東瑞製葯（控股）有限公司
DAWNRAYS PHARMACEUTICAL (HOLDINGS) LIMITED
(在開曼群島註冊成立的有限公司)
(incorporated in the Cayman Islands with limited liability)
股份編號：2348 Stock Code : 2348

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

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About the Group
關於本集團

Dawnrays Pharmaceutical (Holdings) Limited (the "Company") and its subsidiaries (collectively referred to as the "Group" or "we") operate and develop its business in an integrity, pragmatic and stable manner. The Group also always adheres to the principle of product quality as its operational principle to carry out daily production and management for the purpose of providing customers with reliable products and services, creating economic growth for society, and bringing return for shareholders' investment.

東瑞製葯(控股)有限公司(「本公司」)及其附屬公司(統稱「本集團」或「我們」)一向以誠信、務實和穩健的態度經營與發展業務。本集團亦始終堅持以產品質量為營運的基本原則，執行日常生產及管理任務，旨在為客戶供應可信賴的產品和服務，為社會創造經濟增長，為股東投資帶來回報。

During the progress of our business development, the Group is committed to maintaining the core values of its operations and always complies with the requirements of various laws and regulations. The Group responds positively to all aspects of environmental, social and corporate governance ("ESG"), continues to improve and merge with management, and fulfills its obligations as a social corporate to ensure the sustainable development of the Group's business.

在業務發展過程，本集團致力維護經營的核心價值觀，不忘遵守各種法例和規則的要求，就環境、社會及企業管治(「ESG」)各範疇事務積極回應，持續進步並融會貫通於管理工作，以盡義務履行企業的社會責任，務求本集團業務可持續發展。

The Group knows well that corporate sustainability is closely related to ESG factors and affects each other. Therefore, when planning business development, the Group strives to assess the long-term impact of the business on social interests and takes the allocation of environmental resources into consideration so as to seek the maximum balance between business development and ESG.

本集團深知企業可持續發展與ESG因素息息相關，互相影響。因此，本集團在策劃業務發展過程中，均盡力評估業務長遠對社會利益的影響並將環境資源分配列入考慮當中，以尋求企業發展與ESG的互動達致最大平衡。

CORPORATE OVERVIEW

企業概覽

The Group was founded in December 1995 with a focus on product development, production and sale of cephalosporin antibiotics and system specific medicines. The Group is listed on the Main Board of The Stock Exchange of Hong Kong Limited ("HKEX") on 11 July 2003 with stock code 2348.

本集團始創於一九九五年十二月，主要從事頭孢菌素類抗生素以及系統專科藥物的開發、製造及銷售。本集團於二零零三年七月十一日在香港聯合交易所有限公司(「聯交所」)主板上市，股份編號：2348。

The cephalosporin antibiotics products of the Group include intermediates, bulk medicines, powder for injections and oral solid preparations. Specific medicines cover the cardiovascular system, anti-HBV, anti-allergic, digestive system, urinary system and endocrine system, etc.. The dosage forms include tablets, capsules, granules, pills and dry suspensions, etc..

本集團頭孢菌素類抗生素產品包括中間體、原料藥、粉針劑和口服固體製劑。專科藥物覆蓋心血管系統、抗乙肝病毒、抗過敏、消化系統、泌尿系統和內分泌系統等。劑型有片劑、膠囊劑、顆粒劑、滴丸劑及干混懸劑等。

The Group's Research and Development ("R&D") Center was established in 2002, centrally coordinating and managing research and development operations across all subsidiaries within the Group. Through external talent acquisition and internal talent development, the Group aims to constantly optimize its talent structure while strengthening technical expertise and research capabilities, with the proportion of proprietary R&D demonstrating sustained growth. The Group plans to progressively increase R&D investment to diversify its product pipeline and accelerate iterations of existing product lines, striving for the launch of new products every year to add new momentum to the Group's future development.

本集團研發(「研發」)中心於二零零二年成立,統籌協調管理本集團各子公司的研發業務。本集團通過外部人才吸引和內部人才培養持續優化人才結構,提升團隊技術力量和科研能力,自主研發佔比在不斷提高。本集團將持續加大研發投入,豐富產品管線及現有產品線的反覆運算,保持每年都有新產品上市,為本集團未來發展增加新動能。

At present, the Group has established the "Xian" series of anti-infective drug and the "An" series of cardiovascular drug brands. The Group's anti-infective drugs such as Cefoperazone Sodium for injection (先必先®), Cefoperazone Sodium and Sulbactam Sodium for injection (先舒®); the specific medicines such as Amlodipine Besylate Tablets (安內真®), Losartan Potassium and Hydrochlorothiazide Tablets (安內喜®), Cetirizine Hydrochloride Tablets (西可韋®), Entecavir Dispersible Tablets (雷易得®, 瑞夫恩®), Atorvastatin Calcium Tablets (安維寧®, 舒邁通®) and Simvastatin Pills (劍之亭®) were all either earlier approved for production and marketing in the similar products in Mainland China or with market shares placed in leading positions.

目前,本集團已建立起「先」系列抗感染藥物和「安」系列心血管藥物品牌,而本集團的抗感染藥物注射用頭孢哌酮鈉(先必先®)、注射用頭孢哌酮鈉舒巴坦鈉(先舒®)、專科藥物苯磺酸氨氯地平片(安內真®)、氯沙坦鉀氫氯噻嗪片(安內喜®)、鹽酸西替利嗪片(西可韋®)、恩替卡韋分散片(雷易得®、瑞夫恩®)、阿托伐他汀鈣片(安維寧®、舒邁通®)和辛伐他汀滴丸(劍之亭®)等皆為國內同類品種較早獲准生產上市的產品或市場佔有率位居前列。

The Group has well-established quality management system. The existing production workshops strictly adopt the People's Republic of China ("China") and international standards for construction. The Group will keep devoting itself to the health of human beings and rely on the high sense of social responsibility and forward-looking thought in order to continuously deliver safe and effective drugs through constant technological innovation.

