定年度用水目標,通過定期監測和評估,確保水資源的高效利用。

Water management objectives: We set annual water use targets and ensure efficient use of water resources through regular monitoring and evaluation.

業氣候風險識別 Climate Risk Identification

根據氣候相關披露要求,本集團識別了以下主要 氣候風險:

Accordance to the climate-related disclosure requirements, the Group has identified the following key climate risks:

●物理風險:

極端天氣事件:如暴雨、洪水、颱風等可能對醫 院設施和運營造成破壞。

長期氣候變化:如氣溫升高、海平面上升可能影響 集團設施的長期穩定性。

• Physical risks:

Extreme weather events: such as heavy rainfall, flooding, typhoons, etc. which may cause damages to l hospital facilities and operations.

Long-term climate change: such as warmer temperatures, sea level rise which may affect the long-term stability of the Group's facilities.

●轉型風險:

政策與法規風險:隨著全球對氣候變化的關注,集團可能面臨更嚴格的環境法規和碳排放要求。 市場與技術風險:能源轉型和綠色技術的快速發展可能對公集團的運營模式和成本結構產生影響。

• Transformation risks:

Policy and regulatory risks: with the global focus on climate change, the Group may face stricter environmental regulations and carbon emission requirements.

Market and technology risks: the rapid development of the energy transition and green technologies may have an impact on the Group's operating model and cost structure.



業氣候風險評估 Climate Risk Assessment

本集團通過以下方式評估氣候風險: The Group assesses climate risk in the following ways:

♣ 風險矩陣:建立氣候風險矩陣,根據風險發生的可能性和影響程度進行評估。

Risk matrix: a climate risk matrix is created to assess risks based on their likelihood of occurrence and level of impact.

情景分析:採用不同的情景分析(如最佳情景、最壞情景)評估氣候變化對集團長期戰略的影響。

Scenario analysis: to use different scenario analyses (e.g., best-case scenario, worst-case scenario) to assess the impact of climate change on the group's long-term strategy.

🖊 利益相關方回饋: 通過與患者、員工、供應商等利益相關方的溝通, 收集對氣候風險的看法和建議。

Stakeholder feedback: to collect perceptions and recommendations on climate risks through communication with stakeholders, such as patients, employees, and suppliers.

業氣候風險應對策略 Climate Risk Response Strategies

本集團制定了以下應對策略以管理氣候風險:

The Group has developed the following response strategies to manage climate risk:

✿物理風險應對 Physical Risk Response:

設施加固:要求醫院對辦公設施等進行加固,提高其抵禦極端天氣的能力。

Facility reinforcement: to require hospitals to reinforce office and other facilities to improve their ability to withstand extreme weather.

應急回應計畫:制定極端天氣事件的應急回應計畫,確保員工和患者的安全。

Emergency response plan: to prepare an emergency response plan for extreme weather events to ensure the safety of our staff and patients.

✿轉型風險應對 Transformation Risk Response:

政策合規: 密切關注國家和地方的環境政策法規, 確保集團運營符合要求。

Policy Compliance: to pay close attention to national and local environmental policies and regulations to ensure that the Group's operations comply with the requirements.

技術創新:加大在綠色技術、可再生能源和低碳運營模式方面的投入,提升集團的競爭力。

Technological innovation: to increase investment in green technology, renewable energy and low-carbon operating models to enhance the Group's competitiveness.







環境





業氣候機遇 Climate Opportunities



環境

本集團認識到氣候變化帶來的機遇,包括:

The Group recognizes the opportunities presented by climate change, including:

Growing Market Demand: The market demand for green healthcare services and sustainable healthcare solutions is growing with the increasing social focus on health and the environment.

*◎*政策支持:政府對綠色轉型和低碳發展的支持,為集團提供了政策優惠和資金支持的機會。

Policy support: The government's support for green transformation and low-carbon development provides the Group with opportunities for policy incentives and financial support.

Brand reputation enhancement: By taking an active role in addressing climate change, the Group is able to enhance its brand reputation and attract more patients and partners who are concerned about sustainable development.

