



Sinco Pharmaceuticals Holdings Limited 兴科蓉医药控股有限公司

(Incorporated under the laws of the Cayman Islands with limited liability)

(根據開曼群島法例註冊成立的有限公司)

Stock Code 股份代號: 6833



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 This Report

Basis of Preparation

This Environmental, Social and Governance Report (“the Report”) provides details on the environmental, social and governance (“ESG”) performance of Sinco Pharmaceuticals Holdings Limited and all its subsidiaries (collectively referred to as “the Group” or “we”). The Report is prepared in accordance with the Environmental, Social and Governance Reporting Guide (the “ESG Reporting Guide”) of The Stock Exchange of Hong Kong (the “HKEX”) as set out in Appendix C2 of the Listing Rules and elaborates on relevant matters pursuant to the requirements of the provisions of “Comply or Explain”. Environmental and social key performance indicators (“KPIs”) that aligned with the ESG Reporting Guide were also set up for performance review. The data and information cited in the Report were sourced from the questionnaires, records, statistics and research of the Group.

Reporting Principles

The Report was prepared under the four fundamental reporting principles set out in the ESG Reporting Guide as follows:

關於本報告

編輯依據

本環境、社會及管治報告(「本報告」)詳細描述興科醫藥控股有限公司及其所有附屬公司(合稱「本集團」或「我們」)的環境、社會及管治(「ESG」)表現。本報告根據上市規則附錄C2所載香港聯合交易所(「港交所」)《環境、社會及管治報告指引》編寫，並依循「不遵守就解釋」的條文要求對相關事項進行闡述，同時設立符合《環境、社會及管治報告指引》所規定環境與社會關鍵績效指標進行表現檢討。本報告所引用的數據及信息源於本集團各項問卷、記錄、統計和研究。

報告原則

本報告遵循《環境、社會及管治報告指引》所載的四項基本報告原則，具體如下：

Reporting Principles 報告原則	Application 應用情況
Materiality 重要性	The Report covers the key environmental and social concerns from different stakeholders ¹ . These material environmental and social issues were identified through deliberation by the Board and the audit committee, discussion between the Board and the management and engagement with different stakeholders. Identification processes of material sustainability issues and the materiality matrix of sustainability issues are disclosed in the Report. Further details are set out in the “Stakeholder Engagement” and “Materiality Assessment” sections. 本報告涵蓋涉及不同持份者 ¹ 的主要環境及社會事宜。該等重大環境及社會事宜已通過董事會及審核委員會的審議、董事會與管理層的討論及與不同持份者的溝通確定。重大可持續議題的識別過程以及重大可持續議題矩陣在本報告披露，其進一步詳情載於「持份者參與」及「重要性評估」章節。
Quantitative 量化	The Report discloses information on the standards, methodologies, assumptions and/or calculation used, and source of key emission and conversion factors used for both quantitative environmental and social KPIs, details of which are explained in the explanatory notes under the KPIs section. 本報告披露有關量化環境及社會關鍵績效指標所用標準、方法、假設及／或計算方法、關鍵排放來源及轉換因素信息，詳情均於關鍵績效指標章節的註釋說明進行解釋。
Balance 平衡	The Report presents the Group’s ESG performance and discloses sustainability related matters in an unbiased way, without omission of any relevant negative information and details or overstatement of any positive news or impacts. The Report was prepared in an objective manner to avoid improper information disclosure which may affect the judgement and decision of the information users. 本報告不偏不倚地呈報集團ESG表現，披露可持續發展相關事項，不省略任何相關負面信息，及詳情，亦不過分誇大正面信息及影響，以客觀的方式編撰報告，避免因不恰當地信息披露影響信息使用者作出評判與決策。
Consistency 一致性	The reporting and calculation methodology used in the Report are consistent with those of prior years, which has further enhanced and maintained the comparability of the Group’s ESG performance over time and allows for meaningful comparison as far as practicable. The Report has disclosed the changes that could affect the meaningful comparison of the KPIs. 本報告使用的報告及計算方法與往年保持一致，進一步加強及保持集團不同時期環境、社會及管治表現的可比性，於切實可行的情況下進行有意義的比較。本報告已披露可能影響關鍵績效指標進行有意義比較的變化。

¹ Stakeholders refer to the groups and individuals that have a significant influence on the business operation of an enterprise or will be affected by that enterprise’s business operation, being comprised of internal parties such as the board of directors, the management, administrative staff and general employees, and external parties such as shareholders, business partners, customers, governments and regulators, banks, investors and the general public.

¹ 「持份者」，又稱「利益相關方」或「權益人」，指對企業業務有重大影響，或會受業務影響的群體和個人，包括內部的董事會、管理層、行政員工和一般員工，以及外部的股東、業務夥伴、客戶、政府及監管機構、銀行及投資者和社會公眾等。

Reporting Scope

The Report covers the period from 1 January 2024 to 31 December 2024, same financial year basis for the 2024 Annual Report of the Group and the information of Sinco Pharmaceuticals Holdings Limited and all its subsidiaries, same reporting scope as covered in the 2024 Annual Report of the Group.

Contact Information

Should you have any query or feedback on the Report, please contact us via the following channels:

- a. Address: E5-1805, Global Centre, 1700 Tianfu Avenue North, Hi-tech Industrial Development Zone, Chengdu City, Sichuan Province
- b. Tel: +86 28 62912988
- c. Fax: +86 28 62912922
- d. Email: sinco-pharm@sinco-pharm.com
- e. Official website: <http://www.sinco-pharm.com>

Board of Directors Statement

The Board of Directors ("the Board") of the Group recognises the importance of ESG in enhancing the overall performance and comprehensive value of the Group, and is ultimately responsible for the Group's ESG strategy and performance. The ESG has been included in the Group's risk management and internal control system.

The Board has reviewed and endorsed the assessment results of material sustainability issues and all content covered by the Report, and assures that the content of the Report is free from any misrepresentation, misleading statements or material omissions, and accepts responsibility for the truth, accuracy and completeness of the Report. The Report was confirmed and approved by the Board on 28 March 2025.

報告範圍

本報告覆蓋的時間範圍為2024年1月1日至2024年12月31日，與本集團2024年年報涵蓋的財政年度一致。本報告涵蓋興科蓉醫藥控股有限公司及其所有附屬公司之信息，與本集團2024年年報報告範圍一致。

聯繫方式

如對本報告有任何疑問或反饋意見，歡迎通過以下方式與我們聯繫：

- a. 地址：四川省成都市高新區天府大道北段1700號環球中心E5-1805
- b. 電話：+86 28 62912988
- c. 傳真：+86 28 62912922
- d. 電郵地址：sinco-pharm@sinco-pharm.com
- e. 官方網站：<http://www.sinco-pharm.com>

董事會聲明

本集團董事會（「董事會」）深明ESG對提升本集團整體表現和綜合價值的重要性，對本集團的ESG策略及表現肩負最終責任，將其納入集團風險管理及內部監控系統。

董事會已審閱並認可重大可持續議題評估結果及本報告涵蓋的所有內容，保證報告內容不存在任何虛假記載、誤導性陳述或重大遺漏，並對報告的真實性、準確性和完整性承擔責任。本報告已於2025年3月28日獲董事會確認及批准。



About the Group

The Group focuses on three major businesses comprising biologics, medical aesthetic products and biopharmaceutical cold chain and supply chain services. Biologics business provides comprehensive marketing, promotion and channel management (“MPCM”) services that mainly cover imported blood products and other imported anti-infective drugs; medical aesthetic products business is committed to establishing the independent research and development, production and sales of leading medicine aesthetic products with proprietary intellectual properties in China; biopharmaceutical cold chain and supply chain services focus on the cold chain facilities construction and provision of industry chain services for biopharmaceutical products, as well as establishing supply chain service platforms for relevant products.

Implementation of Corporate Governance The ESG System

Governance Structure

Being the highest level of responsibility and decision-making body under the ESG governance system of the Group, the Board assumes the ultimate responsibility for the Group’s ESG strategy and information disclosure, supervises all ESG-related matters that may affect the Group’s business operation or development, and collaborates with the management to fully identify and assess ESG risks, ensuring that the Group has established an appropriate and effective ESG risk management and internal control system and promoting the sustainable development of the Group.

The Group keeps an eye on the changes in the sustainable development policies of the HKEX and at home and abroad, and will establish an ESG Committee under the Board in the future to escalate the importance of ESG issues to a higher level of corporate governance and decision-making process, while preparing for the upcoming climate-related disclosure requirements in advance. The ESG Committee will be responsible for reporting ESG and climate-related matters to the Board to ensure that they are included in the Group’s major decision-making considerations, and will be responsible for monitoring and guiding the effective implementation of the Group’s ESG and climate-related strategies.

關於本集團

本集團專注於生物製品、醫美產品、生物醫藥冷鏈及供應鏈服務三大業務。生物製品業務：提供綜合市場營銷、推廣及渠道管理（「市場營銷、推廣及渠道管理」）服務，主要涵蓋進口血液製品及其他進口抗感染藥物；醫美產品業務：致力於建立擁有自主研發、生產和銷售具備獨立自主知識產權的國內領先的醫美產品；生物醫藥冷鏈及供應鏈服務：聚焦於生物醫藥產品的冷鏈設施建設和產業鏈服務，以及建立相關產品的供應鏈服務平台。

踐行企業管治 ESG管治體系

管治架構

董事會是本集團ESG治理體系的最高負責及決策機構，對ESG策略及信息披露承擔最終責任，監察一切可能影響集團業務經營或發展的ESG相關事宜，同時與管理層通力合作，全面識別及評估ESG風險，確保集團設立合適有效的ESG風險管理及內部控制系統，推動集團可持續發展。

本集團關注港交所及國內外可持續發展政策變動，本集團未來將於董事會轄下設立ESG委員會，在企業管治及決策層面將ESG事宜提升至更重要的位置，同時提前準備即將落地的氣候相關披露要求。ESG委員會將肩負向董事會匯報ESG及氣候相關事宜的重要責任，以確保其納入集團重大決策考量，同時將負責監督及指引集團ESG及氣候相關策略的有效執行。

Management Approach and Strategy

The Group values the suggestions and opinions of stakeholders and ensures sufficient channels for the communication with key stakeholders to identify, discuss and determine the Group's important ESG issues and the ESG risks it may face, continuously improving ESG-related strategies, policies and systems. We conducted extensive and in-depth communication with stakeholders through various channels, to understand and continuously monitor the concerns of different categories of stakeholders on various material sustainability topics, and continued to manage and respond to related issues. Our Board manages a range of material issues proactively, including business integrity and compliance, customer privacy and data security, product quality and safety, customer service and satisfaction, employee health, safety and wellbeing, climate change and energy management, etc. Management approaches on how to deal with the aforesaid material issues are discussed in detailed in the Report.

Performance Review

The Group has set its ESG goals and established a management system in respect of carbon emissions, energy consumption, water resources management and other indicators, and continuously reviewed the progress in achieving relevant goals and the effectiveness of relevant management measures so as to comprehensively review the ESG impact brought by the Group's business and operations, integrated sustainability into relevant business operations, ensured continuous progress achieved in the Group's ESG targets, and strived to practice our motto of "Deliver health, care for society, and be a responsible corporate citizen to protect our Earth".

Internal Risk Control

The Group has set up a four-level internal control structure constituted by the Board, the Board of Supervisors, the management and all employees to supervise and review the authority approval, system implementation, recruitment and procurement process, financial performance and other aspects, aiming to fully ensure that the operation and management of the Company are in compliance with the laws and regulations. The Group has formulated a range of internal control systems, such as the Outline of Internal Control Management and the Comprehensive Risk Management System, to further standardise the Group's internal supervision and management work, improve work quality, strengthen the Group's risk prevention ability and ensure the standardised operation of the Company.

管理方針及策略

本集團重視持份者的建議與意見，確保提供充足的渠道與主要持份者進行溝通交流，以識別、討論並確定集團重要的ESG議題及可能面臨的ESG風險，持續完善ESG相關戰略和政策制度。我們通過多種渠道與持份者進行廣泛、深入的溝通，以瞭解並持續監控不同類型持份者對各項重大可持續議題的關注度動向，持續管理及回應相關事項。董事會積極管理商業誠信及合規、客戶私隱及數據安全、產品質量與安全、客戶服務與滿意度、員工健康、安全及福祉、氣候變化與能源管理等一系列重大議題。有關如何應對上述重大議題的管理方針將在本報告詳細討論。

表現檢討

本集團已訂立有關碳排放、能源消耗、水資源管理等指標的ESG目標及管理體系，並持續檢討相關目標達成進度與相關管理措施有效性，以全面梳理集團業務及經營帶來的ESG影響，將可持續發展融入相關業務營運，確保本集團在實現ESG目標方面取得持續進展，努力踐行「傳遞健康、關愛社會，成為保護地球的負責任企業公民」。

風險內控

本集團已設立由董事會、監事會、管理層及全體員工組成的四級內部控制架構，針對權限審批、制度執行、招採流程、財務表現等各個方面進行監督與審查，全面保證企業經營管理合法合規。本集團已制訂《內部控制管理綱要》、《全面風險管理制度》等一系列內控制度，進一步規範集團內部監察管理工作，提升工作質量，加強集團風險防範能力，保障企業規範運作。



Anti-corruption

The Group strictly complies with applicable laws and regulations of the countries and regions in which we carry out business and operate. For details, please refer to “Major Laws and Regulations to be Complied with” in Appendix 1. During the Reporting Period, there was no case of corruption, extortion, fraud and money laundering occurred within the Group.

The Group advocates honesty, integrity and responsibility as its ethical values and stands firmly against any form of corruption, such as bribery, extortion, fraud and money laundering. In accordance with national regulations and based on the actual circumstances of the industry, the Group has formulated the Code of Conduct against Corruption and Bribery, Anti-fraud and Whistle-blowing Management System and Code of Business Conduct and Ethics, and set up a comprehensive reporting procedure for reporting non-compliance behaviours and protecting the whistle-blowers. Participants in Group’s anti-fraud activities include the Board, the Audit Committee of the Board, the management, the Internal Audit Department, the persons-in-charge in each branch and subsidiary, the Legal Department, the Financial Department and the Human Resources Department, all of which take joint responsibilities and actively fulfil their duties against malpractices. Anti-corruption training is incorporated into the Directors and the staff training system to rigorously foster a culture of anti-corruption.