本集團擁有完善的質量管理體系,現有廠房嚴格按照中華人民共和國(「中國」)和國際標準建設。本集團將始終以致力於人類的健康事業為己任,憑藉高度的社會責任感與前瞻性的思維,通過持續的技術創新,不斷為社會提供安全有效的藥物。

About the ESG Report

關於 ESG 報告

The board (the "Board") of the directors of the Company has overall responsibility for the Group's ESG strategy and reporting. The Group expects that the stakeholders fully understand the Group's corporate mission and social responsibility fulfilled through this ESG Report (the "Report").

本公司董事會(「董事會」)對本集團的ESG策略及匯報承擔全部責任。本集團期望通過本ESG報告(「本報告」),讓持份者充分了解本集團的企業使命及履行的社會責任。

ESG GOVERNANCE STRUCTURE

ESG管治架構

The Group has developed an ESG governance structure to ensure that ESG governance is consistent with our business strategy and to integrate ESG management into our business operations and decision-making process.

本集團已制定ESG管治架構,以確保ESG管治與我們的業務策略保持一致,並將ESG管理融入至我們的業務營運及決策過程當中。

The Board assumes overall responsibility for the Group's ESG issues and is required to develop ESG-related management approach, strategy, priorities and objectives. In order to better manage the Group's ESG performance, related issues and potential risks, the Board regularly assesses and determines the Group's ESG risks and opportunities, and reviews its performance and progress in relation to the relevant targets to respond to China's vision of carbon neutrality and enhance the corporate reputation. The Board is also responsible for ensuring the effectiveness of risk management and internal control systems and approving the disclosures in the Report.

董事會對本集團的ESG議題承擔整體責任,並需制訂ESG相關的管理方針、策略、優次及目標。為了能更完善地管理本集團於ESG方面的表現、相關議題和潛在風險,董事會定期評估及釐定本集團的ESG風險和機遇,並就其相關目標檢討其表現和進展,以響應國家碳中和之願景,提升企業聲譽。董事會亦負責確保風險管理及內部監控系統的有效性,並審批本報告內的披露資料。

In order to systematically manage ESG issues under the authority of the Board, the Board authorized a director of the Company together with the Chief Executive Officer ("CEO") to assist the Board in managing and making decisions on ESG-related matters. They possess the requisite and appropriate skills, experience, knowledge and view to supervise the ESG matters of the Group and are responsible for supervising the implementation of the ESG policies, including reviewing the related policies, practices and the materiality of the ESG-related topics, reviewing ESG-related targets and performance, and assessing and making recommendations on matters concerning the Group's ESG development direction, strategy, planning and risks. The CEO is also required to report periodically to the Board on ESG risks and opportunities, and their impact on business strategy and new investments to assist the Board in the assessment and identification of the Group's ESG risks and opportunities, and to ensure the implementation and effectiveness of risk management and internal control systems. The Board should discuss the ESG-related matters at least once a year to review the annual ESG working plan and working report.

為了在董事會的授權下對ESG議題進行系統管理,董事會授權一名董事與總裁(「總裁」)協助董事會管理及決策ESG相關事宜,彼等具備監督本集團ESG事宜所需的適當技能、經驗、知識及觀點,負責監督本集團ESG相關措施的實施,包括審閱相關政策、常規以及ESG相關議題的重要性,檢討ESG相關目標及表現,以及就ESG發展方向及策略、規劃及風險事宜作出評估及提出建議;總裁並須就ESG風險和機遇,以及其對業務策略及新投資的影響定期向董事會作出匯報,協助評估及識別本集團ESG風險及機遇,並確保風險管理及內部控制系統的實施及有效性。董事會需至少每年一次集體討論ESG相關事宜,審議年度ESG工作計劃及工作報告。

At the execution level, the CEO has established an ESG working group (the "Working Group") and appointed a vice president to be the Working Group's leader, with various business departments and subsidiaries' senior management as the Working Group members. They have the relevant qualification and experience in various ESG aspects. The Working Group partnered with the independent third party, and is responsible for executing the Group's ESG policies, collecting and analyzing ESG data, monitoring and evaluating the Group's ESG performance, tracking and reviewing the progress of its related targets, ensuring compliance with relevant laws and regulations, assisting in conducting materiality assessments, and preparing the Report. The Working Group is also required to arrange formal meetings at least twice a year to assess the effectiveness of existing policies and procedures. The Working Group should present the analysis report and recommend appropriate solutions to the Board at least twice a year, to improve the overall performance of ESG policies.

在執行層面，總裁成立了ESG工作組(「工作組」)並委派一名副總裁擔任工作組組長，工作組成員由各業務部門及附屬公司的高級管理層組成，在ESG各方面具備相關資歷及經驗。ESG工作組與獨立第三方合作，負責執行本集團ESG政策、收集和分析ESG數據、監察和評估本集團ESG的表現、跟進及檢討其相關目標的進度，確保遵守相關法律和法規和協助開展重要性評估，以及編製本報告。工作組亦需每年至少安排兩次正式會議，評估現行政策和程序的有效性，工作組需至少每年兩次向董事會匯報分析報告以及建議適當的解決方案，以提高ESG政策的整體績效。

REPORTING PERIOD

The Report covered the effort of the Group in the ESG aspects during the period from 1 January 2024 to 31 December 2024 ("Reporting Period" or "2024"). Comparative data for the year ended 31 December 2023 ("2023") will be provided in the Report when appropriate.