*气候战略与行动 Climate Strategy and Action

本集團制定了以下戰略和行動以應對氣候風險並把握機遇:

The Group has developed the following strategies and actions to address climate risks and to grasp the opportunities:

◎戰略目標 Strategic Objectives:

減排目標:設定 2025 年溫室氣體排放量較 2024 年降低 10%的目標。

Emission reduction target: to set a target of 10% reduction in GHG emissions in 2025 compared to 2024. 能源轉型: 逐步增加可再生能源在集團能源結構中的比例,到 2025 年達到 20%。

Energy transition: gradually increase the share of renewable energy in the Group's energy mix to 20% by 2025.

◎具體行動 Specific Actions:

能源管理:推廣節能設備和技術,優化能源使用效率。

Energy management: to promote energy-saving equipment and technologies to optimize the efficiency of energy use.

綠色建築:在新建或改造專案中採用綠色建築標準,減少建築能耗。

Green Building: to adopt green building standards in the new construction or renovation projects and to reduce building energy consumption.

供應鏈管理:與供應商合作,推動供應鏈的綠色轉型,減少範圍3排放。

Supply chain management: to work with suppliers to promote a green transition in the supply chain to reduce Scope 3 emissions.

員工培訓:開展氣候相關培訓,提升員工對氣候變化的認知和應對能力。

Employee training: to carry out climate-related training to enhance employees' awareness of climate change and their abilities to cope with it.

●通過以上措施,本集團致力於在應對氣候變化的同時,推動集團的可持續發展,為員工和社會 等創造更大的價值。

Through the above measures, the Group is committed to promoting sustainable development while addressing climate change and to creating greater value for employees, society and others.





▲促進社會公益 Promotion of Social Welfare ▲雇傭環境及勞工常規

Employment Environment and Labour Practices

▲平等就業機會和多元化

Equal Employment Opportunities and Diversity

- ▲發展和培訓平臺 Development and Training Platform
- ▲員工權益與福利 Employee Rights and Benefits
- ▲供應鏈管理 Supply Chain Management
- ▲產品責任 Product Responsibility
- ▲反貪腐 Anti-Corruption





社會 Social







社會 Social

















社會 Social



本集團將每一位雇員視為最寶貴的資源和財富,尊重和維 護每一位雇員的合法權益,關注雇員的健康和安全,重視人才 培養,努力為雇員構建特製的職業生涯規劃和快速發展平臺, 致力於實現雇員與企業的共同發展。

The Group regards every employee as the most valuable resource and wealth, respects and protects the legitimate rights and interests of every employee, pays attention to the health and safety of employees, attaches importance to talent training, strives to build a special career planning and rapid development platform for employees, and is committed to realizing the common development of employees and the Group.

本集團重視雇員的平等性和多元化,我們主要通過校園招 聘和社會招聘(網站招聘和內部推薦)的方式引進不同人才, 招聘雇員時主要是根據他們的能力和態度,而非基於性別、種 族或年齡。

The Group attaches great importance to the equality and diversity of employees. We mainly introduce different talents through campus recruitment and social recruitment (website recruitment and internal recommendations). Employees are recruited mainly based on their ability and attitude, rather than based on gender, race or age.





本集團自從成立至今一直重視人才的培養和職業發展,因 為這有助於提高效率、增強雇員對企業的認同感、促進溝通和 提高凝聚力,進而促進本集團的創新和發展。

Since its establishment, the Group has always attached great importance to the cultivation of talents and employees' career development, because it helps to improve efficiency, enhance employees' identity with the Group, promote communication and improve cohesion, and thus promote the innovation and growth of the Group.