The Group also requires its employees and partners to sign the Letter of Undertaking on Anti-corruption and Anti-bribery on a mutually agreed basis. The Group’s Internal Audit Department will also conduct off-office auditing for the departing person in charge of sale. The Group encourages all employees, suppliers and other stakeholders to participate in the anti-corruption and supervision system to oversee the integrity and work diligence of its staff. We protect the whistle-blowers and the witnesses, and adhere to the principle of confidentiality in reporting and investigation.

An email address is available for internal employees of the Group and external relevant parties to report on its internal staff member’s malpractices or any other relevant malpractices of the Company, including making any complaint and reporting on the Group and its staff member’s violation of professional ethics.

Whistle-blowing Email: xxgt@sinco-pharm.cn
Whistle-blowing Hotline: 028-62912963

反貪污

本集團嚴格遵守業務與經營所在國家及地區的適用法律法規，詳情請查閱附錄1－「須遵循的主要法律法規」。本報告期內，本集團未發生任何貪污、勒索、欺詐及洗黑錢案件。

本集團的理念以誠實守信、盡職盡責為本，堅決反對任何形式的賄賂、勒索、欺詐及洗黑錢等腐敗行為。根據國家法規和行業實際情況，本集團已制訂《反腐敗反賄賂行為準則》、《反舞弊與舉報管理制度》及《商業行為和道德規範》，設立完善的違規行為舉報方式及保護舉報人。本集團反舞弊由董事會、董事會審計委員會、管理層、內審部、各個分公司及附屬公司負責人、法務部、財務部及人力資源部層層參與、共同負責，積極履行反舞弊相關職責。集團將反腐敗內容納入董事及員工培訓體系，積極促進廉潔文化。

本集團亦要求員工及合作夥伴在雙方同意的情況下簽訂《反腐敗反賄賂承諾書》，本集團的內審部門亦會對即將離開本集團的銷售主管人員進行離任審核。本集團鼓勵全體員工、供應商及其他持份者參與反腐敗及監察體系，以監督員工是否誠實守信及勤勉工作。我們會保護舉報人及證人，在舉報和調查工作中堅守保密原則。

本集團內部員工及外部相關人員可通過電子郵箱的途徑舉報集團內部員工或相關舞弊案件，包括對集團及其人員違反職業道德情況的投訴、舉報信息。

舉報郵箱：xxgt@sinco-pharm.cn
舉報電話：028-62912963

Stakeholder Engagement

The Group takes heed of the voices of its stakeholders, and endeavours to foster strong and close relationships with them. Through appropriate and effective communication channels, the Group understands and addresses stakeholders' interests and views relating to its ESG performance. The Group, in formulating its operational strategies and sustainable development plan, takes into full consideration of the stakeholders' expectations on ESG matters. Meanwhile, the Group invites various stakeholders to assist in identifying and assessing significant sustainability issues, and publicly discloses related matters, which will help us with further adjustment of key strategies and implementation measures of the Group's ESG initiatives, identify gaps and deficiencies in implementation, and improve the ESG governance system.

The focus, means of communication and response and feedback from respective stakeholders are listed in the table below:

持份者參與

本集團認真傾聽持份者聲音，致力於建立緊密連結的穩固關係，通過合適有效的溝通渠道瞭解和反饋持份者對集團ESG表現的關注事項及意見。於制訂營運策略及可持續發展計劃時，本集團充分考慮持份者對ESG事宜的期望。同時，本集團邀請各方持份者協助我們識別及評估重大可持續議題，並就相關事項進行公開披露，進一步調整集團ESG管治工作的重點策略及實行措施，查找執行缺口及不足之處，完善ESG管治體系。

持份者各自的關注重點、溝通方式及反應與反饋載於下表：

Type of Stakeholders 持份者類型	Concerns 關注重點	Normal Communication Channels 一般溝通渠道	Response and Feedback 反應與反饋
Shareholders/Investors 股東／投資者	- Continuous and stable investment returns - Timely information disclosure - Compliance of the corporate operation with the laws and regulations	- Annual reports, interim reports and announcements - General meetings - Roadshows/telephone conferences/meetings - Media communication mechanism - Press conferences - External market benchmarking - Enquiries made via telephone/email/website - Investor visits - 年度報告、中期報告及公告 - 股東大會 - 路演／電話會議／見面會 - 媒體溝通機制 - 新聞發佈會 - 外部市場基準 - 電話／電郵／網站諮詢 - 投資者來訪	- Publishing AGM notices and resolutions in accordance with regulations - Timely disclosing the Group's information - Publishing announcements and periodic reports in accordance with the regulator's requirements - Responding to email/telephone enquiries and receiving investors for on-site visits - 按規定發佈股東週年大會通知和決議案 - 按時披露集團信息 - 按監管機關規定刊發公告和發佈定期報告 - 回覆投資者郵件／電話詢問，及接待投資者現場視察



Type of Stakeholders 持份者類型	Concerns 關注重點	Normal Communication Channels 一般溝通渠道	Response and Feedback 反應與反饋
Staff 員工	- Training and career development - Remuneration and benefits - Health and safety	- Direct communication - Performance appraisal - Medical checkups - Training programme - Staff opinion surveys - Safety management	- Providing a healthy and safe work environment - Establishing a fair and transparent performance appraisal mechanism for promotion - Organising staff leisure activities - 提供健康、安全的工作環境 - 建立公平透明的晉升績效考核機制 - 組織員工活動
Suppliers 供應商	- Standard supplier management and purchasing process - Timely performance of contracts - Corporate reputation	- Fulfilment of orders/ performance of contracts - Direct communication - Supplier management system - Supplier questionnaire	- Fulfilling contractual obligation - Maintaining long-term collaboration with excellent suppliers - Timely payment - Ensuring the compliance of services and products with the quality and safety standards - Keeping complete supplier management record - 履行合約義務 - 與優秀供應商保持長期合作 - 按時付款 - 確保服務及產品依循質量安全標準 - 齊全的供應商管理檔案
Distributors 經銷商	- Robust customer service management and processes - An effective mechanism of information communication - A stable and safe supply system of pharmaceutical products - Timely response to request	- Daily communication - Aftersales services - Customer satisfaction surveys - Customer records - Corporate tours/visits	- Enhancing quality management - Honouring contractual obligation - Providing distributors with pharmaceutical knowledge training and marketing support - Adequate and effective communication - 加強質量管理 - 實踐合同責任 - 為經銷商提供藥品知識培訓和營銷推廣支持 - 充分與有效的溝通

Type of Stakeholders 持份者類型	Concerns 關注重點	Normal Communication Channels 一般溝通渠道	Response and Feedback 反應與反饋
Governments/Regulatory Authorities 政府／監管機構	- Compliance of business operations with the laws and regulations - Tax payments in accordance with the laws	- Government visits - Participation in government meetings and regular visits - Government projects - Information disclosure	- Strictly complying with the laws and regulations - Paying close attention to changes in regulatory requirements - Enhancing safety management - 嚴格遵守法律法規 - 關注監管要求變動 - 加強安全管理
Financial Institutions 金融機構	- Good corporate credit rating and a good track record on financial stability with good loan repayment history - Stable corporate growth - 良好的企業信用，具備償貸往績記錄的財務穩定性良好往績紀錄 - 穩定的企業增長	- Financial reports and announcements - Site visits - Direct communication - 財務報告及公告 - 實地考察 - 直接溝通	- Timely repaying loans - Maintaining good business relations - 按時償還貸款 - 保持良好的業務關係
Communities/Public 社區／公眾	- Contribution to the society and community - Provision of employment opportunities - 貢獻社會及社區 - 促進就業	- Community service - Charity activities - News and announcements - Information disclosure - 社區服務 - 慈善活動 - 新聞及公告 - 信息披露	- Actively assuming corporate social responsibility - Stable operations to provide employment opportunities - 積極承擔企業社會責任 - 穩定經營提供就業崗位

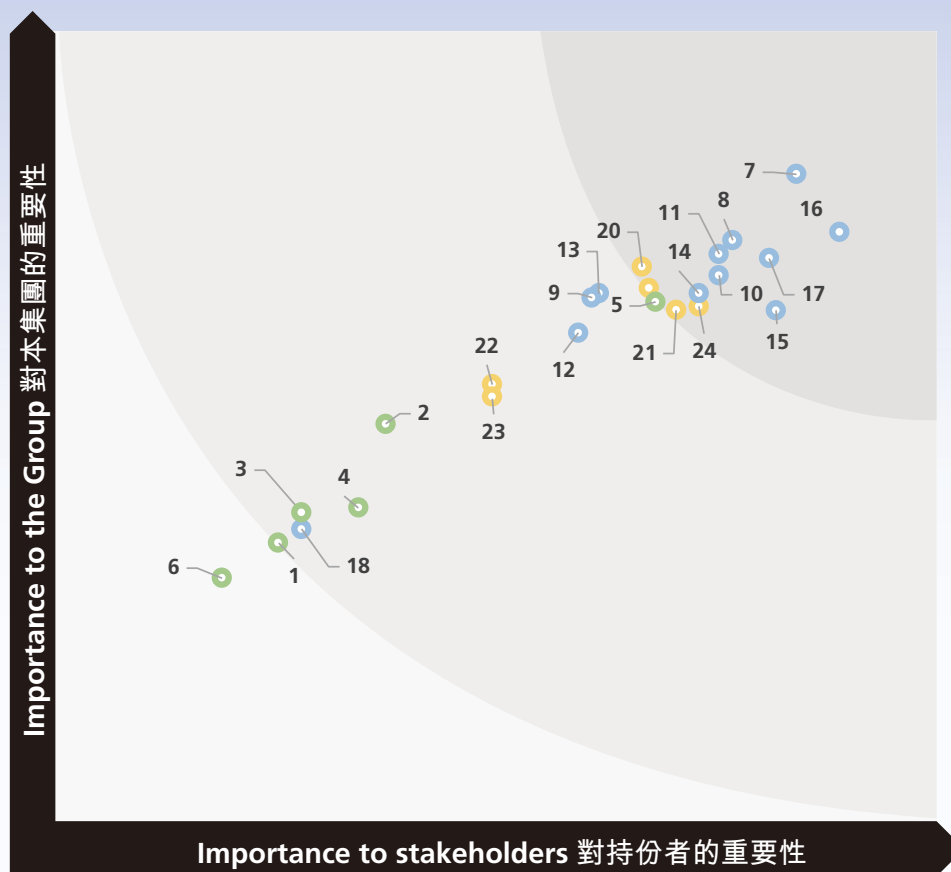
Materiality Assessment

During the Reporting Period, we continued to communicate with our stakeholders to identify material sustainability issues that could impact the Group through questionnaires. We have further categorised these issues into three main areas, namely Environmental, Social and Governance, in accordance with the ESG Reporting Guide. We applied dual principle on materiality, which scores sustainability issues based on their importance to stakeholders and the Group, to assess the impact of these ESG issues on the Group.

重要性評估

於本報告期內，我們持續與持份者保持溝通，通過問卷調查識別可能影響本集團的重大可持續議題。我們已根據《環境、社會及管治報告指引》將該等議題進一步分類，分為環境、社會、管治三大範疇，並採取雙重重要性原則，即可持續發展議題對持份者的重要性及對本集團的重要性對議題進行評分，以評估該等ESG議題對本集團的影響。

Step 1: Identify Material Sustainability Issues 第一步：識別重大可持續議題	Step 2: Communicate with Key Stakeholders 第二步：與主要持份者溝通	Step 3: Analyse and Validate 第三步：分析及驗證
To establish a list of 24 issues based on the business substance, requirements of the Listing Rules, domestic carbon emission policies and reduction targets, international reporting standards, and the latest industry trends in sustainable development. 根據業務實質、上市規則要求、國內碳排放政策及減排目標、國際匯報標準以及業界關於可持續發展的最新動態，建立24項議題清單。	To invite internal and external stakeholders of the Group to participate in an opinion survey through questionnaires, scoring and ranking each issue. 邀請集團內外持份者以問卷形式進行意見調查，就各項議題進行評分排序。	To analyse and validate the results after consolidating the scores of various material issues based on the stakeholder opinion survey and interviews with management. 根據持份者意見調查以及與管理層訪談，綜合各項重要議題的評分，並作出分析及驗證。



Environmental

1. Greenhouse gas and exhaust emissions management
2. Energy use and management
3. Resources use and management
4. Non-hazardous waste management
5. Hazardous waste management
6. Addressing climate change

Governance

19. Compliant operations and expansion
20. Business ethics and anti-corruption
21. ESG governance system
22. Responsible investment
23. Corporate governance and risk management
24. Corporate Culture Development

Social

7. Product quality and safety
8. Research and development and innovation
9. Quality customer service
10. Intellectual property management
11. Information security and Privacy protection
12. Industry collaboration and co-building of the ecology
13. Sustainable supply chain management
14. Staff compliance, equality, diversity and inclusion
15. Staff development and training
16. Occupational health and safety
17. Staff benefits and talent attraction
18. Social investment and public welfare investment

環境

1. 溫室氣體及廢氣排放管理
2. 能源使用及管理
3. 資源使用及管理
4. 無害廢棄物管理
5. 危險廢棄物管理
6. 應對氣候變化

管治

19. 合規經營與擴張
20. 商業道德與反貪腐
21. ESG治理體系
22. 負責任投資
23. 企業管治與風險管理
24. 企業文化建設

社會

7. 產品質量與安全
8. 研發與技術創新
9. 優質客戶服務
10. 知識產權管理
11. 信息安全及隱私保護
12. 行業合作與生態共建
13. 可持續的供應鏈管理
14. 員工合規性、平等性、多元化及包容性
15. 員工發展及培訓
16. 員工健康與安全
17. 員工福利及人才吸引
18. 社會投資及公益投入

Based on the above analysis, the Group will improve its ESG performance continuously in order to meet the different expectations of stakeholders and implement mitigation actions to address the risks faced by the Group and provide feedback to stakeholders.

Protecting Green Development

The Group pays attention to the impacts of environmental and climate change and strictly complies with applicable laws and regulations in the countries and regions where we operate. For details, please refer to Appendix 1 – “Major Laws and Regulations to be Complied with”. The Group did not receive any report or complaint on any significant breaches of environmental laws and regulations during the Reporting Period.