報告期間

本報告涵蓋於二零二四年一月一日至二零二四年十二月三十一日期間(「報告期間」或「二零二四年」)本集團在ESG方面的努力。本集團亦會在適當的情況下於本報告提供截至二零二三年十二月三十一日止年度(「二零二三年」)的比較數據。

REPORTING FRAMEWORK

The Group prepared this Report according to the requirements set out in Appendix C2 "Environmental, Social and Governance Reporting Guide (the "ESG Reporting Guide") of Listing Rules of HKEX. Details of corporate governance are addressed separately in the Corporate Governance Report in the Group's Annual Report 2024. During the preparation for the Report, the Group has applied the reporting principles in the aforementioned ESG Reporting Guide as the following:

Materiality: The Group conducted a materiality assessment to identify material issues during the Reporting Period, and adopted the confirmed material issues as the focus for the preparation of the Report. The materiality of issues was reviewed and confirmed by the Board and the Working Group. Please refer to the sections headed "Stakeholders Engagement" and "Materiality Assessment" for further details.

Quantitative: The standards and methodologies used in the calculation of key performance indicators ("KPIs") data, as well as the applicable assumptions are supplemented by explanatory notes.

Consistency: Unless otherwise stated, the preparation approach of the Report was substantially consistent with 2023 for comparison purposes. If there is any change in the calculation methodologies in the Report, which may affect the comparison with previous reports, the Group will also explain the corresponding data. As the business models of certain production bases of the Group have changed during the Reporting Period, part of the scope of data disclosure has been adjusted accordingly. The relevant changes will be explained in detail in the section headed "Reporting Scope".

報告框架

本集團根據聯交所證券上市規則附錄C2《環境、社會及管治報告指引》(「ESG報告指引」)編製本報告。而有關企業管治方面之詳情則另在本集團二零二四年報的企業管治報告刊登。在編製本報告時，本集團採用了上述ESG報告指引中匯報原則，如下所示：

*重要性：*本集團已於報告期間進行重要性評估以識別重大議題，並將已確認的重大議題作為本報告的編製重點。議題的重要性已由董事會及工作組審閱及確認。有關進一步詳情，請參閱「持份者參與」及「重要性評估」兩節。

*量化：*計算關鍵績效指標(「關鍵績效指標」)數據所使用的標準和方法以及適用的假設均已於註釋補充。

*一致性：*除非另有說明，本報告的編製方法與二零二三年一致，以便進行比較。如計算方法有任何變化，並可能影響與過往報告的比較，本集團亦將對相應的數據進行解釋。由於本集團部分生產基地的業務於報告期間有所變動，部分數據披露範圍因而有所變更，有關變動將於「報告範圍」一節解釋。

REPORTING SCOPE

During the Reporting Period, there were ten subsidiaries directly or indirectly owned by the Group. Based on the Group's vertically integrated business model and the functions of its subsidiaries, the Report only included the following four subsidiaries of the Group of production and R&D bases. These production and R&D bases are the Group's main source of production capacity and revenue, and the revenue accounted for about 100%.

報告範圍

於報告期間，本集團直接或間接擁有十間附屬公司。基於本集團垂直綜合的業務模式和附屬公司的功能，本報告僅包含本集團下述四間附屬的生產及研發基地，其生產及研發基地皆為本集團主要產能和收入來源，收入佔比約100%。

The reporting scope of 2024 is as follows:

1. Suzhou Dawnrays Pharmaceutical Co., Ltd. ("Suzhou Dawnrays Pharma") — responsible for the development, production and sales of pharmaceutical products.

2. Fujian Dawnrays Pharmaceutical Co., Ltd. ("Fujian Dawnrays Pharma") — responsible for the development, production and sales of pharmaceutical products.

3. Nanjing PharmaRays Science and Technology Co., Ltd. ("Nanjing PharmaRays Science and Tech") — responsible for R&D of pharmaceutical products.

4. Lanzhou Dawnrays Pharmaceutical Co., Ltd. ("Lanzhou Dawnrays Pharma") — responsible for the development, production and sales of pharmaceutical products, intermediates and the business of Contract Development and Manufacturing Organization ("CDMO") of bulk medicine.

As compared with 2023, Dawnrays (Nantong) Pharmaceutical Science and Technology Co., Ltd. has been deregistered and is not included in this Report.

The performance of the above-mentioned businesses in various areas of ESG matters during the Reporting Period has been disclosed in the Report in accordance with the ESG Reporting Guide. We will continue to expand the scope of disclosure in the future when the data collection system of the Group becomes more mature and the sustainable efforts deepened.

二零二四年報告範圍如下：

1. 蘇州東瑞製藥有限公司(「蘇州東瑞製藥」) — 負責開發、生產及銷售醫藥產品。

2. 福建東瑞製藥有限公司(「福建東瑞製藥」) — 負責開發、生產及銷售醫藥產品。

3. 南京福美瑞信科技有限公司(「南京福美瑞信科技」) — 負責醫藥研發。

4. 蘭州東瑞製藥有限公司(「蘭州東瑞製藥」) — 負責開發、生產、銷售醫藥產品及原料藥合同定制研發生產機構(「CDMO」)業務。

相較二零二三年，本報告不包含已註銷的東瑞(南通)醫藥科技有限公司。

本報告已按ESG報告指引要求披露了上述業務於報告期間在ESG事宜各範疇之表現。待本集團之資料收集系統更趨成熟，以及可持續發展工作深化之後，我們將於未來繼續擴大披露範圍。

Stakeholders Engagement

持份者參與

The Group understands that all stakeholders have different expectations and requirements for the Group. We wish to establish open, transparent and effective communication channels with our stakeholders to understand each other's needs. Our goal is to gain a balance between business development and meeting the requirements of stakeholders so as to achieve a balanced and satisfactory result. In order to understand stakeholders' concerns regarding the Group's business as well as ESG issues, we collect their opinions through questionnaires annually.