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環境、社會及管治報告 2024 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2024

社會 Social

*****關心雇員的健康和安全

Taking Care for Employees' Health and Safety雇員的健康和安全對本集團來說至關重要。本集團陸續舉辦一系列的休閒、娛樂和康體活動,促進雇員的 健康及工作和生活的平衡。本集團在本年度內為雇員舉辦了各種各樣的活動,包括:雇員生日會、團建燒烤活動、新年聯歡晚會和雇員的體檢等。The health and safety of the employees are paramount to theGroup. The Group has continued to organize a range of leisure,recreational and sporting programs to build and promote a healthy andwork-life balance environment to the workforce. Within the reportingyear, the Group provided various activities to our employees, includingbirthday parties, reunion barbecue, New Year's party as well as medicalcheckup for the employees.



*保障合法權益 Protection of Legitimate Rights and Interests of the Employees

本集團嚴格遵守國家勞動法律法規的規定,不斷完善勞工管理制度,建立公平合法的勞工環境, 重視保護婦女和殘障人士的合法權益,同工同酬,避免歧視和不公平待遇,堅決反對雇傭童工和強 制勞工。二零二四年,本集團並無違反相關國家勞動法律法規及不存在雇傭童工和強制勞工的情況。

The Group has strictly observed the provisions in the national labor laws and regulations, constantly
improve the labor management system, establishes a fair and legal employment environment, values protection
of legitimate rights and interests of women and the disabled, implements equal pay for equal work, avoids
discrimination and unfair treatment, and stands firmly against employment of child and forced labor. In 2024,
the Group did not violate any of the relevant national labor laws and regulations and did not employ child and
forced labor force.

本集團構建並完善同企業發展和雇員成長相適應的福利體系,建立良好的薪酬管理制度,多種激勵制度(包括股票期權激勵等),並不斷完善薪酬方案。

The Group has established and improved the welfare system compatible with the development of the Group and the growth of employees, established a good compensation management system, a variety of incentive systems (including stock option incentives, etc.), and constantly improved the remuneration scheme.

本集團除了按照國家規定為雇員繳納社會保險和公積金,還為雇員提供電腦補貼、膳食補貼、住宿/ 住房補貼等各種福利,為優秀人才提供專業商業保險及購車貸款等。真正讓雇員快樂工作,並因工作環 境愉快而努力工作以提升生產力。

In addition to paying social insurance and provident fund for employees in accordance with national regulations, the Group also provides employees with various benefits such as computer subsidies, meal subsidies, accommodation/housing subsidies, etc. And to provide professional commercial insurance and car purchase loans for outstanding talents which truly enabling employees to enjoy at work and in turn to improve the overall productivity to the Group.



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★雇員培訓 Employee Training

培訓是提高雇員整體素質及全面發展的重要途經,本集團建立了多層次的雇 員培訓體系,成立了萬全大學,包括藥學院、醫學院、商學院和財經學院等,集 團努力為雇員創造內部和外部培訓機會,以提升他們的知識技能、工作能力和表 現。本年度主要的培訓包括新雇員入職培訓、專業技能培訓、通用知識培訓、輪 崗培訓和合規培訓等等。

Training is an important way to improve the overall quality and provide comprehensive development of the employees. The Group has established a multi-level training system and set up Wanquan University, including pharmaceutical school, medical school, business school and finance and economics school. The Group endeavors to create internal and external training opportunities for our employees, so as to enhance their knowledge, job skills, capabilities and performance. In the reporting year, our training programs mainly included orientation training for new employees, training of professional skills, training of new general knowledge, job rotation and training of compliance.









在報告期內並無任何關於本集團或雇員賄賂、勒索、欺詐及 洗黑錢的法律訴訟。

During the reporting period, there was no litigation action relating to bribery, extortion, fraud and money laundering brought against the Group and/or any of its employees.



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企業管治 Corporate Governance



Corporate Governance

▲董事會結構與職能 Board Structure And Functions

▲董事培訓與表現評估

Directors Training And Performance Evaluation

▲風險管理與內部監控

Risk Management And Internal Control

▲ESG 風險管理框架

ESG Risk Management Framework





中國醫療集團有限公司致力於建立一個高效、透明且多元化的董事會,以確保公司治理的穩健性和可持續性。董事會在公司戰略制定、風險管理、股東權益保護以及 ESG 事務管理中發揮核心作用。

China Health Group Inc. is committed to establishing an effective, transparent and diversified board of directors to ensure robust and sustainable corporate governance. The board of directors plays a central role in the formulation of corporate strategy, risk management, protection of shareholders' rights and interests, and management of ESG matters.