Environmental Management Framework

The Group is aware that our business and operations are also exposed to environmental and climate-related risks. We actively control the environmental and climate-related risks that we face so as to operate in a more environmentally friendly and green manner, minimising the negative environmental impact resulting from our business operations. The Group has established a series of environmental risk prevention and control system. In terms of early-stage investigation, the Group has established the Environmental Hidden Danger Investigation and Management System to fulfil our ecological and environmental protection responsibilities. This system has strengthened the investigation and elimination of environmental hidden danger, established a long-term mechanism for environmental hidden danger investigation and elimination, and prevents the occurrence of environmental incidents. Meanwhile, we have established a regular inspection and equipment maintenance responsibility system, and defined the key positions responsible for environmental risk prevention and control; In terms of post-incident response, the Group has established emergency response measures and an emergency response team. We have also prepared a thorough list on the main environmental emergency response resources and their contact information in the places where we operate, including but not limited to people’s governments, emergency management bureaus, environment and ecology bureaus, firefighting services and hospitals.

Leadership Team for Environmental Hidden Danger Investigation, Elimination and Monitoring

環保隱患排查、治理、監控領導小組

Main Responsibilities:

主要職責：

- to comply with national policies, laws, regulations and standards related to environmental protection, and implement the Group’s environmental protection management regulations;
- 貫徹國家有關環境保護的政策、法律、法規和標準，落實集團環境保護管理規定；
- to control and prevent environmental pollution and ecological damage by leveraging on technology advancements, achieving clean production;
- 依靠科技進步，控制和防治環境污染與生態破壞，實現清潔生產；
- to protect and improve the quality of the Group’s production environment, ensuring environmental safety;
- 保護和改善集團生產環境品質，確保環境安全；
- to build a “resource-conserving and eco-friendly” enterprise so as to achieve the organic unification of economic benefits, social benefits and environmental benefits.
- 建設「資源節約型、環境友好型」企業，實現經濟效益、社會效益和環境效益的有機統一。

Environmental Emergency Response Team

環保應急工作小組

Main Functional Teams:

主要分工組別：

Emergency Response Office, Rescue Team, Evacuation, Quarantine and Security Team, Logistics Support and Emergency Transport Team, Environmental Monitoring Team, Medical Aid Team, Post-Incident Management Team
應急辦、搶險救援組、疏散隔離和警戒保衛組、後勤保障和應急運輸組、環境監測組、醫療救護組、善後處理組

基於以上分析，本集團將持續改善ESG表現以滿足持份者的不同期望，實施減緩行動解決本集團面臨的風險，並向持份者提供反饋。

保障綠色發展

本集團關注環境及氣候變化帶來的影響，嚴格遵守業務與經營所在國家及地區的適用法律法規，詳情請查閱附錄1—「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反環境法律及法規的舉報或投訴。

環境管理框架

本集團意識到我們的業務與經營也面臨環境及氣候相關風險。我們積極控制自身面臨的環境及氣候相關風險，以更加環保、綠色的方式經營業務，盡力降低業務營運對環境產生的負面影響。本集團已建立一系列環境風險防控制度，從事前排查方面，本集團已建立《環保隱患排查治理制度》，履行生態環境保護責任，強化環保隱患排查治理工作，構建環保隱患排查治理長效機制，防範環保事件發生，同時建立定期巡檢及設備維護責任制度，並明確環境風險防控重點崗位責任人；從事後處理方面，本集團已建立應急措施及應急工作小組，同時充分瞭解運營地主要環保應急救援資源及其聯係方式，包括但不限於人民政府、應急管理局、生態環境局、消防大隊及醫院。

Emissions Management

Waste Gas and Greenhouse Gas

As the Group is mainly engaged in the MPCM of biologics, it will not have significant impacts on the environment. Exhaust emissions generated in the operations of the Group are mainly from the use of fuel in vehicles and the potential vaporisation of organic solvents from our warehouse. The Group's production does not consume fuel other than the fuel consumed by all vehicles in the transportation process. The greenhouse gas ("GHG") emissions mainly arise from the exhaust of vehicles, Hydrofluorocarbons ("HFC") emissions from the refrigeration, energy consumed from purchased electricity, sewage treatment, paper disposal and business air travel of employees.

The Group has equipped online monitoring devices in its warehouses to monitor the concentration of organic solvent vapour in the air. When the concentration of organic vapour reaches a certain limit, the monitoring device automatically activates the fan for extraction, and the vapours containing organic solvents are transported to the exhaust treatment device and discharged after treatment to meet the standards.

The Group adheres to the principle of prioritising the use of purely electric vehicles and plug-in hybrid vehicles to minimize fuel consumption, and coordinates the use of vehicles across the Group. Main measures for controlling the use of vehicle implemented by the Group include: reducing the frequency of official vehicle use and improving vehicle utilisation; rearranging the travel schedule and routes to avoid repeated use of vehicles for the same purpose; refining its business activity schedule to minimize unnecessary business travel; adopting online meetings and remote work to reduce vehicle use for business activities; prioritising the use of public transportation for business activities carried out in areas with convenient transportation; encouraging the staff to commute with public transportation, such as the undergrounds and buses.

The Group places a strong emphasis on energy conservation and implements various energy-saving measures in office spaces and warehouses. Among which, since the Group's core product human albumin requires to be stored under the stringent temperature conditions, we have constructed cold chain warehouses that comply with relevant standards. Temperature control facilities are installed in the cold chain warehouse to ensure that human albumin are stored at all times under the required and controlled temperature condition. The Group will continuously monitor the energy consumption of its cold chain warehouses and keep an eye on the development of new devices in the market to upgrade its temperature control devices timely. For production spaces, the Group will continue to use energy reasonably by optimising production patterns, centralising production and optimising shift schedules. For office spaces, the Group has upgraded its major energy-consuming equipment, including computers, servers, and air-conditioners, gradually eliminating high-energy-consuming equipment and replacing them with energy-saving office equipment and air-conditioning systems; for light fixtures, we use energy-efficient light fixtures, and strict control over lighting switching time to reduce unnecessary lighting in unoccupied areas. Energy-saving signs have been installed to encourage employees to save energy and foster their environmental awareness.

排放管理

廢氣及溫室氣體

由於本集團主要從事生物製品的營銷、推廣及渠道管理，故不會對環境造成重大影響。本集團營運產生的廢氣排放物主要為車輛使用燃料產生的廢氣及倉庫可能釋出的有機溶劑氣體。除所有車輛在交通運輸過程中消耗燃油外，本集團的生產並無耗用任何燃料。溫室氣體排放物主要產生自車輛的廢氣、製冷產生的氫氟烴排放物、購電消耗的能源、污水處理、廢紙處理及僱員乘搭飛機出差。

本集團已於倉庫安裝有在線監控裝置，監測空氣中有機溶劑氣體濃度。當有機氣體濃度達到一定的限值後，監控裝置自動啟動風機進行抽排，將含有機溶劑的氣體輸送至廢氣處理裝置，處理達標後排放。

本集團保持優先使用純電動車輛及插電混合動力車輛，盡量減少汽車燃油消耗的原則，統籌集團車輛使用。本集團主要的車輛控制措施包括：減少公務車輛使用頻數，提高車輛利用率，合理優化車輛出行時間和路線，避免多次重複用車；通過優化業務流程，減少不必要的商務出行；採用線上會議、遠端辦公等方式，減少因商務活動導致的車輛使用；如商務活動位於交通便利的地點，則優先採用公共交通工具；鼓勵員工上下班優先選擇公共交通方式，如地鐵、公車等。

本集團注重節約能源，對於辦公場所及倉庫採取不同的節能措施。其中，由於本集團核心產品人血白蛋白需要在嚴格的溫度條件下儲存，我們已建設符合相關標準的冷鏈倉庫，並於冷鏈倉庫安裝溫控設施以確保人血白蛋白一直存儲在規定及受控的溫度環境下。本集團將實時關注冷鏈倉庫能耗情況及市場上新型設備的發展情況，適時更新溫度控制設備。對於生產場所，本集團將持續通過優化生產模式、集中生產、優化排班時間等方式方法合理運用能源。對於辦公場所，本集團對主要耗能設備進行優化，包括電腦、主機及空調等，逐步淘汰高能耗設備，更換為節能型辦公設備及空調系統；對於照明設備，我們使用節能型照明燈具，並嚴格控制開關時間，減少無人環境的照明浪費；設置節能標識，呼籲員工節約能源，培養環保意識。

During the Reporting Period, no HFC emissions were generated by the Group, primarily due to the refrigerant used in air purifiers was replenished last year and no refrigerant was replenished during the Reporting Period. The Group set up air purifiers to provide employees with a conducive working environment where employees can work in a comfortable workplace with clear air. Being conscious of the greenhouse effect from HFC, the Group adopted effective measures to prevent overconsumption, such as setting the optimum temperature with low consumption, equipment power classification according to its operation hours and smart automated lock to turn off the machine timely.

During the Reporting Period, the Group further advanced the digitisation of office processes by utilising various office software and platforms to enable online editing, approval and storage of documents, thereby reducing the use of paper documents. These measures improved work efficiency while reducing paper consumption. Employees were asked to use double-sided printing as much as possible so as to minimise paper usage, thereby indirectly reducing energy consumption and resource waste from paper manufacturing.

During the Reporting Period, the sewage discharge generated by the Group's operations was primarily waste liquids from workshop testing and laboratory inspections. For the sewage generated during operations, we utilised an automated sewage treatment system equipped in the industrial park where we operate, including biochemical reaction tanks and emergency tanks, ensuring that the sewage discharge meets the standards.

本報告期內，本集團未產生氫氟烴排放物排放，主要原因為空氣淨化器使用的製冷劑於去年已進行添加，本報告期內未進行添加。本集團設置空氣淨化器，為員工提供有利的工作環境，讓員工可於充滿清新空氣的舒適工作場所工作。本集團意識到氫氟烴的溫室效應後，我們採取有效措施防止過度消耗，例如設置最佳溫度減低消耗、根據操作時間進行設備功率分類，以及安裝智能自動鎖以適時關閉機器。

本報告期內，本集團進一步推進辦公流程數字化，利用各種辦公軟體和平台，實現文件的在綫編輯、審批和存儲，減少紙質文件的使用，提高工作效率的同時降低紙張消耗；要求員工在打印文件時盡量採用雙面打印模式，以減少紙張用量，從而間接減少紙張生產過程中的能源消耗和資源浪費。

本報告期內，本集團營運中涉及的污水排放主要為車間試驗及實驗室檢測產生的廢液。對於營運中產生的污水，我們使用運營地所在園區配備的自動化污水處理系統，其中包括生化反應池及應急池，確保污水排放達標。

Performance Table for Vehicle Exhaust Emissions

車輛廢氣排放績效表

				Emissions Intensity (kg/number of employees)		Changes in Intensity 密度變化 (%)
		Emissions (kg) 排放量(千克)		排放密度 (千克／僱員人數)		
Types of Emissions	排放物類型	2024	2023	2024	2023	
NO _x	氮氧化物	5.6615	5.3068	0.0195	0.0191	2
SO _x	硫氧化物	0.1898	0.1418	0.0007	0.0005	28
Particles	顆粒物	0.5672	0.9763	0.0019	0.0035	(44)

Note: The calculation method and coefficient were adopted from the Technical Guide for Compiling Emission Lists of Air Pollutants from Road Vehicles (Trial)

附註：計算方法及係數來源於《道路機動車大氣污染物排放清單編製技術指南(試行)》



Performance Table for Greenhouse Gas Emissions

溫室氣體排放績效表

	Sources of Emissions 排放源	CO ₂ Emissions (Tonnes) 二氧化碳排放量(噸)		Emissions Intensity (Tonnes/number of employees) 排放密度 (噸／僱員人數)	
		2024	2023	2024	2023
Scope 1 範圍1	From vehicle fuel for road transport 源自公路運輸的汽車燃料	34.33	25.38	0.1180	0.0913
	From air-conditioning 源自空調	—	32.60	—	0.1173
Scope 2 範圍2	From purchased electricity 源自購電	782.45	849.70	2.6888	3.0565
Scope 3 範圍3	From paper disposal 源自處理廢紙	9.61	10.95	0.0330	0.0394
	From electricity used for sewage treatment 源自處理污水所用電力	0.29	0.99	0.0010	0.0035
	From business air travel by employees 源自僱員乘搭飛機出差	208.71	161.73	0.7172	0.5818

Notes:

1. The calculation method and coefficient were adopted from the Guide on How to Prepare Environmental, Social and Governance Reports;
2. The GHG is presented as CO₂ equivalent;
3. During the Reporting Period, the fuel use by the Group's vehicles increased as compared with the same period of last year, mainly due to the increase in the delivery services for the Group's products, resulting in an increase in the use of official vehicles.
4. During the Reporting Period, the electricity consumption decreased as compared with the same period of last year, mainly due to the effectiveness of the Group's energy conservation and emission reduction initiatives.
5. During the Reporting Period, the CO₂ emissions from business air travel by employees increased as compared with the same period of last year, mainly due to the year-on-year increase of the Group's business volume, leading to an increase in business travel.

附註：

1. 計算方法及係數來源於《如何編備環境、社會及管治報告環境、社會及管治匯報指南》；
2. 溫室氣體以二氧化碳當量呈列；
3. 本報告期內，本集團車輛燃油使用較去年同期相比有所增加，主要因為本集團產品運輸服務有所增加，導致公務車輛使用增加。
4. 本報告期內，耗電量與去年同期相比有所減少，主要原因為本集團節能減排舉措取得成效。
5. 本報告期內，因員工乘搭飛機出差產生的二氧化碳排放量與去年同期相比有所增加，主要原因是集團業務量逐年增加，商務差旅增加。

The Group has set various targets to reduce emissions at the earliest possible timeframe to mitigate the impact of environmental pollution and greenhouse effect. For details, please refer to the section headed "Indicators and Objectives". In the future, the Group will formulate more measures for transportation to reduce the environmental pollution caused by vehicle emissions. The Group is committed to centralising production and optimising the production scheduling and capability. At the same time, the Group is also devoted to instilling the awareness of emissions reduction into daily business operation and production activities.

本集團設定各項目標，儘早減少排放，以減輕環境污染及溫室效應的影響，詳情請查閱「指標及目標」章節。未來，本集團將制定更多出行措施以減少因汽車排放而造成的環境污染。本集團致力於集中生產以及優化生產工作安排及能力。與此同時，本集團亦將減排意識逐步滲透於日常業務營運及生產活動。

Hazardous and Non-hazardous Waste

The Group strictly complies with laws and regulations relating to solid waste in the countries and regions in which we operate. For details, please refer to "Major Laws and Regulations to be Complied with" in Appendix 1. The Group did not receive any report or complaint on any significant breaches of waste-related laws and regulations during the Reporting Period.