本集團明白不同持份者對本集團的期望及要求各有不同，我們期望與本集團持份者建立公開、透明以及有效溝通渠道，以了解彼此的需求；我們的目標是兼顧業務發展同時，能滿足持份者的要求，以取得平衡及美滿的結果。為了解持份者對於本集團業務以及ESG相關範疇的關注事項，我們每年透過問卷收集他們的意見。

The Group identifies external and internal stakeholders in accordance with prevailing criteria of measuring the influence, relevance and importance of different people or organizations on the operations of the Group. Communicating with external stakeholders, such as customers, suppliers, shareholders and investors, government and regulators, social organization or institution and community residents, as well as banks, can deepen their understanding of the Group's efforts in ESG. For internal stakeholders, the Group deepens employees' and directors' understanding of relevant ESG aspects through various forms of functions. The following are the stakeholders, expectations and communication channels identified by the Group:

本集團根據有關通行準則衡量不同持份者對本集團營運的影響力、相關程度和重要性，識別出外部及內部持份者。與外部持份者如客戶、供應商、股東及投資者、政府及監管機構、社會團體或機構及社區居民，以及銀行等進行溝通能加深他們對本集團在ESG方面工作的認識。對於內部持份者而言，本集團透過不同形式的活動加深僱員及董事對ESG相關範疇的認識。以下為本集團已識別出的持份者、期望及溝通渠道：

Stakeholders **持份者**	**Expectations** **期望**	**Communication Channels** **溝通渠道**
Internal Stakeholders **內部持份者**		
• Employees 僱員	– Career development opportunities – Health and safety – Remuneration and benefits – Working environment – Recruit staff legally – Corporate culture – Reward and punishment system – 事業發展機會 – 健康與安全 – 薪酬與福利 – 工作環境 – 合法用工 – 企業文化 – 獎懲制度	– Employee performance appraisal – Cultural and sports events – Training, seminars and briefings – Internal network and email – Direct communication – 員工績效考核 – 文化及體育活動 – 培訓、研討會和簡介會 – 內部網絡及電郵 – 直接溝通交流

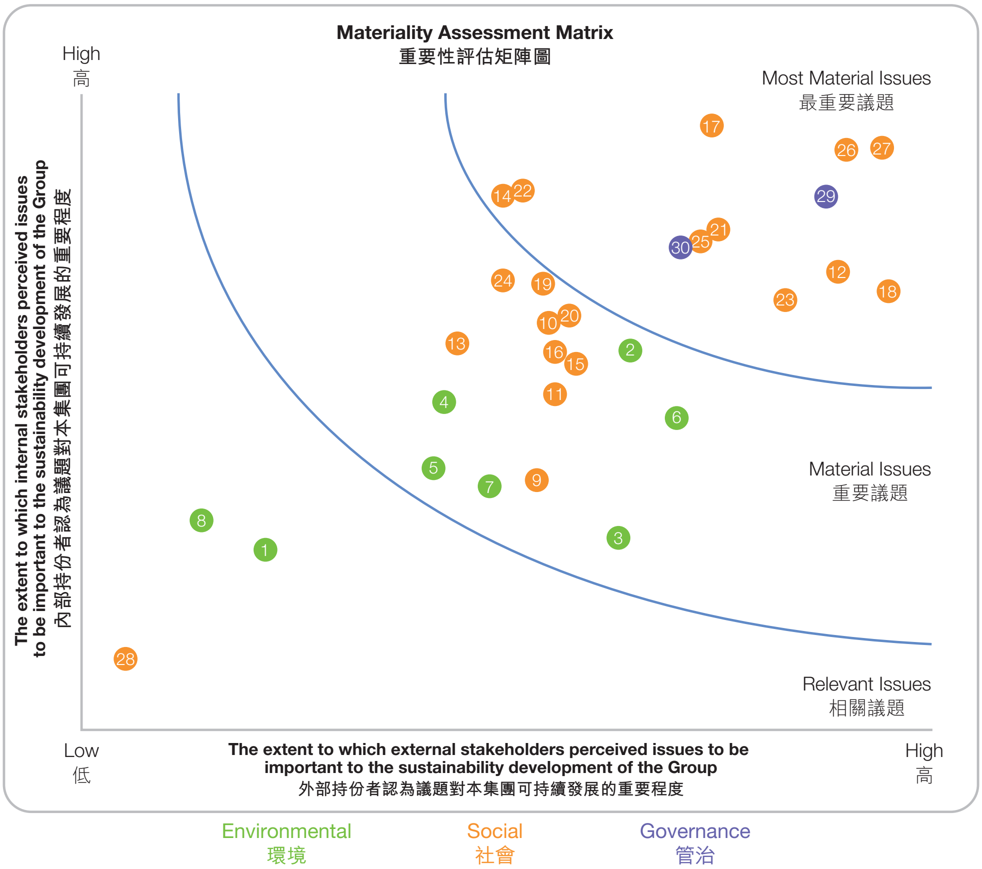
Stakeholders 持份者	Expectations 期望	Communication Channels 溝通渠道
• Directors 董事	– Safeguard the rights and interests of employees – Financial performance – Corporate sustainability – Explore the market – Brand awareness – 維護員工權益 – 財務業績 – 企業可持續發展 – 開拓市場 – 品牌知名度	– Annual general meetings and other general meetings – Financial reports – The Group's website, email and telephone – The management's work reports – The Group's announcements and notices – 股東週年大會及其他股東大會 – 財務報告 – 本集團網頁、電郵及電話 – 管理層工作報告 – 本集團公告及通知
External Stakeholders **外部持份者**		
• Customers 客戶	– Stable relationship – Product quality and safety – Product price – Timely delivery of product – After-sales service – Protect customer privacy – Business integrity and ethics – 穩定關係 – 產品質量和安全 – 產品價格 – 產品及時交付 – 售後服務 – 保障客戶私隱 – 商業誠信與道德	– Customer support hotline and email – Correspondence – Salesperson – 客戶支援熱線和電郵 – 來往公文 – 銷售人員
• Suppliers 供應商	– Fair tender – Timely payment – Unified delivery standard – Industry ethic and reputation – Quality requirement – Cooperation opportunity – 公平招標 – 及時付款 – 統一交付標準 – 行業道德與聲譽 – 質量要求 – 合作機會	– Business meetings, emails and phone calls – Review and assessment – 商務會議、電郵和電話 – 審核與評估