董事會構成 Board Composition



本集團設有健全的董事會結構,包括執行董事、非執行董事及獨立非執行董事。本集團董事 會成員有七人,其中執行董事2人、非執行董事1人、獨立非執行董事4人,獨立非執行董事人 數占董事總數的1/3以上,女性董事占董事總數的28.57%。

The Group has a sound board structure comprising executive directors, non-executive directors and independent non-executive directors. The board of directors of the Group consists of 7 members, including 2 executive directors, 1 non-executive director and 4 independent non-executive directors. The number of independent non-executive directors accounts for more than 1/3 of the total number of directors, and female directors account for 28.57% of the total number of directors.

董事會成員具備多元化的背景和專業經驗,涵蓋醫療、管理、法律、財務等領域,能夠為集 團的戰略發展提供全面的視角和專業支持。此外,集團注重董事會成員的性別和年齡多元化,以 促進不同觀點的交流與融合,提升決策品質。

The board members have diversified backgrounds and professional experiences covering the fields of healthcare, management, law, finance, etc., and are able to provide comprehensive perspectives and professional support for the Group's strategic development. In addition, the Group focuses on the gender and age diversity of its board members to promote the exchange and integration of different perspectives and enhance the quality of decision-making.







董事會職能 Board Functions

董事會在集團治理中承擔以下關鍵職能:

The board of directors assumes the following key functions in corporate governance:

戰略規劃與監督:制定公司長期戰略,監督戰略執行情況,確保集團業務與市場環境、股東 期望以及可持續發展目標相一致。

Strategic planning and supervision: to develops the Group's long-term strategy, monitor the implementation of the strategy and to ensure that the Group's business is aligned with the market environment, shareholder expectations, and sustainable development goals.

風險管理: 識別、評估和管理集團面臨的重大風險,包括財務風險、運營風險、法律風險以及 ESG 相關風險,確保集團穩健運營。

Risk management: to identify, evaluate and manage significant risks facing to the Group, including financial risks, and operational risks, legal risks and ESG related risks, to ensure robust operation of the Group.

ESG 事務管理: 監督集團 ESG 戰略的制定與實施,確保 ESG 目標與集團整體戰略相一致,並 通過定期評估與調整,推動集團在環境保護、社會責任和公司治理方面的持續進步。

ESG affairs management: to supervise the generation and implementation of the Group's ESG strategy, ensure that the ESG objectives are consistent with the overall strategy of the Group, and promote the Group's continuous progress in environmental protection, social responsibility and corporate governance through regular assessments and adjustments.

股東權益保護:確保集團決策符合股東利益,保障股東的知情權、參與權和投票權,維護股 東的合法權益。

Protection of rights and interests of the shareholders: to ensure that the Group's decisions are in line with the interests of shareholders, to protect the shareholders' right to know, right to participate and right to vote, and to safeguard the legitimate rights and interests of shareholders.

高級管理人員任命與監督:任命、監督和評估集團高級管理人員的表現,確保管理層能夠有 效執行董事會的決策。

Senior management personnel appointment and supervision: to appoint, monitor and evaluate the performance of senior management, and to that management is able to effectively implement the board's decisions.

合規與誠信: 監督集團遵守法律法規,維護商業道德,推動集團誠信經營,確保集團行為符 合社會期望。

Compliance and integrity: to supervise the Group to be compliance with laws and regulations, to maintain business ethics, promote the Group's integrity operation, and ensure that the Group's behaviors in line with social expectations.







董事會運作機制 Mechanisms For The Functioning Of The Board Of Directors

董事會每年至少召開4次會議,討論集團重大事項、戰略規劃、ESG事務以及風險管理等議 題。此外,根據需要召開臨時會議,以應對緊急事項。

The board of directors meets at least 4 times a year to discuss corporate issues, strategic planning, ESG issues, and risk management issues. In addition, interim meetings are held as needed to address urgent matters.