The Group's hazardous waste was generated in the process of material production and inspection. The amount of chemicals used must comply with the industrial standard to ensure the quality of material. Non-hazardous waste was mainly domestic waste, wasted office supplies, and waste paper products in the office environment. The Group implements centralized procurement and distribution of office supplies to avoid overstocking and waste of office supplies as a result of excessive procurement, encourages employees to use reusable office supplies, such as pens with refills, to minimize non-hazardous waste. At the same time, the Group encourages employees to use recyclable tableware and packaging, to practice the concept of low-carbon environmental protection.

In accordance with applicable laws and regulations, the waste generated in the operations of the Group is required to be disposed of in the safe and efficient way. We have formulated the Laboratory Waste Management System, which specifies the operation and treatment standards for corrosive, flammable, toxic and other hazardous liquid and solid wastes, and microbial culture wastes generated in laboratories. We collected hazardous waste collectively, affixed special identification label to and stored it in a hazardous waste room, and engaged an eligible professional agent to dispose of hazardous waste. The non-hazardous waste generated in the operations is collected and disposed of collectively by the local municipal sanitation department.

Performance Table for Waste Emissions

Type of Waste	廢棄物類型	Total Production (Tonnes) 總產生量 (噸)		Intensity (Tonnes/number of employees) 密度 (噸／僱員人數)	
		2024	2023	2024	2023
Hazardous Waste	有害廢棄物	11.37	19.75	0.039	0.071
Non-hazardous Waste	無害廢棄物	10.15	9.77	0.035	0.035

We strengthen the maintenance of equipment and facilities, thus preventing the increase in waste caused by equipment malfunction and minimising waste generation at source to further reduce environmental pollution. By strengthening the education and training of relevant personnel and regulating their behaviours at work, we can eliminate the increase in waste due to human errors.

有害及無害廢棄物

本集團嚴格遵守我們經營所在國家及地區有關固體廢棄物的法律及法規，詳情請查閱附錄1—「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反廢棄物相關法律及法規的舉報或投訴。

本集團有害廢棄物於材料製造及檢驗過程中產生，其中化學品的使用量須符合行業標準，以確保材料質量；無害廢棄物主要來源於辦公場所產生的生活垃圾、廢棄辦公用品、廢舊紙品等。本集團對辦公用品進行集中採購、統一分配，避免過度採購導致辦公用品積壓、廢棄；鼓勵員工使用可重複利用的辦公用品，如可替換筆芯的筆等，盡可能減少無害廢棄物；同時提倡員工使用可回收利用的餐具、包裝物等，踐行低碳環保理念。

根據有關適用法律法規及監管要求，本集團須安全、高效地處理營運產生的廢棄物。我們已制定《實驗室廢棄物管理制度》，對實驗室產生的具有腐蝕、燃燒、毒性等危害性廢液及固體廢棄物、微生物培養物廢棄物等作出詳細的操作及處理規範。我們將有害廢棄物統一收集後粘貼特殊識別標籤，儲存於危廢間內，並聘請具備質格的專業機構處理有害廢棄物。對於營運產生的無害廢棄物，我們統一交由當地市政環境衛生部門收集及處置。

廢棄物排放績效表

我們加強維護設備及設施，從而防止設備故障造成廢棄物增加，儘可能從源頭減廢，以進一步降低環境污染。透過加強對相關人員的教育及培訓並規範其工作行為，我們可消除因人為失誤造成廢棄物增加的情況。

Use of Resources

Performance Table for Energy and Water Consumption

資源使用

能源及水消耗績效表

Type of Energy/Resource	能源／資源類型	Total Consumption		Intensity (Consumption/number of employees)	
		總耗量		密度 (耗量／僱員人數)	
		2024	2023	2024	2023
Electricity (KWH)	電力(千瓦時)	1,488,397.49	1,616,317.89	5,114.77 KWH/capita 千瓦時／人	5,814.09 KWH/capita 千瓦時／人
Unleaded Petrol (Tonnes)	無鉛汽油(噸)	9.17	6.31	0.03 Tonnes/capita 噸／人	0.02 Tonnes/capita 噸／人
Diesel (Tonnes)	柴油(噸)	0.41	0.87	0.00 Tonnes/capita 噸／人	0.00 Tonnes/capita 噸／人
Water (m³)	水(立方米)	7,890.91	18,545.71	27.12 m³/capita 立方米／人	66.71 m³/capita 立方米／人

Sources of water consumption mainly include water use in office, process water for workshop tests, water use in laboratories and purified water. The Group currently has no difficulty in obtaining suitable water sources. During the Reporting Period, water consumption significantly decreased compared with the same period of last year, primarily due to the remarkable results in water saving measures achieved by the Group, which resulted in a significant decrease in the water consumption intensity.

The Group continues to implement water saving measures by posting water-saving signs and actively encouraging employees to save water. These measures have been strongly supported by employees. The Group will continue to focus on the innovation, application and promotion of water saving technologies, adopt various water saving measures, install water saving devices such as sensor taps and dual flush toilets to reduce water consumption, and explore new mode of water recycling by recycling recycled water, so as to reduce water consumption in the course of operations.

The Group consumes a certain amount of raw materials and packaging materials in product manufacturing, transportation and sales. Adhering to the philosophy of reducing resource consumption and pollutant discharge at the source, we will give priority to the use of degradable materials and other green materials that met the national quality standards.

水資源使用場景主要包括辦公場所用水、車間試驗中的工藝用水、實驗室用水及純化水等工藝用水。本集團在求取適用水源上暫無問題，本報告期內，耗水量與去年同期相比有大幅減少，主要原因為本集團節水措施取得顯著成效，用水密度大大下降。

本集團持續推行節水措施，設置節水標識，並積極宣導員工節約用水，得到員工的大力支持。本集團將繼續致力於創新、應用及推廣節水技術，採取多項節水措施，安裝節水裝置如感應式水龍頭、雙沖水式坐廁以減少用水，通過循環使用再生水探索全新的水循環利用模式，從而減少運營過程中水資源消耗。

本集團在產品製造、運輸及銷售的過程中消耗一定數量的原材料及包裝材料。我們秉承從源頭減少資源消耗及污染物排放的理念，優先選用符合國家品質標準的可降解材料及其他綠色材料。

Response to Climate Change

Identification of Climate Risks

With the growing domestic and global concern about climate change issues, the Group is fully aware of the climate risks associated with its business.

應對氣候變化

氣候風險識別

隨著國內及全球越來越關注氣候變化問題，本集團充分瞭解到與其業務相關的氣候風險。

Risk Types 風險類別	Period Affected 影響時間	Impact on the Group 對本集團的影響	How to Deal with 應對方法
Physical Risk 實體風險			
Acute Risk	Short term	Power or water outages caused by natural disasters such as typhoons, floods, droughts, or extreme weather events, causing disruptions in daily operations and supply chains, and threatening employees' safety.	- The Group keeps vigilant on relevant weather warnings issued by the Meteorological Administration, and activates the emergency plan management system in the event that a natural disaster breaks out or an extreme weather event occurs, and requires employees to evacuate to safe shelters immediately; - Promoting heatstroke prevention knowledge and providing allowances to the employees on summer days with high temperature; - Inspecting the offices and warehouses on regular basis, and conducting hidden danger investigation on water and electricity use and other issues relating to safety.
Chronic Risk	Long term	Impact of the melting of glaciers caused by global warming, rising sea levels and other slight changes on the future product output, product storage and transportation, etc.	- 集團持續關注氣象局發佈的相關天氣預警，於自然災害爆發、極端天氣發生時啟動應急預案管理制度，並要求員工及時避難； - 夏季高溫天氣向員工宣導防中暑知識，提供高溫補貼； - 定期檢查辦公場所及倉庫環境，對水電使用等安全情況進行安全隱患排查。
Transition Risk 過渡風險			
Policy and Regulatory Risk	Medium and long term	The tightening of regulatory requirements for the pharmaceutical industry, the launch of policies related to energy conservation and emission reduction and more stringent disclosure obligations on compliance and emission.	- Strengthening communication with regulatory authorities and agencies to timely understand and strictly comply with the changes in relevant regulatory laws and regulations, and ensuring operational compliance; - Keeping an eye on the developments in national regulations and regimes related to sustainable development and climate change, and reporting any progress of compliance in subsequent reports; - Continuing to advance the progress of the energy conservation and consumption reduction measures to reduce greenhouse gas emissions.
Policy and Regulatory Risk	中長期	醫藥行業監管要求提升及節能減排相關政策出台，更嚴格的合規要求及排放信息披露義務。	- 加強與監管部門、機構的溝通交流，及時瞭解並嚴格遵守相關監管法律法規變動，保障經營合規； - 持續關注國家可持續發展及應對氣候變化相關法規、制度動態，並會在其後的報告內載述任何合規進展； - 繼續推進節能降耗措施，降低溫室氣體排放。



Risk Types 風險類別	Period Affected 影響時間	Impact on the Group 對本集團的影響	How to Deal with 應對方法
Technology Risk	Medium term	More market expectation on cleaner and environmentally friendly products or the complete replacement of the products of the Group by the products with new technology.	Continuing to encourage research and development and innovation, keeping an eye on new development of the market and the launch of new products and technologies, and widely attracting talents.
技術風險	中期	市場期望產品更加潔淨環保，或本集團產品被新型技術產品完全取代。	持續鼓勵研發和創新，關注市場新動向，關注產品新技術的出現，廣汎吸納人才。
Market Risk	Long term	More market attention to green products, the weakening market competitiveness of the Group's products resulting from the launch of similar but greener products, and the change of the values of resources such as electricity, fuel and water under the impact of climate change.	- Continuing to encourage research and development and innovation, exploring green procurement sources, using green technology to produce green products, and maintaining core competitiveness with a high level of technology and professional production capacity over the years; - Enhancing the promotion and management of energy conservation and emission reduction, prioritising the use of energy-saving equipment to reduce unnecessary energy consumption.
市場風險	長期	市場對綠色產品愈加重視，更加綠色的同類產品出現使本集團產品市場競爭力降低，同時電力、燃料、水等資源價值隨氣候變化影響浮動。	- 持續鼓勵研發和創新，探尋綠色採購道路，使用綠色技術生產綠色產品，以高技術水平與多年來的專業生產能力保持核心競爭力； - 加強節能減排宣傳和管理，優先使用節能設備，減少非必要的能源消耗。
Reputation risk	Long term	Refusal of customers or communities to invest in or buy products from high-carbon emission enterprises for their poor image and consumers' comments which affects the enterprises' profitability and market shares.	- Keeping an eye on relevant disclosure requirements on sustainable development and climate change, and strengthening the external communication channels for corporate social responsibility within the ambit of compliance requirements; - Continuing to take measures to reduce carbon emissions, disclosing and promoting the contributions of the Group on ESG issues to the society, and calling for carbon reduction actions; - Actively fulfilling corporate social responsibility to further enhance its brand image.
名譽風險	長期	客戶或社群對於高碳排放企業有著較差的印象與評價，因此不投資或購買企業的產品，從而影響盈利及市場佔有率。	- 關注可持續發展及氣候變化相關披露要求，在確保合規的基礎上，優化企業社會責任對外傳播渠道； - 持續採取措施減少碳排放，向社會披露及宣傳集團於ESG方面的貢獻，呼籲減碳行動； - 積極履行企業社會責任，進一步提升品牌形象。

Indicators and Objectives

The Group has set targets for energy use, water use and waste management. For relevant indicators, please refer to the sections headed “Performance Table for Vehicle Exhaust Emissions”, “Performance Table for Greenhouse Gas Emissions”, “Performance Table for Waste Emissions” and “Performance Table for Energy and Water Consumption” above.

指標及目標

本集團已針對能源使用、水資源使用及廢棄物管理設立目標。相關指標請查閱上述章節「車輛廢氣排放績效表」、「溫室氣體排放績效表」、「廢棄物排放績效表」及「能源及水消耗績效表」。

Areas 範疇	Objectives 目標
Waste management	We set a target for waste generation and expect to continuously control the generation of hazardous and non-hazardous waste in the coming years, aiming to reduce waste.
廢棄物管理	對廢棄物產生設置目標，期望在未來年度持續控制有害及無害廢棄物的產生，致力於減少廢棄物。
Energy use	We set a target for fuel and electricity use and expect to increase the use of new energy vehicles in the coming years, control the use of electricity in production and operation, and decommission high-energy-consuming machines to reduce the Group’s energy use.
能源使用	對燃油及電力使用設置目標，期望在未來年度增加新能源汽車的使用，控制生產營運中電力的使用，淘汰高耗能機器，以減少本集團能源使用。
Water use	We set a target for water use and expect to optimise the use of water resources in the coming years in order to reduce the Group’s water consumption.
水資源使用	對水資源使用設置目標，期望在未來年度優化水資源使用，以減少本集團水資源消耗。

Building a Harmonious Workplace

The Group is fully aware that employees are the cornerstone of serving customers and achieving business development. We are committed to providing our employees with a favourable working environment, remuneration and benefits, incentives and opportunities for growth. We always place great emphasis on our employees and show the value and respect for every individual under the guidance of our talent philosophy of “retaining the talents through provision of a promising career, attracting the talents through good recruitment mechanism and remuneration, motivating the talents with enterprise development vision and instilling the talents with good enterprise culture”.

共建和諧職場

本集團深知員工是企業服務客戶和實現業務發展的基石，我們致力於為全體員工提供良好的工作環境、薪資福利、激勵機制和成長機會。我們一向非常重視員工，在「以充滿希望的事業留人，以優良的招聘機制與薪酬吸引人，以企業的發展願景激勵人及以優秀企業文化熏陶人」的人才理念指引下，對每位員工珍而重之。

Protecting Employees’ Rights and Interests

The Group strictly complies with the employment-related laws and regulations of the countries and regions in which it operates and conducts its business. For details, please refer to Appendix 1 – “Major Laws and Regulations to be Complied with”. The Group did not receive any report or complaint on any significant breaches of any employment-related laws and regulations during the Reporting Period.