Stakeholders Engagement
持份者參與

Stakeholders 持份者	Expectations 期望	Communication Channels 溝通渠道
• Shareholders and Investors 股東及投資者	– Compliant operation – Protection of rights and interests and fair treatment of shareholders – Return on investment – Corporate profit – Corporate long-term operation – Corporate innovation – 合規經營 – 保障權益及股東公平待遇 – 投資回報 – 企業盈利 – 企業長期經營 – 企業創新	– Annual general meetings and other general meetings – Financial reports – The Group's website, email and telephone – The Group's announcements and notices – 股東週年大會及其他股東大會 – 財務報告 – 本集團網頁、電郵及電話 – 本集團公告及通知
• Government and Regulators 政府及監管機構	– Compliant operation – Policy implementation – Economical benefit – Timely tax payment – 合規經營 – 政策執行 – 經營效益 – 按時納税	– Field visits – Compliance consultant – Financial reports – The Group's website – Legal consultant – 實地考察 – 合規顧問 – 財務報告 – 本集團網頁 – 法律顧問
• Social organization or institution and community residents 社會團體或機構及社區居民	– Give back to society – Health and safety – Environmental protection, energy saving and emission reduction – Charitable and community activities – Social welfare – 回饋社會 – 健康與安全 – 環境保護及節能減排 – 慈善事業及公益活動 – 社會福利	– Media – Social event – Corporate open day – ESG reports – 媒體 – 社會活動 – 企業開放日 – ESG報告
• Banks 銀行	– Financial performance – Compliance with laws and regulations – Operating with integrity – Credit-worthy – 財務業績 – 遵守法律法規 – 誠信經營 – 信用	– Business meetings, emails and phone calls – Annual reports, interim reports and announcements – Review and assessment – 商務會議、電郵和電話 – 年報、中期報告及公告 – 審核與評估

To better understand the opinions and expectations of stakeholders on the Group's ESG performance, a systematic approach has been adopted to conduct annual materiality assessments. With reference to the Group's business development strategies and industry practices, the Group identified and confirmed the list of material ESG issues and has compiled a questionnaire according to the list. Internal and external stakeholders were invited to rate the material issues regarding the Group's sustainable development. The Group analyzed the results of the questionnaire and compiled a materiality assessment matrix. The materiality assessment matrix and identified material issues have been reviewed and confirmed by the Board and the Working Group and are disclosed in the Report. During the Reporting Period, the Group's materiality assessment matrix is as follows:

為更有效了解持份者對本集團之ESG表現的意見及期望，我們採用有系統的方法進行年度重要性評估工作。本集團參考本集團業務發展策略及行業慣例，識別並確認重大ESG議題清單，並按照清單編製問卷調查。本集團已邀請內部及外部持份者對本集團可持續發展的重大議題進行評級。本集團就問卷調查結果進行分析並編製重要性評估矩陣圖。重要性評估矩陣圖及已識別的重大議題會經由董事會及工作組審閱及確認，並於本報告作出披露。於報告期間，本集團的重要性評估矩陣圖如下：



Aspect	Issues
Environmental	1. Greenhouse gas ("GHG") and exhaust gas emissions management 2. Waste and wastewater management 3. Energy consumption 4. Water consumption 5. Packaging materials consumption 6. Protective measures of natural ecological environment 7. Environmental impact of construction project 8. Response to climate change

範疇	議題
環境	1. 溫室氣體(「溫室氣體」)及廢氣排放管理 2. 廢棄物與廢水管理 3. 能源消耗 4. 水資源消耗 5. 包裝物消耗 6. 自然生態環境的保護措施 7. 建設項目的環境影響 8. 應對氣候變化

Aspect	Issues
Social	9. Employee remuneration and welfare
	10. Employee communication and labor rights
	11. Equal opportunity, diversification and anti-discrimination
	12. Occupational health and safety
	13. Employee training and development
	14. Prevention of child labor and forced labor
	15. Supply chain management
	16. Sustainable raw material sourcing
	17. Product quality and safety
	18. Product R&D and innovation
	19. Product pricing
	20. Customer service
	21. Product patent protection and management
	22. Product labeling
	23. Customer privacy protection
	24. Marketing and publicity
	25. Integrity operation and code of ethics
	26. Anti-corruption policies and measures
	27. Compliant operation
	28. Community investment
Governance	29. Sustainable business development
	30. Corporate governance