董事會下設多個專業委員會,包括審計委員會、薪酬委員會、提名委員會,各委員會在各自 職責範圍內為董事會提供專業建議和支持。

The board of directors has a number of professional committees, including audit committee, remuneration committee and nominating committee, with each committee providing professional advice and support to the board within their respective responsibilities.

審計委員會: 負責監督集團財務報告流程、內部控制和審計工作,確保財務資訊的準確性和 透明度。

Audit Committee: to be responsible for overseeing the Group's financial reporting process, internal control and auditing, and to ensure the accuracy and transparency of financial information.

薪酬委員會:制定和評估集團高級管理人員及董事的薪酬政策,確保薪酬與公司業績和長期 目標相一致。

Remuneration Committee: to draft and evaluate compensation policies for the Group's executives and directors to ensure that compensation is consistent with the Group's performance and long-term goals.

提名委員會:負責董事會成員和高級管理人員的提名與選拔,確保集團治理結構的穩定性和 有效性。

Nomination Committee: to be responsible for the nomination and selection of board members and senior management to ensure the stability and effectiveness of the corporate governance structure.

獨立董事角色:獨立董事在董事會中發揮重要作用,提供獨立的專業意見,監督集團治理和 ESG 事務,確保集團決策的公正性和透明度。獨立董事參與董事會及各專業委員會的決策過程, 為公司治理提供制衡機制。

Role of Independent Directors: the independent directors play an important role in the board of directors, providing independent professional opinions, overseeing the Group's governance and ESG matters, and ensuring the fairness and transparency of corporate decision-making. The independent directors participate in the decision-making process of the board of directors and various professional committees to provide a check and balance mechanism for corporate governance.



> 董事會成員培訓與發展 Board Member Training And Development

企業管治 Corporate Governance





本集團重視董事會成員的持續培訓與發展,定期組織培訓活動,幫助董事瞭解最新的法律法 規、行業動態以及 ESG 最佳實踐。通過持續學習,董事會成員能夠不斷提升自身的專業素養和治 理能力,更好地履行職責。

The Group attaches importance to the continuous training and development of board members, and organizes regular training activities to help directors understand the latest laws and regulations, industry trends and ESG best practices. Through continuous learning, board members are able to constantly improve their professional and governance skills and better perform their duties.

董事會多元化政策 Board Diversity Policy

本集團致力於推動董事會成員的多元化,通過以下措施促進多元化目標的實現:

The Group is committed to promoting the diversification of its Board of Directors, and promotes the achievement of its diversity goals through the following measures:

性別多元化:積極鼓勵女性董事的提名與任命,提高女性在董事會中的比例。

Gender Diversity: to actively encourage the nomination and appointment of female directors and increase the proportion of women on the Board.

年齡與經驗多元化:確保董事會成員具有不同的年齡背景和豐富多樣的行業經驗,促進不同 代際之間的交流與合作。

Age and Experience Diversity:to ensure that board members have different age backgrounds and rich industry experiences, and to promote communication and cooperation between different generations.

專業背景多元化:吸納具有不同專業背景的成員,涵蓋醫療、法律、財務、管理等領域,為 公司治理提供全面的專業支持。

Diversified Professional Backgrounds: to attract members with different professional backgrounds, covering medical, legal, financial, management and other fields, to provide comprehensive professional support for corporate governance.

通過多元化的董事會結構,集團能夠更好地應對複雜多變的市場環境,推動集團的可持續發展。

By diversification of the board structure, the Group is able to better cope with the complex and volatile market environment and promote the sustainable development of the Group.