員工權益保障

本集團嚴格遵守業務與經營所在國家及地區的僱傭相關法律法規，詳情請查閱附錄1—「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反僱傭相關法律及法規的舉報或投訴。

The Group recruits employees in accordance with the law and fulfils the terms on signing, modification, discharge or termination as stipulated in the labour contracts with all employees. The labour contracts are performed in accordance with national laws and regulations and relevant internal provisions. The employment relationship with an employee cannot take effect until both the Group and the employee have agreed and signed a labour contract voluntarily. The Human Resources Department of the Group ensures that employees are over 18 years old and can be legally employed by checking their valid identity documents. The employment contract clearly requires that the personal information provided by the applicant must be true and reliable. If fraud is found, the Group may terminate the employment relationship with such employee in accordance with its rules and regulations.

本集團依法招聘員工，履行與所有員工的勞動合同所制訂的簽訂、變更、解除或終止條款。勞動合同按照國家法律法規及相關內部規定執行。員工的僱傭關係在集團及員工雙方一致同意並自願簽訂勞動合同之後方可生效。本集團人力資源部通過核查員工有效身份證件，確保員工年齡在十八周歲以上，可合法受聘。勞動合同中明確要求應聘者所提供的個人資料信息務必真實可靠，如發現造假情況，本集團可依照規章制度終止與其的勞動關係。



The Group has formulated a series of employee management systems in accordance with relevant national and local laws and regulations, including the Employee Manual, Attendance and Leave System, Remuneration and Benefits System, Employee Code of Conduct and Reward and Punishment System, and Measures for Supervision and Management of Employee's Duties and Conducts, which provide comprehensive guidance on matters such as employee recruitment, personnel system, daily conduct and expense reimbursement.

Moreover, the Group provides equal employment opportunities for all job applicants and employees, and embraces all qualified candidates regardless of their religious belief, nationality, marital status, gender, age and disability and appreciates their unique personal qualities. We provide fair and equal opportunities and foster an inclusive culture that allows employees to feel comfortable to speak up and provide feedbacks related to the human resource policies. During the Reporting Period, no employment discrimination has occurred within the Group.

The Group has been adopting both the open recruitment and campus recruitment in order to attract talents on the job market and outstanding graduates to join the Group. The Group has set up a strict and fair recruitment policy to ensure that there is no fraud during the recruitment process and the candidates' overall qualifications meet the recruitment requirements and job specifications. To expand the recruitment channel, the Group encourages existing employees to recommend talents to join the Group and "Staff Referral Award" will be granted to the recommender as a reward and an incentive.

本集團已根據國家及當地有關法律法規制訂一系列員工管理制度，包括《員工手冊》、《考勤與休假制度》、《薪酬福利制度》、《員工守則及獎懲制度》、《員工職務行為監督管理辦法》等，規範包括員工入職、人事制度、日常行為、費用報銷等員工相關事項，給予員工全方位的指引。

另外，本集團為所有應聘者和員工提供平等的就業機會，不論宗教信仰、國籍、婚姻狀況、性別、年齡及殘疾，尊重每個人的獨特特質，歡迎所有合資格人士的加入。我們提供公平及平等的機會，提倡包容文化，讓員工可暢所欲言，就人力資源政策提供反饋意見。於本報告期內，本集團並無發生就業歧視事件。

本集團一直採取公開招聘與校園招聘兩種方式以吸引就業市場人才及優秀畢業生加入本集團。本集團制訂了嚴格的公平招聘政策，杜絕招聘過程中的欺詐行為，確保應聘者的綜合素質符合招聘要求及崗位標準。為擴大招聘渠道，本集團鼓勵現有員工推薦人才加入本集團，並向推薦人頒發「內部推薦伯樂獎」作為獎勵及激勵。

Description of Employees

員工詳情

Description of employees	員工詳情	2024	2023
Workforce	員工總數	291	278
Employees by gender	員工性別分佈		
Male	男	117	111
Female	女	174	167
Employees by age	員工年齡分佈		
<30	<30	88	100
30-40	30-40	128	118
41-50	41-50	59	43
>50	>50	16	17
Employees by rank	員工職級分佈		
C-suite Leader	首席高管	2	2
Senior management	高級管理人員	8	6
Middle management	中級管理人員	80	74
Ordinary employee	普通員工	201	196
Employees by type	員工僱傭類型分佈		
Full-time	全職	289	276
Part-time	兼職	2	2
Employees by regions	員工地區分佈		
Mainland China	中國大陸	291	278

Employee Turnover

We strictly follow the labour contracts and relevant laws and regulations of each country and region where we operate to establish employee termination (including resignation and dismissal) procedures to protect the interests of employees. When an employee leaves, we will conduct an interview with him/her to understand the reason(s) of leaving and his/her suggestions for the Group.

員工流失

我們嚴格按照勞動合同和我們營運所在國及地區相關法律法規制訂員工離職(包括辭職及解僱)程序，以保障員工權益。當員工離職時，我們會與其進行面談，以瞭解離職原因及其對本集團的建議。

Employee turnover rate (%)	員工流失率(%)	33.04%
Turnover rate by gender (%)	按性別劃分的流失率(%)	
Female	女	40.47%
Male	男	21.93%
Turnover rate by age (%)	按年齡劃分的流失率(%)	
<30	<30	52.13%
30-40	30-40	30.08%
40-50	40-50	7.84%
>50	>50	24.24%
Turnover rate by type (%)	按僱傭類型劃分的流失率(%)	
Full-time	全職	33.27%
Part-time	兼職	0.00%
Turnover rate by regions (%)	按地區劃分的流失率(%)	
Mainland China	中國大陸	33.04%

Note: Turnover rate = (Number of employees in the category departed during the Reporting Period/Average number of employees in the category in the Reporting Period) x 100%

附註：流失率=(本報告期內該類別離職員工人數/本報告期內該類別平均員工人數)x 100%

Average number of employees in the category in the Reporting Period = (Number of employees in the category at the beginning of the Reporting Period + Number of employees in the category at the end of the Reporting Period)/2

本報告期內該類別平均員工人數=(本報告期初該類別員工人數+本報告期末該類別員工人數)/2

Diversity

Relevant laws and regulations that have a significant impact on the Group's employment practices, including but not limited to the Special Rules on the Labour Protection of Female Employees and the Law on the Protection of Women's Rights and Interests of the PRC, were adhered to during the Reporting Period. We embrace diversity and equality in our workforce whilst aiming to eliminate any type of discrimination and harassment in the workplace. All of our recruitment and promotion decisions are based on objective criteria, such as business needs, personal qualifications, experience and performance. In addition, discrimination of any kind including on grounds of age, gender, marital status, pregnancy, family status, disability, race, nationality, or religion is avoided under all circumstances. Through adopting employment principles such as equal pay for equal work and providing equal opportunities irrespective of gender, we proactively safeguard the rights of all employees of the Group.

多元化

於本報告期內，本集團已遵守對其僱傭慣例有重大影響的相關法律及法規，包括但不限於《女職工勞動保護特別規定》及《中華人民共和國婦女權益保障法》。我們支持僱員隊伍的多元化及平等發展，同時致力於消除工作場所任何類型的歧視及騷擾。我們所有的招聘及晉升決策均依照客觀標準，例如業務需求、個人資質、經驗及績效。此外，在任何情況下均避免任何形式的歧視，包括基於年齡、性別、婚姻狀況、懷孕、家庭狀況、殘疾、種族、國籍或宗教的歧視。我們透過採用同工同酬及不論性別均提供平等機會等僱傭原則，積極保障本集團所有僱員的權利。



Labour Compliance

The Group strictly complies with relevant conventions of International Labour Organisation as well as national and local laws and regulations in which it operates, and strictly prohibits the employment of child labour or forced labour. During the Reporting Period, the Group achieved zero child labour and forced labour.

Child labour and forced labour are strictly prohibited in any form. The Human Resource Department strictly verified the new employees' identities through various legal means, such as collection and verification of the original copies of their identity cards and job application forms. The Employee Manual of the Group clearly states that child labour is strictly impermissible. Relevant departments must also regularly check the employment-related information and data they holds, to ensure that there is no child labour or forced labour.

Since its establishment, the Group has never recruited any child worker, and we already have corresponding measures in place to handle the situation properly in the event that child labour practice was uncovered:

- Stop child labour immediately;
- Report the situation to the local labour bureau, and arrange a health examination for the child worker as soon as possible and give priority to treatment until recovery in case of occupational illness. The medical expenses will be borne by the Group;
- Contact the parents or guardians of the child workers and arrange to send them back to their original place of residence, return them to their parents or guardians as soon as possible. The transportation and food expenses during the repatriation will be borne by the Group;
- If a child worker is the main source of income for his/her family, the Group will consider providing financial assistance to the child worker.

勞工合規

本集團嚴格遵守國際勞工組織的有關公約以及業務與經營所在國家及地區的法律法規，嚴格禁止僱傭童工或強制勞動行為。於本報告期內，本集團未發現有僱傭童工或強制勞動的情況。

本集團嚴禁以任何形式僱用童工及強制勞動。人力資源部通過收集及核對身份證原件信息、入職登記表信息等多種合規方式，嚴格核實新員工身份。本集團於《員工手冊》中清楚列明嚴禁僱傭童工，有關部門亦會定期檢查僱傭相關信息及數據，以確保不會出現僱傭童工或強制勞動的情況。

本集團自成立以來從未僱用任何童工，同時我們預先設定相應措施，以便於在可能發現僱用童工的情況下妥善處理：

- 立即停止童工勞動；
- 如童工患職業病，應向當地勞動局報告有關情況，儘快為其進行健康檢查，並優先給予治療以至康復，醫療費用由本集團承擔；
- 聯繫童工的父母或監護人，儘快安排將其送回原居住地，交還其父母或監護人看管，遣返期間的交通及伙食費由本集團承擔；
- 倘童工為其家庭的主要收入來源，本集團將考慮為該童工提供財務援助。

Employees' Rights and Interests

The Group ensures the employees' entitlement to all statutory social security insurance and statutory holidays, and also provides employees with travel and lunch allowances so that the employees can establish greater passion at work, enjoy their work and build a sustainable career.

The Group promotes a work-life balance for its employees by organising diversified and exciting festival activities, sports and team building events for them, cares for their physical and mental health by fostering a harmonious and warm working environment in a bid to encourage their enthusiasm for both work and life, and cultivates a sense of collective honour among them by encouraging them to actively integrate into the teams and work together.

員工權益

我們確保向員工提供所有的法定社會保險及法定假期，亦向員工提供交通及午餐補貼等福利，從而使員工在工作中更有激情，享受工作，持續發展職業生涯。

本集團提倡勞逸結合，為員工組織多元精彩的節慶活動、體育活動和團隊建設活動，關懷員工身心健康，搭建和諧溫馨的工作環境，促進員工對工作與生活保持熱情；培養員工集體榮譽感，推動其積極融入團隊，攜手共進。



Hiking
登山活動



Badminton Game
羽毛球比賽

Occupational Health and Safety

The Group strives to offer its employees a safe and comfortable working environment. The Group strictly complies with the laws and regulations relating to occupational health and safety in the countries and regions in which it operates, details of which are referred to Appendix 1 – "Major Laws and Regulations to be Complied with". The Group did not receive any report or complaint on any significant breaches of any laws and regulations relating to occupational health and safety during the Reporting Period.

職業健康安全

本集團致力於為員工提供一個安全舒適的工作環境。本集團嚴格遵守業務與經營所在國家及地區的職業健康與安全相關法律法規，詳情請查閱附錄1—「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反職業健康與安全相關法律及法規的舉報或投訴。



The Group strives to offer its employees a safe and healthy working environment, prevent occupational hazards and minimise all potential risks on health and safety. The safety procedures, preventive efforts and control measures adopted by the Group are set out below:

本集團致力於為員工提供安全健康的工作環境，預防職業危害，竭力減低各類潛在的健康與安全風險。本集團採取的安全程序、預防工作及控制措施如下：

Regular maintenance of equipment and buildings

定期維護設備及樓宇

The Group conducts regular safety inspections and spot checks on electrical equipment and workplaces. The Group implements enhancement measures for the existing and hidden danger on a timely manner. For instance, laying rubber mat on the stairs to avoid the danger of slipping and falling.

本集團對電氣設備及工作場所進行定期安全檢查、抽查。本集團對存在的隱患及時採取改進措施。例如，在樓梯上鋪設橡膠墊，以避免跌倒的危險。

Safety management reward and punishment system

安全管理獎罰制度

Commendation and generous reward will be given to those who have made outstanding contributions in the investigation and handling of accident and hidden danger, whereas reasonable punishment will be given to those who violate the rules or impair safety production. The Group will assign dedicated personnel to supervise employees who often breach safety regulations.

對在事故隱患排查治理中作傑出貢獻的員工給予表彰及豐厚獎勵，對違反規定或損害安全生產的員工給予合理處罰。本集團將指派專門人員監督時常違反安全規定的員工。

Maintenance of daily sanitation of workplace

維護工作場所日常衛生

Regular disinfection was conducted to keep the working environment clean and hygienic.

實施定期消毒，以保持工作場所環境清潔衛生。

The Group has formulated the Laboratory Safety Management System and posts safety signs, risk warning cards and safety administration regulations in laboratories, special areas, hazardous equipment and special facilities to keep safety awareness at the forefront of employees' minds. Surveillance cameras are installed in special areas such as laboratories and warehouses of hazardous goods, and employees whose work involves special materials, equipment, or locations receive comprehensive safety trainings to ensure that they understand the regulations and rules for safe and compliant operations. We continue to conduct risk assessments and inspections in areas or workplaces with higher risks of occupational hazards and issue rectification reports thereon.

本集團已制定《實驗室安全管理制度》，於實驗室、特殊場所、危險器械及特殊設備處張貼安全標識、風險告知卡、安全管理制度等，提醒員工注意使用安全；對於實驗室及危險品庫房等特殊場所設置專用攝像頭；並對於工作內容涉及特殊物料、特殊設備及場所的員工進行全面的安全生產介紹，確保員工瞭解特殊物料、特殊設備及場所的規章制度，做到工作的安全與合規。我們持續對職業危害風險較高的地區或工作場所進行風險評估及檢查，並出具整改報告。

A series of production safety trainings are provided by the Group to employees annually and a variety of security activities are organised to raise their safety awareness and improve their safety administration skills, and to establish an effective administration system of environment, health and safety. The topics of staff safety trainings are based on actual scenarios in the workplace, such as fire drills and traffic safety courses for drivers, aiming to strengthen the safety concepts to enhance the safety awareness amongst the employees.