範疇	議題
社會	9. 員工薪酬與福利
	10. 員工溝通與勞動權益
	11. 平等機會、多元化與反歧視
	12. 職業健康與安全
	13. 員工培訓與發展
	14. 防止童工與強制勞工
	15. 供應鏈管理
	16. 可持續原料採購
	17. 產品質量與安全
	18. 產品研發與創新
	19. 產品訂價
	20. 客戶服務
	21. 產品之專利保護及管理
	22. 產品標籤
	23. 顧客隱私保護
	24. 市場推廣與宣傳
	25. 誠信經營與道德守則
	26. 反貪污政策及措施
	27. 合規運營
	28. 社區投資
管治	29. 業務可持續發展
	30. 企業管治

CONTACT US

The Group welcomes stakeholders' valuable opinions about ESG aspects to help the Group improve. Please contact the Group by following means.

Address: Units 3001–02, 30/F, CNT Tower,
338 Hennessy Road, Wan Chai, Hong Kong
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Email: info@dawnrays.com.hk
Website: www.dawnrays.com

與我們聯絡

本集團歡迎各持份者就ESG方面提供寶貴意見，以助本集團作出改善，請透過以下方式與本集團聯絡。

地址： 香港灣仔軒尼詩道338號
北海中心30樓3001–02室
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ENVIRONMENTAL TARGETS

The Group had set various environmental targets for the year ended 31 December 2021 ("2021") according to our development direction and strategic approach. We monitor and review the progress of the targets periodically, with an aim to manage the sustainable development performance of the Group effectively and implement a sustainable business development model for the Group. The relevant data, comparative data of past years and various environmental measures are set out in the table below and later sections.

環境目標

本集團已根據其發展方向和戰略方針，於截至二零二一年十二月三十一日止年度(「二零二一年」)年訂立多個環境目標，並定期監控及審查目標的進展情況，以有效地管理本集團的可持續發展績效並推行可持續的商業發展模式。相關數據、同比比較及各種環保措施已於下表及後續章節列出。

Aspects **層面**	**Targets** **目標**	**Progresses** **進展**
GHG emissions 溫室氣體排放	Taking 2021 as the base year[1], proactively cooperate with the national policy of "reaching carbon peak by 2030, carbon neutrality by 2060", strictly implement and actively response and cooperate with the realization of the target for emissions reduction plan of the government, strive to complete the mission of peaking carbon emissions and emissions reduction within the target period. 以二零二一年作基準年[1]，積極配合「二零三零年碳達峰、二零六零年碳中和」的國家政策，嚴格執行及積極響應配合實現政府的減排計劃目標，力爭於目標期內完成碳達峰及減排任務。	During the Reporting Period, the production bases within the reporting scope which were under relocation had basically normalized their production, and the emission indicators for 2024 decreased to a certain extent as compared with that of 2023, but their emissions in 2024 were still higher than the 2021 level. With reference to the production situation in 2024, the Group has reset the short-term and medium-term and long-term targets for Suzhou Dawnrays Pharma, Fujian Dawnrays Pharma and Lanzhou Dawnrays Pharma respectively, with a view to achieving the emission reduction targets as planned. 於報告期間，報告範圍內處於搬遷期的生產基地已基本正常生產，二零二四年的排放量指標較二零二三年有一定幅度下降，但其二零二四年的排放量仍高於二零二一年水平。參照二零二四年生產情況，本集團已分別為蘇州東瑞製藥、福建東瑞製藥、蘭州東瑞製藥重新設定短期及中長期目標，務求按計劃達成減排目標。
Exhaust gas emissions 廢氣排放	Taking 2021 as the base year[2], reduce the intensity of exhaust gas emissions gradually in the next five years. 以二零二一年作基準年[2]，將在未來五年逐步降低廢氣排放量密度。	

Aspects 層面	Targets 目標	Progresses 進展
Hazardous waste 有害廢棄物	Taking 2021 as the base year[3], reduce the intensity of total hazardous waste gradually in the next five years. 以二零二一年作基準年[3]，將在未來五年逐步降低有害廢棄物總量密度。	The intensity of total hazardous waste of the Group decreased in 2024 as compared to 2021. 本集團二零二四年的有害廢棄物總量密度較二零二一年有所下降。
Non-hazardous waste 無害廢棄物	Launch campaign every year (e.g. seminar and activity for exchange of goods) to raise employees' awareness of waste reduction. 每年開展活動(例如講座和交換物品活動)以提高員工的減廢意識。	During the Reporting Period, the Group's "Golden Point", "Advanced Improvement Team" and "Energy Supervision Platform" continued to contribute to the cost reduction and efficiency improvement of the factories. In 2024, the Group put forward more than 150 quality and efficiency improvement proposals, achieving significant results in the reduction of non-hazardous waste, energy consumption and water consumption. 於報告期間，本集團的「金點子」、「精益改善小組」及「能源監控平台」持續為廠區降本增效作出貢獻。於二零二四年，本集團累計提出提質增效方案150餘條，在降低無害廢棄物、能源消耗、水資源消耗等方面取得了顯著成效。
Energy consumption 能源消耗	Launch campaign every year (e.g. seminar) to raise employees' awareness of energy saving. 每年開展活動(例如講座)以提高員工的節能意識。	
Water consumption 水資源消耗	Launch campaign every year (e.g. seminar) to raise employees' awareness of water saving. 每年開展活動(例如講座)以提高員工的節約用水意識。	

Note(s):

1. In 2021, the intensity of total GHG emissions of the Group was approximately 0.20 tonnes of carbon dioxide equivalent/output value 10,000 yuan.