本集團高度重視董事的專業發展,通過以下措施提升董事的履職能力和專業素養:

The Group attaches great importance to the professional development of its directors and enhances their competence and professionalism through the following measures:





	培訓目標 Training Objectives
	確保董事會成員具備 ESG 戰略決策能力,掌握醫療行業可持續
	發展趨勢(如綠色醫療技術、患者數據倫理等)及香港聯交所合規
	要求。
	Ensure that board members have ESG strategic decision-making skills, and are aware of sustainable development trends in the healthcare industry (e.g. green healthcare technology, patient data ethics, etc.) and the compliance requirements of the Hong Kong Stock Exchange.
	培訓內容與形式 Training Content and Format
	●年度必修課程 Annual Compulsory Courses
	- 氣候變化對醫療供應鏈的影響;
	Impact of climate change on the healthcare supply chain;
	 - 醫療行業 ESG 實質性議題分析; Analysis of substantive ESG topics in the healthcare industry;
	- 香港《公司治理守則》及反賄賂法規更新解讀。
	An update on interpretation of Hong Kong's Corporate Governance Code and anti-bribery legislation.
	●定制化培訓 Customised Training
	- 邀請第三方機構開展 "ESG 風險與董事會監督責任"研討;
	To invite a third-party organization to conduct a seminar on "ESG
	Risks and Supervisory Responsibilities of the Board"; - 實地考察公司辦公環境及臨床試驗倫理審查流程等。
	To pay site visits to the Group's office environment and to review the process of the ethical clinical trials, etc.
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	培訓頻次 Frequency of Training
	- 每名董事年度 ESG 培訓時長不低於 15 小時。
1.1	The annual ESG training time for each director is not be less than 15 hours.

董事 ESG 能力建設與 培訓機制 ESG Capacity Building and Training Mechanism for Directors





本集團建立了科學的董事表現評估機制,確保董事能夠有效履行職責: The Group has established a scientific evaluation mechanism for director performance, to ensure that the directors can effectively perform their duties:

明確職責與目標:制定清晰的 董事職責和目標,涵蓋戰略規劃、 風險管理、監督和指導管理層等方 面。

Clear responsibilities and objectives: to develop clear director responsibilities and objectives, covering strategic planning, risk management, supervision and management guidance.

評估內容:評估內容包括對公 司目標的掌握、職責認知、對公司 運營的參與程度、內部溝通能力以 及專業持續進修等方面。 Assessment content: to include mastery of the Group's goals,

responsibility awareness, participation in the Group's operations, internal communication skills, and professional continuing learning,etc. **了** 董事表現評估 Evaluation of Directors' Performance



定期評估機制:通過董事自 評、360度回饋和管理層評估等方 式,對董事的個人表現進行全面評 估。

Regular assessment mechanism: to conduct a comprehensive evaluation of the personal performance of directors by means of self-evaluation, 360-degree feedback and management evaluation.

激勵與改進:根據評估結果, 為董事制定個性化的發展計畫,並 設立激勵機制,對表現突出的董事 給予獎勵。

Incentives and Improvements: according to the assessment results, to formulate a personalised development plan for each of directors and to set up an incentive mechanism to reward directors with outstanding performance.

董事 ESG 績效評估

Directors' ESG Performance Assessment

●評估標準 Assessment Criteria

- 戰略貢獻: 是否推動 ESG 目標與業務融合;
- Strategic contribution: whether to promote integration of ESG objectives with the business; 監督效能:對 ESG 風險的回應速度與決策品質;
- Supervisory effectiveness: responsiveness to ESG risks and quality of decision-making; - 利益相關方溝通: 在投資者會議中傳達 ESG 進展的透明度與一致性。

Stakeholder communication: to communicate transparency and consistency of ESG progress in investor meetings.

●評估流程 Assessment Process

- 每年由 ESG 工作小組聯合獨立第三方機構進行匿名評估。

Annual anonymous assessment by the ESG Committee in conjunction with an independent third-party organisation.





將 ESG 風險納入整體風險管理體系,定期評估 ESG 因素對公司業務的影響。

To integrate ESG risks into the overall risk management system and regularly assess the impact of ESG factors on the Group's business.