本集團每年為員工提供一系列安全生產培訓，並組織多樣化的安全活動，以提升員工安全意識及安全管理技能，建設有效的環境、健康及安全管理體系。員工安全培訓的主題以實際工作場景為主，如消防演習及駕駛員交通安全學習等，旨在加強安全觀念的培訓，提高員工的安全意識。



Fire Safety Training and Drills
消防安全培訓及演練

The Group achieved no work-related fatalities among its staff during the past three years, and no loss of work days due to work-related injuries during the Reporting Period.

於過去三年內，本集團並無任何員工因工作關係死亡。於本報告期內，無因工傷而損失的工作日數。

Talent Development Planning

The Group attaches importance to the growth and development of its employees and encourages them to enhance their personal values by providing them with opportunities for professional development, thus organically integrating corporate competencies with individual advancement. We encourage all our employees to pursue excellence in their fields and set examples for their peers, leading to constant improvements in their job performance.

人才發展規劃

本集團重視員工成長與發展，通過提供專業發展的機會鼓勵員工提升個人價值，將企業能力和個人發展有機結合。我們鼓勵所有員工在各自的領域追求卓越，成為同事的榜樣，不斷提高其工作表現。



In order to implement the strategic planning for talent development of the Group, establish and improve its talent training mechanism, and build up a talent echelon for its stable development on a sustainable and regulated basis, the Group formulated the Talent Management System, upholding the training principle of “with internal cultivation as the core and supplemented by external introduction”, and adopting a “rolling in and out” approach to carry out circular training for cultivating talents with technical expertise and talents with comprehensive management skills. The talent management group is formed by the senior leaders of the Group companies, the senior management of branches and subsidiaries and the Human Resources Department, which is responsible for the review and evaluation of the Group’s talents, determination of talent training objects and implementation of training plans. The Group provides a series of development opportunities for different types of talents via post rotation, internal part-time job, upgrading training and internal trainers.

為貫徹集團人才發展戰略規劃，建立和完善集團人才培養機制，建立集團穩定發展持續規範的人才梯隊，本集團制訂了《人才管理制度》，堅持「內部培養為主，外部引進為輔」的培養原則，並採取「滾動進出」的方式進行迴圈培養，培養專家型技術人才和綜合型管理人才。本集團高層領導、分子公司高層管理、人力資源部組成人才管理組，負責集團人才的審核評定、人才培養對象的確定和培養計劃的實施等。集團為不同類型人才提供崗位輪換、內部兼職、提升培訓、內訓師擔任等一系列培養階梯。

Talents with technical expertise

Persons who possess a high level of technical expertise within a specific field of work.

專家型技術人才

在某一工作領域內掌握較高技術水準的人才。

Talents with comprehensive management skills

Persons who have high management capabilities with comprehensive knowledge in the Group or its departments.

綜合型管理人才

在集團或部門工作領域具備全面知識的有較高管理水準的人才。

We provide personalised training plan based on their job functions to maximise their potential and improve their career development. To ensure effective implementation of staff training schemes, the Group formulated the Training Management System, which expressly sets out an integrated system and implementation process on new employee trainings and upgrading trainings.

我們根據工作職能提供個性化的培訓方案，最大化地發揮員工潛能和職業發展。為了有效地實施員工的培訓計劃，本集團制訂了《培訓管理制度》，當中明確列明新員工培訓和提升培訓的綜合體系及實施流程。

Induction

New employees are able to quickly and comprehensively understand the corporate culture and system requirements of the Company and concur with it, so that they can insist on their own career choices. New employees are able to clarify their job responsibilities and work goals, and adapt to the job role as soon as possible and quickly integrate into the team.

入職培訓

使新員工快速全方位地認識、瞭解並認同集團企業文化及制度要求，堅定自己的職業選擇；使新員工明確其崗位職責、工作目標，助力新員工儘快適應工作角色，快速融入團隊。

Upgrading Training

It aims to improve existing employees’ professional ability, skills and techniques, comprehensive quality, management capability, interests and hobbies, increase their self-value, and reserve core talents for the Group.

提升培訓

為提升在職員工的專業能力、技能技術、綜合素養、管理能力、興趣愛好等，增長員工自我價值，為集團儲備更多核心人才。

Upgrading training is divided into internal and external trainings:

- Internal training refers to internal departmental training and other trainings organised by the Human Resources Department. Based on the demands at workplace, the Group applies its internal training resources to organise experience sharing activities on professional knowledge and skills among employees. Such training takes place in the following forms: self-learning on the training materials shared on the Group's online learning platform, discussions at regular departmental meetings, communication sessions for business teams and inter-departmental sharing sessions. The Group formulated the Internal Lecturer Management Measures to enhance the efficiency and effectiveness of training as well as to cultivate a culture of knowledge and experience sharing within the Group.
- External training refers to external learning or training participated by the staff members designated by the Group. The Group encourages its employees to attend trainings and seminars hosted by external institutions to improve their professional skills whenever the work arrangement allows. At the beginning of each year, Human Resources Department will formulate an annual training scheme according to the feedback received in the previous year, the Group's strategic planning and demand from each department, and it will prepare the training curricular and course content on a quarterly basis. Relevant departments may independently apply for sourcing external training, subject to the approval of the Group leaders. Meanwhile, Human Resources Department actively organises the training and sharing sessions for departments to exchange experiences and insights, promoting employees to learn from each other for self-improvement.

提升培訓分為內部培訓及外部培訓：

- 內部培訓即部門內部培訓和人力資源部組織的其它培訓。根據工作需求，本集團利用內部培訓資源開展有關專業知識和崗位技能的員工經驗分享交流活動。相關培訓以下列方式進行：通過集團在線學習平台共享培訓資料進行的自主學習；召開定期部門例會、業務小組溝通會、跨部門分享會等形式進行討論學習。本集團還制訂了《內部講師管理辦法》，提高培訓的效率及效果，並在本集團內培養知識及經驗共享文化。
- 外部培訓為集團外派學習或指定人員在外參加培訓。本集團鼓勵員工在工作安排許可的前提下，參加外部機構舉辦的專業培訓及研討會，提升專業技術水準。人力資源部門每年年初會根據上年度反饋、集團戰略規劃及各部門需求制訂年度培訓計劃，並按季度制訂培訓大綱及課程內容。相關部門可以自主申請外部培訓，需由集團領導審批通過後參與。同時，人力資源部積極組織培訓分享會，於部門之間交流經驗及心得體會，促進員工互相學習、提升自我。

Employee training indicators	員工培訓指標	2024	2023	Increase/ (Decrease) 增加／(減少)
Percentage of employees trained (%)	受訓員工百分比(%)	84.5	97.8	(13.6)%
Percentage of employees trained by gender (%)	按性別劃分的受訓員工百分比(%)			
Male	男	34.1	40.4	(15.6)%
Female	女	65.9	59.6	10.6%
Percentage of employees trained by position (%)	按崗位劃分的受訓員工百分比(%)			
C-suite leader	首席高管	1.2	0.7	65.9%
Senior management	高級管理人員	2.0	2.2	(7.9)%
Middle management	中級管理人員	29.3	26.1	12.1%
Ordinary employee	普通員工	67.5	71.0	(4.9)%

Employee training indicators	員工培訓指標	2024	2023	Increase/ (Decrease) 增加／(減少)
Training hours per capita (hour)	人均培訓時數(小時)	28.2	57.3	(50.8)%
Average training hours of employees trained by gender (hour)	按性別劃分的受訓員工平均培訓時數(小時)			
Male	男	21.2	46.7	(54.7)%
Female	女	32.9	64.3	(48.8)%
Average training hours of employees trained by position (hour)	按崗位劃分的受訓員工平均培訓時數(小時)			
C-suite leader	首席高管	89.5	40.5	121.0%
Senior management	高級管理人員	54.1	75.2	(28.1)%
Middle management	中級管理人員	30.3	70.5	(57.0)%
Ordinary employee	普通員工	25.7	51.9	(50.5)%

Note: The percentage of employees trained = (Employees trained during the Reporting Period/Number of employees at the end of the Reporting Period) x 100%

附註：受訓員工百分比=(本報告期內受訓僱員／於本報告期末僱員人數)x 100%

During the Reporting Period, the Group organised more than 20 training activities for all employees and management members, as well as training activities on special topics, covering professional skills upgrading, management skills building and comprehensive quality development, which covered all levels and departments of the Group, fully demonstrating the Group's commitment to employee development and their proactive pursuit of self-development.

本報告期內，集團圍繞專業技能提升、管理能力培養、綜合素質拓展等主題開展了全員培訓、管理層培訓及專項培訓，舉辦培訓活動超過20場次，覆蓋集團各個層級及部門，充分展現集團對員工培養的重視及員工對自身發展的積極追求。



Diversified Training Activities
多元培訓活動

Fulfilling Product Responsibility Product Quality and Safety

The Group has a strong presence in the pharmaceutical industry and its products are prescription drugs, the quality of which has a significant impact on the effects on medical treatments and patient's safety. Therefore, any potential risks relating to product quality and safety must be effectively controlled. To ensure product quality and safety, the Group strictly complies with the laws and regulations relating to product quality and safety in the countries and regions in which the Group operates. For details, please refer to "Major Laws and Regulations to be Complied with" in Appendix 1. During the Reporting Period, the Group did not receive any reports or complaints on serious violations of laws and regulations relating to product quality and safety.

Quality Assurance

In accordance with the national laws and regulations, the Group established a management and supervision system to ensure the quality, health and safety of our product and service. The Group cultivates a quality-centric culture by involving all its employees. We provide high quality products and service, and we aim to improve continuously, and pursue excellence.

The Group ensures that all pharmaceutical products are supervised effectively and has formulated the Good Supply Practice for Pharmaceutical Products, established and continuously improved the operation and quality management systems for pharmaceutical products to strictly control all parts in procurement, transportation, storage and sale of the pharmaceutical products, and applied computer system to manage the inventory and status of the pharmaceutical products, effectively avoiding the occurrence of non-compliance such as outflow or private sale of the pharmaceutical products.

The Group also has in place a comprehensive system for managing pharmaceutical product quality, including the Management Regulation on Pharmaceutical Product Procurement, the Management Regulation on Pharmaceutical Product Reception, the Management Regulation on Pharmaceutical Product Acceptance, the Management Regulation on Stock Outbound and Double Checking Procedure for Pharmaceutical Products, the Pharmaceutical Products Storage Management System, the Management Regulation on Pharmaceutical Product Return, the Management Regulation on Pharmaceutical Product Recall, the Management Regulation on Pharmaceutical Product Recovery and the Management Regulation on Unqualified Pharmaceutical Product and Destruction of Pharmaceutical Product, to ensure that the operational procedures are standardised and the quality is not compromised during the various processes of pharmaceutical product procurement, storage and circulation on the market. Meanwhile, the Group actively cooperates with the regulatory authorities to conduct various pharmaceutical product compliance checks, taking its responsibility for the quality and safety of the pharmaceutical products. The Group proactively provides internal training on the knowledge of product quality and safety to its staff and promotes the policies, systems and concepts of quality management.

履行產品責任 產品質量安全

本集團深耕於醫藥行業，產品亦是處方藥品，產品質量對醫療質量、患者安全產生重大影響。因此，關於產品質量與安全的任何潛在風險必須得到有效控制。為確保產品質量及安全，本集團嚴格遵守業務與經營所在國家及地區的產品質量及安全相關法律法規，詳情請查閱附錄1－「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反產品質量及安全相關法律及法規的舉報或投訴。

質量保證

根據國家法律法規，本集團建立了管理及監督體系，以確保產品及服務的質量、健康和 safety。本集團打造了以質量為核心、全員參與的企業文化。我們提供優質的產品及服務，旨在持續改善及追求卓越。

本集團確保所有藥品均受到有效監管，並已制定《藥品經營質量管理規範》，建立並持續健全藥品經營質量管理體系，嚴格把控藥品採購、運輸、儲存、銷售等各個環節，並應用計算機系統管理藥品庫存、狀態等，有效避免藥品外露及私自售賣等違規情況發生。

本集團亦擁有完善的藥品質量管理制度體系，包括《藥品採購管理制度》、《藥品收貨管理制度》、《藥品驗收管理制度》、《藥品出庫、覆核管理制度》、《藥品儲存管理制度》、《藥品退貨管理制度》、《藥品召回管理制度》、《藥品追回管理制度》及《不合格藥品、藥品銷毀管理制度》，確保藥品進貨、儲存、流向市場的各個流程中操作流程標準、質量不受影響，同時積極配合各方監管部門進行各項藥品合規檢查，對藥品質量與安全負責。本集團積極向員工提供內部產品質量及安全知識培訓，並宣傳質量管理政策制度及理念。



In respect of hardware capability, the Group has always been storing pharmaceutical products using advanced technology and facilities. In addition, our product mix has always been attaining excellent quality and safety track record in the import market. The Group has also been cooperating with creditworthy parties of long-term partnership on the provision of warehousing and logistics services. At the same time, the Group has formulated the Third-Party Logistics Management System and the Pharmaceutical Products Storage Management System accordingly, and has formulated the Emergency Plan for Drugs Transportation and the Emergency Management System for Refrigerated and Frozen Drugs Transportation in case of emergency events. A number of precautions on drug transportation and storage are strictly stipulated in such management systems, and responsibilities are assigned to specific employees. A cold chain storage facility with advanced temperature control technology and a precise quality control system of the Group was established in Shuangliu District, Chengdu, Sichuan Province, ensuring that a robust quality control system is in place for the Group.

The Group has demanded its subsidiaries to actively obtain quality qualification certificates. During the Reporting Period, Chengdu Hengmeisheng Biotechnology Co., Ltd., a subsidiary of the Group, obtained the ISO13485 Medical Equipment Quality Management System Certification.