2. In 2021, the intensities of emissions of nitrogen oxides ("NOx"), sulphur oxides ("SOx") and particulate matter ("PM") of the Group were approximately 3.18 grams/output value 10,000 yuan, 0.006 grams/output value 10,000 yuan and 0.30 grams/output value 10,000 yuan respectively.

3. In 2021, the intensity of total hazardous waste of the Group was approximately 0.012 tonnes/output value 10,000 yuan.

備註：

1. 本集團二零二一年的溫室氣體總排放量密度約為0.20噸二氧化碳當量／萬元產值。

2. 本集團二零二一年的氮氧化物(「NOx」)、硫氧化物(「SOx」)及顆粒物(「PM」)排放量密度分別約為3.18克／萬元產值、0.006克／萬元產值及0.30克／萬元產值。

3. 本集團二零二一年的有害廢棄物總量密度約為0.012噸／萬元產值。

A1. EMISSIONS

The Group pays attention to environmental protection while pursuing business development. We believe that only by co-existing with the environment and ecology friendly can we achieve sustainable economic and social development and ensure that future generations can continue to enjoy better living standards than now. Therefore, the Group actively understands the importance of environmental protection for the sustainable and stable development of the Group, and takes into account of the impact on the environment when making business decisions, implements various environmental protection measures, strives to improve product quality while seeking the optimal balance between company efficiency and environmental protection.

The Group has established an environmental management system to promote energy improvement and clean production plans applicable to the Group. We also implemented the environmental protection guidelines in accordance with national and regional laws and regulations, formulated response methods such as Exhaust Gas Management Procedures, Energy Management Procedures, "Carbon Peak, Carbon Neutrality" Emissions Reduction Management System, Wastewater Management Procedures and Waste Management Procedures, etc. to strengthen the compliance management of exhaust gas and GHG emissions, wastewater, waste residue and waste, to reduce the impact on the environment.

The Group has a Health, Safety and Environmental Protection Department responsible for handling the in-house matters about occupational safety and environmental protection. Each production department sets energy targets annually and collects data for analysis each month. The production plants have installed online monitoring systems for wastewater, which cooperate with the government's monitoring of emissions data. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 14001 Environmental Management System certification issued by a third-party assurance organization, and reports energy consumption to the GHG emissions direct reporting system of key enterprises in the province regularly.

The Group pays close attention to and strictly follows national environmental laws and regulations, including but not limited to the requirements stipulated in the Environmental Protection Law of the People's Republic of China, the Environmental Protection Tax Law of People's Republic of China, the Water Pollution Prevention and Control Law of People's Republic of China, the Law of People's Republic of China on the Prevention and Control of Atmospheric Pollution and the Law of China on Prevention and Control of Environmental Pollution by Solid Waste. During the Reporting Period, the Group had no material violations of relevant local environmental laws and regulations due to GHG and exhaust gas emissions, wastewater, hazardous and non-hazardous waste emissions.

A1. 排放物

本集團在追求業務發展的同時亦注重環境保護，我們深信唯有與環境生態的友好共存，才能達到經濟社會的可持續發展，確保未來世代能持續享受不低於現代的生活水平。因此，本集團積極深入了解環境保護對本集團持續穩定發展的重要性，並主動考慮業務決定對環境的影響，實行各項環境保護措施，力求在提高產品質量的同時在公司效益及環境保護之間取得最佳平衡。

本集團已建立環境管理體系，以推動適用於本集團的能源改善和清潔生產計劃。我們亦按照國家及地區法律法規執行環境保護方針，制定《廢氣管理程序》、《能源管理程序》、《「碳達峰、碳中和」減排管理制度》、《廢水管理程序》和《廢棄物管理程序》等應對方法，以強化對廢氣及溫室氣體排放、廢水、廢渣及廢棄物的合規性管理，減少對環境的影響。

本集團設有健康安全環保部負責處理本集團內有關職業安全及環保事項。各生產部門每年設定能源指標，每月收集數據進行分析。生產廠房已安裝廢水線上監察系統，配合政府對排放數據監察。蘇州東瑞製藥及福建東瑞製藥已通過經由第三方審核機構頒發的ISO14001環境管理系統認證，並定期向省重點企業溫室氣體排放直報系統填報能源使用情況。

本集團密切留意並嚴格遵循國家環境法律及法規，包括但不限於中國的《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》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》及《中華人民共和國固體廢物污染環境防治法》所載的要求。於報告期間，本集團並無因溫室氣體及廢氣排放、廢水、有害及無害廢棄物排放而有任何違反當地相關環境法律法規的重大事宜。

GHG AND EXHAUST GAS EMISSIONS AND MANAGEMENT

GHG emissions data is an important KPI on environmental performance. The Group's GHG emissions are mainly generated from electricity and steam used in production, and secondarily from fugitive emission sources, diesel and petrol consumption by vehicles and forklifts, as well as the use of natural gas and acetylene. Reducing GHG emissions is one of the long-term goals of the Group. The Group formulated the "Carbon Peak, Carbon Neutrality" Emissions Reduction Management System to regulate the reduction of energy consumption and emissions reduction strategies in the short-term and medium- to long-term of the Group. Suzhou Dawnrays Pharma is dedicated to carrying out greening work at the factory zone, a total of 324 trees were planted to offset the carbon emissions. The Group's exhaust gas emissions have been strictly monitored in accordance with the Exhaust Gas Management Procedures.