本集團建立了完善的內部監控體系,確保集團運營的合規性和效率: The Group has established a comprehensive internal control system to ensure compliance and efficiency of the Group's operations:

監控體系特點 Characteristics of Monitoring System

内部監控體系涵蓋財務監控、 運營監控和合規監控,確保公司内 部控制制度的健全性和有效性。

The internal control system covers financial control, operational control and compliance control to ensure the integrity and effectiveness of the Group's internal control system.



定期檢討與改進 Regular Review and Improvement

每年對內部監控體系的有效 性進行檢討,根據內部環境、風 險評估、控制活動、資訊與溝通 及內部監督等要素進行評估,並 根據結果進行持續改進。

To review annually the effectiveness of the Group's internal monitoring system, evaluate on the basis of the elements of internal environment, risk assessment, control activities, information and communication and internal oversight, and to make continuous improvement according to the result.

第一道防線 The first line of defense

由各業務單元和子公司 負責日常運營風險的識別與 管理。

The business units and subsidiaries are responsible for the identification and management of day-to-day operational risks. 由管理層、風險與運營管理部、 法律合規部等職能部門負責監督和 指導風險管理工作。

第二道防線

The second line of defense

The management department, risk and operation management Department, Law and Compliance Department and other functional departments are responsible for supervising and guiding the risk management work. 第三道防線 The third line of defense

由內部審計部門和紀委負責獨立 監督,確保風險管理體系的有效性。

The internal audit department and the Disciplinary Committee are responsible for independent monitoring to ensure the effectiveness of the risk management system.





●風險識別與分級 Risk Identification and Classification

-行業核心風險 Industry Core Risks

風險類別 Risk Category	醫療行業典型風險 Typical Risks in the Healthcare Industry	應對措施 Countermeasures
環境風險 Environmental Risks	醫療廢棄物處理不合規引發處罰 Penalties given due to non-compliance on medical waste disposal	建立 ISO 14001 認證的廢棄物全 流程管理系統 Establish an ISO 14001-certified waste management system for the whole process
社會風險 Social Risks	臨床試驗患者隱私數據洩露 Patient privacy data exposure	實施區塊鏈加密技術,年度滲透 測試覆蓋率 100% Implementation of blockchain encryption technology, the annual penetration test coverage of 100%
治理風險 Governance Risks	供應商賄賂導致供應鏈中斷 Supplier bribery leading to supply chain disruptions	簽訂《反腐敗承諾書》,高風險 供應商審計覆蓋率 100% Signing "Anti-Corruption Commitment Letter" and 100% audit coverage of high-risk vendors





●內部監控機制 Internal Control Mechanisms



-跨部門監控體系 Interdepartmental Monitoring System



社會監控: 合規部門每季度抽查 10% 臨床試驗專案,確保倫理審查符合《赫爾 辛基宣言》。

Social monitoring: the Compliance Department conducts quarterly spot checks on 10 % of clinical trial projects to ensure that ethical reviews are in line with the Declaration of Helsinki. 治理監控:內部審計部門對採購合同、 科研合作協議書等合同進行 100%電子化 留痕,關鍵流程設置雙重審批。

Governance monitoring: the internal audit department conducts 100% electronic traceability of contracts such as procurement contracts and research cooperation agreements, and sets up double approvals for key processes.

-數位化監控平臺 Digital Monitoring Platform

部署 ESG 一體化管理系統,即時預警:

To deploy the ESG integrated management system for immediate early warning:

- 能源消耗超預設閾值(如單月用電量同比上升 10%);

To give early warning if energy consumption exceeds preset thresholds (e.g., electricity consumption rises by 10% year-on-year in a single month);

- 員工培訓未達標部門(如數據安全培訓完成率低於 90%);

To give early warning by the department where its staff training is not up to standard (if data security training completion rate is less than 90%);

- 供應商 ESG 評分降級(如從"綠"級跌至"黃"級)。

To give early warning if a supplier's ESG score downgrades (if its grade drops from "green" to "yellow").

中國醫療集團有限公司 China Health Group Inc.