在硬件能力上，本集團一向採用先進的技術和設備儲存藥品。此外，我們的產品組合於進口市場上一直保持著優良的質量及安全往績記錄。本集團亦一直選擇信譽良好、有長期合作關係的廠商提供倉儲及物流服務。同時，本集團制訂了相應的《第三方物流管理制度》及《藥品儲存管理制度》，並對突發事件制訂了《藥品運輸應急預案》及《冷藏、冷凍藥品運輸應急預案管理制度》。相關管理制度嚴格規定藥品運輸、儲存的各類注意事項，且將責任落實到具體員工。集團旗下四川省成都市雙流區興建的冷鏈倉儲設施擁有先進的控溫技術及精密的質量控制系統，以確保本集團擁有強大的質量控制系統。

本集團督促旗下子公司積極獲取質量資格認證，報告期內，本集團旗下成都恒美盛生物科技有限公司已取得ISO13485醫療器械質量管理體系認證。



Chengdu Hengmeisheng Biotechnology Co., Ltd. obtained the ISO13485 Medical Equipment Quality Management System Certification
成都恒美盛生物科技有限公司取得ISO13485醫療器械質量管理體系認證

Advertising and Labelling

The Group does not engage in any advertisement and promotion of the prescription drugs because advertising of prescription drugs is strictly prohibited according to the national regulations. The product packaging and label that the Group involves were all issued by the National Medical Products Administration. The imported drugs purchased by the Group are in compliance with national laws and regulations. The Group has formulated the Import Procurement Management System, which clearly stipulates the procurement process and contracts for imported drugs, including regulations on the labels of imported drugs. When conducting the import procurement business, the Group strictly follows the requirements under relevant regulations, including Drug Administration Law, Administrative Measures for the Import of Drugs and Good Supply Practice for Pharmaceutical Products, to ensure the quality and the safe and effective use of procured drugs. The Group stipulates that a quality assurance agreement or contract shall be signed with the supplier when importing procurement drugs, which requires such document to include: drug quality that complies with relevant regulations such as drug standards; drug packaging, labels and instructions that comply with relevant regulations; and quality assurance and responsibility for drug transportation.

Post-sales Service and Product Recall

The Group is committed to providing good products and services to its customers and has formulated the Procedures for Control of Product Sales and Services. We ensure a stable and trustworthy cooperation relationship with our customers by providing them with the required inspection reports and documents of finished pharmaceutical products, receiving customers' enquiries and feedback on product quality and handling customers' complaints in a timely manner. We clearly define the duties and procedures for handling different customer demands. Technical enquiries on product quality and performance will be addressed by the responsible personnel of the Quality Department and Technical Department. For major customer complaints, we will pack the samples in a timely manner and fill in the Registration Form of Customer Complaint, and submit it together with the samples to the Quality Department for their analysing and forming advice, and feedbacks of the result will be sent to the Marketing Department for answering the customers as soon as possible. At the same time, we regularly organise customer visits to solicit their opinion and suggestions, understand the quality of the product in use, and answer questions on the use of the products. We also organise medical experts to visit our office from time to time to conduct knowledge exchanges and seminars, and have in-depth communication with the Group's professional and technical staff, who will actively take heed to the experts' advice and continuously improve and enhance the quality of our products.

廣告及標籤

由於國家規定嚴禁處方藥物廣告，故本集團並無從事任何處方藥物廣告及推廣。集團涉及的產品包裝及標籤均由國家藥品監督管理局簽發。本集團採購的進口藥品均符合國家法律法規。本集團制訂了《進口採購管理制度》，對進口藥品的採購流程和合同作出明確規定，其中對進口藥品標籤做出規定。本集團在實施進口採購業務時，嚴格執行《藥品管理法》、《進口藥品管理辦法》、《藥品經營質量管理規範》等有關法規的要求，確保購進藥品的質量和使用安全有效。本集團規定進口採購藥品應與供貨單位簽訂質量保證協議或合同，要求該文件包括：藥品質量符合藥品標準等有關規定；藥品包裝、標籤、說明書符合有關規定；藥品運輸的質量保證及責任。

售後服務及產品召回

本集團致力於為客戶提供良好的產品及服務，已制訂《產品銷售和服務控制程序》。我們確保與客戶構建穩定信任的合作關係，向客戶提供所需的藥品成品檢驗報告及文件；接受客戶對產品質量的相關諮詢和信息反饋，及時處理客戶投訴。我們明確不同客戶需求的處理職責及流程，針對產品質量、使用性能等技術上的諮詢，由質量部及技術部負責人員進行解答；針對重大客戶投訴，需及時包留樣本並填寫《顧客投訴登記表》，與樣本一起交由品質部處理，進行分析提出處理意見，並回饋至市場部，儘快給予顧客答覆。同時，定期組織客戶走訪，聽取意見和建議，了解產品使用過程中的質量情況，解答使用中的疑問。我們還不定期組織醫療專家來辦公場所進行參觀交流、研討座談，與集團專業技術人員進行深入溝通，積極聽取專家意見，不斷改進和提高產品品質。



During the Reporting Period, the Group did not recall any product due to product quality issues, nor did it receive any complaints about its products and services. All products are examined by the Institute for Drug Control after their customs clearance, with an examination report of pharmaceutical imports being issued.

The Group published the Management Regulation on Pharmaceutical Product Return, clearly setting out the procedures for voluntary product recall and informing the downstream distributors how to handle product returns and exchanges in an orderly manner. With the aim to collect reports on adverse drug reaction and complaints from a wider customer base effectively, the Group has created a specific webpage named “Pharmacovigilance” on the company website where the “Adverse drug reaction form” is used to collect the information of patients, drugs used and adverse drug reaction. Upholding the principle of “Sinco Pharma is determined to provide the public with safe, effective and quality-reliable drugs to ensure safe medication for patients”, our management will seriously take and duly handle each feedback and complaint.

During the Reporting Period, we organised specialised training for the study of the Administrative Measures for the Monitoring and Reevaluation of Medical Device Adverse Events and the Administrative Measures for the Recall of Medical Devices for key departments such as the Legal Affairs Department, the Quality Department, the Research and Development Department, the Engineering and Equipment Department, the Marketing Department, the Production Department, and the Technical Department in order to enhance the management capability for pharmaceutical products.

Protection of Intellectual Property

The Group respects the intellectual property rights of cooperative pharmaceuticals and actively protects the patents, trademarks, core technologies, method of use and packaging designs of pharmaceuticals. The Group strictly complies with the laws and regulations relating to intellectual property in the countries and regions in which the Group operates. For details, please refer to “Major Laws and Regulations to be Complied with” in Appendix 1. During the Reporting Period, the Group did not receive any reports or complaints on serious violations of laws and regulations relating to intellectual property.

本報告期內，本集團未出現因產品質量問題而召回產品的情況，亦未有收到任何關於產品和服務的投訴。所有產品均在清關後由藥檢所進行藥品檢驗並核發進口藥品檢驗報告書。

本集團已制訂《藥品退貨管理規定》，明確主動召回藥品的實施流程，並告知下游經銷商如何有序處理退換貨。為有效收集廣大客戶的藥品不良反應記錄及投訴情況，本集團於官方網站推出「藥物警戒」專頁，利用其中的「藥品不良反應／事件報告表」收集患者信息、用藥信息及藥品不良反應信息。本集團秉持「興科蓉堅決為公眾提供安全有效、質量可靠的藥品，保障患者用藥安全」的宗旨，各項反饋及投訴都將得到管理層的認真對待及妥善處理。

本報告期內，我們組織開展了研讀《醫療器械不良事件監測和再評價管理辦法》及《醫療器械召回管理辦法》專題培訓，覆蓋法務部、質量部、研發部、工程設備部、市場部、生產部、技術部等重要部門，提升藥品管理能力。

知識產權保護

本集團尊重合作藥品的知識產權，積極保護藥品專利、商標、核心技術、使用方式、包裝設計等。本集團嚴格遵守業務與經營所在國家及地區的知識產權相關法律法規，詳情請查閱附錄1—「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反知識產權相關法律及法規的舉報或投訴。

Regarding the Group's intellectual property rights and trade secrets, the Group's Code of Business Conduct and Ethics, which was amended during the year, clearly stipulates:

- All inventions, creative works, computer software, technology or trade secrets acquired by staff in the course of their duties or through the Group's information and technical resources shall be deemed as the Group's property.
- The Group maintained strict confidentiality policy with respect to information obtained from customers, suppliers and other parties in the course of business. Staff is required to comply with all written or unwritten confidentiality rules and policies and to fulfil the confidentiality obligations and responsibilities applicable to him/her during employment.
- Other than in the performance of duties related to his or her position, staff shall neither disclose, release or publish trade secrets or other confidential business information of the Group, nor use confidential information beyond his or her duties, without the prior approval of the Group.

The Group will continue to strengthen its intellectual property protection mechanism. In case of new products launched in the future, the Group will further establish intellectual property protection and management system.

Privacy Protection and Information Security

The Group strictly complies with the laws and regulations relating to privacy protection and information security in the countries and regions in which the Group operates. For details, please refer to "Major Laws and Regulations to be Complied with" in Appendix 1. During the Reporting Period, the Group did not receive any reports or complaints on serious violations of laws and regulations relating to privacy protection and information security.

In accordance with such laws and regulations, the Group has established relevant management system to ensure the data security and privacy protection of our customers. We require all of our employees to keep trade secrets by signing a Confidentiality Agreement upon joining the Company and by strictly complying with relevant terms and conditions of the Trade Secrets Management System in their work.

對於本集團的知識產權及商業機密，集團於本年度內修訂《商業行為和道德規範》，其中明確規定：

- 員工在履行職責的過程中或通過集團的信息和技術資源取得的所有發明、創造性作品、電腦軟件、技術或商業秘密，都應視作集團財產。
- 集團貫徹嚴格的保密政策，對開展業務時取得的客戶、供應商及其他方的信息必須保密。員工被僱傭期間，必須遵守所有書面或非書面的保密規則和政策，並且履行適用於其本人的保密義務和責任。
- 除履行與自己職位有關的責任之外，在沒有獲得集團事先批准的情況下，員工既不應披露、發佈或出版商業機密或集團其他的機密性商業信息，也不能使用其職責之外的機密信息。

集團將繼續加強知識產權保護機制，如未來推出新產品，本集團將進一步設立知識產權保護及管理制度。

私隱保護及信息安全

本集團嚴格遵守業務與經營所在國家及地區的私隱保護及信息安全相關法律法規，詳情請查閱附錄1－「須遵循的主要法律法規」。本報告期內，本集團並無接獲任何有關嚴重違反私隱保護及信息安全相關法律及法規的舉報或投訴。

根據該等法律法規，本集團建立相關管理制度，以確保客戶的數據安全及私隱保護。我們要求全體員工保守商業秘密，於入職時簽署《保密協議》，並在工作中嚴格遵守《商業秘密管理制度》有關條款及規定。



Furthermore, aiming to ensure that distributors and sales persons are competent to protect information security and meet the national and industrial requirements for corporate information security, we have formulated relevant management documents such as Distributor Management Measures, Sales Management System and the Code of Conduct on Customer Service to clarify security responsibilities and standardize technical requirements for developing information security system based on national guidelines and standards for information security.

Responsible Supply Chain

The Group understands that effective operation of procurement is the critical part to maintain stable businesses. Currently, the Group's main suppliers are 2 overseas pharmaceutical manufacturers, and products of the suppliers are mainly from Austria, Sweden, Germany, Cyprus and France. In order to streamline the complicated procurement procedures of importing pharmaceutical products from the aforesaid countries, the Group has established the Management Regulation on the Procurement of Imported Products with reference to the regulations of the authorities such as the PRC General Administration of Customs, Entry-Exit Inspection and Quarantine Bureau, China Food and Drug Administration. Besides, the Group has also formulated standardized procurement documentation for various pharmaceutical products. The Group has set up the complete audit mechanism aimed at all the suppliers to ensure that the quality and safety of the product and service procured are up to the prescribed standard. Each audit process is described below:

Acceptance audit

The Group has formulated the Import Procurement Management System and Supplier Audit Management System. Prior to establishing any partnership with suppliers or its sales agents, the Group will consider several factors, such as conformance of the qualification of the cooperation parties with the national standards, branding's alignment with the Group's strategic objectives, products' alignment with future prospects in the market of China and the Group's core business, and witting control of the ESG risks by the cooperation parties.

接納審核

本集團已制訂《進口採購管理制度》及《供應商審核管理制度》。與供應商或其銷售代理建立任何合作關係前，本集團會考慮合作方資質是否符合國家標準、品牌是否符合本集團戰略目標、產品是否符合中國市場未來前景及本集團核心業務、合作方是否有意識地控制其ESG風險等多個因素。

Process follow-up

The Group has formulated the Materials Management System, pursuant to which, materials provided by suppliers will be inspected in accordance with the requirements to ensure the compliant with the standards.

過程跟蹤

本集團已制訂《物資管理制度》，並按要求檢查供應商提供的物料，確保其符合標準。

同時，為確保經銷商及銷售的信息安全保護能力，滿足國家及行業對企業信息安全的要求，我們設立了《經銷商管理辦法》、《銷售管理制度》、《客服工作守則》等有關管理文件，根據國家信息安全指引及標準，明確安全責任及規範開發信息安全系統的技術要求。

負責任供應鏈

本集團深知保持採購環節高效運作是保障集團業務穩定的關鍵。目前本集團的主要供應商共2家，為海外製藥企業，藥品供應地點主要位於奧地利、瑞典、德國、塞浦路斯、法國等國家。為了將上述國家繁複的進口藥品採購程序簡化，本集團根據國家海關總署、出入境檢驗檢疫局、食品藥品監督管理局等部門的規章制度，設立了《進口產品採購管理規定》。此外，本集團亦對各種藥品制訂標準的採購文件。本集團建立了針對所有供應商的全過程審核機制，以確保所獲得產品及服務的質量與安全符合規定的標準。各審核流程載述如下：

Assessment management

The Group has formulated the Appraisal Measures for Suppliers. We organise regular comprehensive assessment on suppliers to review and analyse the product quality control, technical competency, delivery performance and capability, product pass rate, equipment management capability, service levels, etc. Based on the assessment results, the Group will develop a qualified supplier list. Meanwhile, we will continue to identify strategic suppliers, motivate relevant suppliers to make necessary quality improvements, and establish a blacklisted supplier list to remove any disqualified and non-compliant suppliers.

評估管理

本集團已制訂《供應商考核辦法》。我們定期安排對供應商進行綜合評估，審核及分析產品質量控制、技術能力、交貨表現及能力、產品合格率、設備管理能力、服務水平等方面。根據評估結果，本集團將建立合資格供應商名單。同時，我們繼續物色戰略供應商，激勵相關供應商作出必要質量改進，並制訂供應商黑名單以剔除不合格及不合規供應商。

Change of situation

The Group has formulated the Change Management System. In case of major changes in the production conditions, specifications, models, production technology, quality standards, inspection methods and other key factors that may affect the quality of the purchased goods, the Group will re-assess the supplier and conduct an on-site audit if necessary.

情況變動

本集團已制訂《變動管理制度》。當生產條件、規格、型號、生產工藝、質量標準及檢驗方法等關鍵因素發生重大變化而可能影響所購貨物質量時，本集團會重新評估供應商，必要時將進行現場審核。

The Group is committed to jointly building a harmonious and stable partnership and a sustainable business ecosystem with its partners, to achieve win-win cooperation through complementary advantages and mutual benefits sharing. Suppliers and the Group maintained good working relationship and exchanged information on new market developments and sales data of products in order to better align and adjust the procurement and sales plans accordingly, which in turn will create sustainable supply chains that are resilient, transparent and fair.

本集團致力於與合作夥伴攜手，構建和諧穩定的合作關係，打造可持續商業生態圈，透過優勢互補、互利互惠，最終實現共贏。供應商與本集團保持良好的工作關係，互相提供產品的最新市場發展信息及銷售數據，以便更好地配合及調整採購及銷售計劃，從而建立彈性、透明且公平的可持續供應鏈。

The Group also recognises the importance of environmental and social risks arising from the supply chain activities, such as political incidents, terrorist attacks, crisis, wars, public emergency events and other events that are difficult to be predicted and prevented. The Group plans to include more ESG risk identification standards in the Appraisal Measures for Suppliers and formulate implementation measures to monitor the behaviour of suppliers to address the potential negative environmental and social impacts. In response to these risks, an emergency response team of the Group has prepared various contingency plans and measures in advance to manage some potential but highly disruptive incidents should these incidents occurred.

本集團亦深明供應鏈活動中環境和社會風險的重要性，如政治事變、恐怖襲擊、危機、戰爭、公共緊急事件等難以預測和防範的事件。本集團計劃於《供應商考核辦法》中新增更多環境、社會及管治風險識別標準，並制定實施措施監控供應商的有關行為，以應對潛在負面環境及社會影響。針對這些風險，本集團的應急小組已提前制訂各種應急計劃及措施，以便在該等潛在但極具破壞性的事件發生時進行管理。



Social Responsibility Commitment

The Group is committed to be a responsible global corporate citizen. Community charities and public welfare have always been one of the considerations to stimulate the Group's business development. The Group is concerned over the business operation impact on each stakeholder, and strives to manage our behaviours to contribute to the communities where we operate. The Group maintains close interaction with the communities by participating in community activities and ensures that our business development strategy takes into the consideration of our community's interests and benefits.

In March 2017, the Group established the Sinco Charitable Foundation, which had been operating until 2024. The foundation aims at providing assistance to the impoverished patients within the community for receiving better medical treatment; rectifying unhealthy living habit and improving health conditions of low-income patients; enhancing the publicity of health knowledge and changing the outdated mindset regarding seeking medical treatment.

承擔社會責任

本集團致力於成為負責任的全球企業公民。社區慈善和公益一直是促進本集團業務發展的考慮因素之一。本集團關注業務運營對各個持份者的影響，並致力於管理我們的行為，為營運所在社區作出貢獻。本集團通過參與社區活動與社區保持緊密互動，並確保業務發展戰略顧及社區的利益及裨益。

本集團於2017年3月設立了興科蓉慈善基金，並持續經營至2024年。該項基金旨在援助社區的貧困患者，使其獲得更好的醫學治療條件；改善低收入患者的不良生活習慣和健康狀況；加強健康知識宣傳及改善落後的就醫觀念。

Appendix 1 Major Laws and Regulations to be Complied with

附錄1 須遵循的主要法律法規

Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
Anti-bribery 反腐敗	• Anti-Unfair Competition Law of the PRC • Anti-Money Laundering Law of the PRC • Supervision Law of the PRC • Interim Provisions of the State Administration for Industry and Commerce on Prohibiting Commercial Bribery • Interpretation of the Supreme People's Court and the Supreme People's Procuratorate on Issues Concerning Application of Law in Handling Criminal Cases of Corruption and Bribery • Interim Provisions on Banning Commercial Bribery • Regulations on Fair Competition Review • Prevention of Bribery Ordinance • 《中華人民共和國反不正當競爭法》 • 《中華人民共和國反洗錢法》 • 《中華人民共和國監察法》 • 《國家工商行政管理局關於禁止商業賄賂行為的暫行規定》 • 《最高人民法院、最高人民檢察院關於辦理貪污賄賂刑事案件適用法律若干問題的解釋》 • 《關於禁止商業賄賂行為的暫行規定》 • 《公平競爭審查條例》 • 《防止賄賂條例》

Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
Environmental	- Environmental Protection Law of the PRC - Environmental Protection Tax Law of the PRC - Water Law of the PRC - Law of the PRC on Prevention and Control of Water Pollution - Law of the PRC on the Prevention and Control of Atmospheric Pollution - Law of the PRC on the Prevention and Control of Environmental Pollution Caused by Solid Wastes - Law of the PRC on Promoting Clean Production - Law of the PRC on the Prevention and Control of Noise Pollution - Integrated Wastewater Discharge Standard - Administrative Measures for Electricity Conservation - Regulations on Water Conservation - Hazardous Waste Storage Pollution Control Standard - Graphic Logo for Environmental Protection – Solid Waste Storage (Disposal) Site - Administrative Measures for the Transfer of Hazardous Wastes - National Catalogue of Hazardous Wastes (Edition 2025) - Measures for the Prevention and Control of Environment Pollution by Discarded Dangerous Chemicals - Measures for the Administration of Hazardous Waste Transfer Manifests
環境	《中華人民共和國環境保護法》 《中華人民共和國環境保護稅法》 《中華人民共和國水法》 《中華人民共和國水污染防治法》 《中華人民共和國大氣污染防治法》 《中華人民共和國固體廢物污染環境防治法》 《中國人民共和國清潔生產促進法》 《中華人民共和國噪聲污染防治法》 《污水綜合排放標準》 《節約用電管理辦法》 《節約用水條例》 《危險廢物貯存污染控制標準》 《環境保護圖形標誌固體廢物貯存(處置)場所》 《危險廢物轉移管理辦法》 《國家危險廢物名錄》(2025年版) 《廢棄危險化學品污染環境防治辦法》 《危險廢物轉移聯單管理辦法》



Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
Employment 僱傭	• Labour Law of the PRC • Employment Promotion Law of the PRC • Labour Contract Law of the PRC • Social Security Law of the PRC • Law of the PRC on Mediation and Arbitration of Labour Disputes • Law of the PRC on the Protection of Rights and Interests of Women • Employment Promotion Law of the PRC • Tentative Provisions on Payment of Wages • Regulations on the Housing Provident Fund • Regulation on Work-related Injury Insurance • Provisions on the Prohibition of Using Child Labour • 《中華人民共和國勞動法》 • 《中華人民共和國就業促進法》 • 《中華人民共和國勞動合同法》 • 《中華人民共和國社會保險法》 • 《中華人民共和國勞動爭議調解仲裁法》 • 《中華人民共和國婦女權益保護法》 • 《中華人民共和國就業促進法》 • 《工資支付暫行規定》 • 《住房公積金管理條例》 • 《工傷保險條例》 • 《禁止使用童工規定》
Safety and Health 安全與健康	• Fire Control Law of the PRC • Work Safety Law of the PRC • Occupational Disease Prevention and Control Law of the PRC • Occupational Health and Safety Management System • Special Provisions on Labour Protection for Female Employees • Measures for the Ascertainment of Work-related Injuries • 《中華人民共和國消防法》 • 《中華人民共和國安全生產法》 • 《中華人民共和國職業病防治法》 • 《職業健康安全管理體系》 • 《女職工勞動保護特別規定》 • 《工傷認定辦法》



Scope 範疇	Major Laws and Regulations to be Complied with 須遵循的主要法律法規
Product Responsibility 產品責任	• Product Quality Law of the PRC • Law of the PRC on the Protection of Rights and Interests of Consumers • Regulations for Implementation of the Law of the PRC on the Protection of Rights and Interests of Consumers • Drug Administration Law of the PRC • Regulations for Implementation of the Drug Administration Law of the PRC • Good Supply Practice for Pharmaceutical Products • The Implementation Rules of Good Supply Practice for Pharmaceutical Products • Measures for Quality Supervision and Administration of Distribution and Use of Medicinal Products • Cybersecurity Law of the PRC • Data Security Law of the PRC • Administrative Measures on Internet-based Information Services • 《中華人民共和國產品質量法》 • 《中華人民共和國消費者權益保護法》 • 《中華人民共和國消費者權益保護法實施條例》 • 《中華人民共和國藥品管理法》 • 《中華人民共和國藥品管理法實施條例》 • 《藥品經營質量管理規範》 • 《藥品經營質量管理規範實施細則》 • 《藥品經營和使用質量監督管理辦法》 • 《中華人民共和國網絡安全法》 • 《中華人民共和國數據安全法》 • 《互聯網信息服務管理辦法》
Intellectual Property 知識產權	• Patent Law of the PRC • Trademark Law of the PRC • Implementation Regulations of the Trademark Law of the PRC • 《中華人民共和國專利法》 • 《中華人民共和國商標法》 • 《中華人民共和國商標法實施條例》



Appendix 2 Index of “Comply or explain” Provisions of the Environmental, Social and Governance Reporting Guide

附錄2 《環境、社會及管治報告指引》「不遵守就解釋」條文索引

Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
A. Environmental A. 環境			
<i>Aspect A1: Emissions</i> <i>層面A1：排放物</i>			
General Disclosure 一般披露	A1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Emission Administration 排放管理
KPI 關鍵績效指標	A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	Emission Administration 排放管理
	A1.2	Direct and energy indirect greenhouse gas emissions and intensity. 直接及能源間接溫室氣體排放量及密度。	Emission Administration 排放管理
	A1.3	Total hazardous waste produced and intensity. 所產生有害廢棄物總量及密度。	Emission Administration 排放管理
	A1.4	Total non-hazardous waste produced and intensity. 所產生無害廢棄物總量及密度。	Emission Administration 排放管理
	A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Emission Administration 排放管理
	A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Emission Administration 排放管理



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect A2: Use of Resources 層面A2：資源使用			
General Disclosure 一般披露	A2	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Use of Resources 資源使用
KPI 關鍵績效指標	A2.1	Direct and/or indirect energy consumption by type in total and intensity. 按類型劃分的直接及／或間接能源總耗量及密度。	Use of Resources 資源使用
	A2.2	Water consumption in total and intensity. 總耗水量及密度。	Use of Resources 資源使用
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources 資源使用
	A2.5	Total packaging material used for finished products and with reference to per unit produced. 製成品所用包裝材料的總量及每生產單位佔量。	Use of Resources 資源使用



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect A3: The Environment and Natural Resources 層面A3：環境及天然資源			
General Disclosure 一般披露	A3	Policies on minimising the significant impacts on the environment and natural resources. 減低對環境及天然資源造成重大影響的政策。	The business of the Group does not cause any significant impacts on the environment and natural resources. 本集團所經營的業務不會對環境及天然資源造成重大影響。
KPI 關鍵績效指標	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	
Aspect A4: Climate Change 層面A4：氣候變化			
General Disclosure 一般披露	A4	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact. 識別及應對已經及可能會產生影響的重大氣候相關事宜的政策。	Response to Climate Change 應對氣候變化



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
B. Social B. 社會			
<i>Aspect B1: Employment</i> <i>層面B1：僱傭</i>			
General Disclosure 一般披露	B1	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Protection of Employees' Rights and Interests 員工權益保障
KPI 關鍵績效指標	B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. 按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Protection of Employees' Rights and Interests 員工權益保障
	B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	Protection of Employees' Rights and Interests 員工權益保障



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect B2: Health and Safety 層面B2：健康與安全			
General Disclosure 一般披露	B2	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Occupational Health and Safety 職業健康安全
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Occupational Health and Safety 職業健康安全
	B2.2	Lost days due to work injury. 因工傷損失工作日數。	Occupational Health and Safety 職業健康安全
KPI 關鍵績效指標	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Occupational Health and Safety 職業健康安全



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
<i>Aspect B3: Development and Training</i> <i>層面B3：發展及培訓</i>			
General Disclosure 一般披露	B3	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Talent Development Plan 人才發展規劃
KPI 關鍵績效指標	B3.1	The percentage of employees trained by gender and employee category. 按性別及僱員類別劃分的受訓僱員百分比。	Talent Development Plan 人才發展規劃
	B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Talent Development Plan 人才發展規劃
<i>Aspect B4: Labour Standards</i> <i>層面B4：勞工準則</i>			
General Disclosure 一般披露	B4	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Labour Compliance 勞工合規
KPI 關鍵績效指標	B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Labour Compliance 勞工合規
	B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Labour Compliance 勞工合規



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect B5: Supply Chain Management 層面B5：供應鏈管理			
General Disclosure 一般披露	B5	Policies on managing environmental and social risks of the supply chain. 管理供應鏈的環境及社會風險政策。	Responsible Supply Chain 負責任供應鏈
KPI 關鍵績效指標	B5.1	Number of suppliers by geographical region. 按地區劃分的供應商數目。	Responsible Supply Chain 負責任供應鏈
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Responsible Supply Chain 負責任供應鏈
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Responsible Supply Chain 負責任供應鏈
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Responsible Supply Chain 負責任供應鏈



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect B6: Product Responsibility 層面B6：產品責任			
General Disclosure 一般披露	B6	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress. 有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Product Quality and Safety 產品質量安全
KPI 關鍵績效指標	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Product Quality and Safety 產品質量安全
	B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	Product Quality and Safety 產品質量安全
	B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	Product Quality and Safety 產品質量安全
	B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	Product Quality and Safety 產品質量安全
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Product Quality and Safety 產品質量安全



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect B7: Anti-corruption 層面B7：反貪污			
General Disclosure 一般披露	B7	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-corruption 反貪污
KPI 關鍵績效指標	B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反貪污
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反貪污
	B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反貪污



Subject Areas, Aspects 主要範疇、層面		Description 描述	Corresponding Sections 相關章節
Aspect B8: Community Investment 層面B8：社區投資			
General Disclosure 一般披露	B8	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social Responsibility Commitment 承擔社會責任
KPI 關鍵績效指標	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Social Responsibility Commitment 承擔社會責任
	B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Social Responsibility Commitment 承擔社會責任



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