In order to effectively reduce Scope 1 GHG emissions and exhaust gas pollution caused by fuel combustion, the Group is committed to constructing and optimizing its energy management system to ensure that it has a proper understanding of energy usage, and to deploy resources to procure energy-efficient products and services. For example, Suzhou Dawnrays Pharma and Nanjing PharmaRays Science and Tech have gradually introduced electric forklifts and road vehicles to replace traditional fuel vehicles. In addition, the Group will also adjust the energy structure in the regions where each subsidiary is located and strengthen the control of emission sources at the root. Other measures related to energy conservation and emission reduction were described in the "Energy Management" section under Aspect A2.

During the Reporting Period, GHG produced in the commissioning stage by the factory at Shanfeng Road of Suzhou Dawnrays Pharma and Lanzhou Dawnrays Pharma reduced as compared with 2023. Therefore, the intensity of total Scope 1 and 2 GHG emissions of the Group decreased by approximately 6%. The intensities of emissions of NOx, SOx and PM decreased by approximately 14%, 10% and 18% respectively. Total vehicle mileage decreased by approximately 5% from approximately 507,844 kilometers in 2023 to approximately 481,171 kilometers in 2024.

溫室氣體及廢氣排放與管理

溫室氣體排放數據是環境表現的重要關鍵績效指標。本集團的溫室氣體排放主要因生產時的用電及蒸汽，其次由逸散排放源、汽車及叉車的柴油及汽油消耗、天然氣及乙炔使用等產生。減少溫室氣體排放是本集團的長遠目標之一。本集團制定了《「碳達峰、碳中和」減排管理制度》，規定本集團近期及中遠期的節能降耗及減排戰略。蘇州東瑞製藥致力於廠區進行綠化工作，累計已種植324棟樹木以抵銷碳排放。而本集團的廢氣排放亦已按照《廢氣管理程序》嚴格監察。

為有效減少燃燒燃油時所產生的範圍一溫室氣體排放及廢氣排放污染，本集團致力於建設及優化能源管理系統，確實掌握能源使用狀況，調配資源採購具備能源效率的產品和服務。例如，蘇州東瑞製藥及南京福美瑞信科技已逐步引入電動叉車及道路汽車以替代傳統燃油車。另外，本集團亦會隨著各附屬公司所在地區能源結構進行調整，加強從源頭上控制排放源。其他有關節能減排的舉措已於A2層面「能源管理」一節描述。

於報告期間，蘇州東瑞製藥善豐路廠區及蘭州東瑞製藥在調試階段產生的溫室氣體較二零二三年有所減少，因此本集團的範圍一及二溫室氣體排放總量密度同比下降了約6%，而NOx、SOx及PM排放量密度也分別下降了約14%、10%及18%。其車輛行駛里程總數由二零二三年約507,844公里下降約5%至二零二四年的約481,171公里。

The GHG[4] and exhaust gas[5] emissions data performance within the reporting scope is summarized below:

報告範圍內的溫室氣體[4]及廢氣[5]排放數據表現概述如下：

Categories of Emissions **排放種類**	**Unit** **單位**	**2024** **二零二四年**	2023 二零二三年
Direct GHG emissions (Scope 1) 直接溫室氣體排放量（範圍一）	tonnes of carbon dioxide equivalent 噸二氧化碳當量	**1,494**	4,529
Energy indirect GHG emissions (Scope 2) 能源間接溫室氣體排放量（範圍二）	tonnes of carbon dioxide equivalent 噸二氧化碳當量	**42,047**	37,557
Emissions reduction of GHG 溫室氣體減排量	tonnes of carbon dioxide equivalent 噸二氧化碳當量	**7**	7
Total GHG emissions (Scope 1 and 2) **溫室氣體排放總量（範圍一及二）**	**tonnes of carbon dioxide equivalent** **噸二氧化碳當量**	**43,534**	42,079
Intensity of total GHG emissions **溫室氣體排放總量密度**	**tonnes of carbon dioxide equivalent/ output value 10,000 yuan[6]** **噸二氧化碳當量／萬元產值[6]**	**0.34**	0.36
NOx emissions NOx排放量	gram 克	**633,495**	677,145
SOx emissions SOx排放量	gram 克	**1,156**	1,212
PM emissions PM排放量	gram 克	**59,350**	65,732
Intensity of NOx emissions NOx排放量密度	gram/output value 10,000 yuan 克／萬元產值	**4.96**	5.77
Intensity of SOx emissions SOx排放量密度	gram/output value 10,000 yuan 克／萬元產值	**0.009**	0.010
Intensity of PM emissions PM排放量密度	gram/output value 10,000 yuan 克／萬元產值	**0.46**	0.56

Note(s):

4. The calculation methodology of GHG emissions of Scope 1 and Scope 2 is based on the following information, including but not limited to: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard issued by the World Business Council for Sustainable Development and the World Resources Institute, Intergovernmental Panel on Climate Change ("IPCC")'s 2006 IPCC Guidelines for National Greenhouse Gas Inventories, IPCC Fifth Assessment Report and IPCC Sixth Assessment Report, Notice on the Management of Enterprise Greenhouse Gas Emissions Reporting for Power Generation Industry from 2023 to 2025 and the Notice on the Release of 2022 Electricity Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment of China, the Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions from Enterprises in Other Industries (Trial) issued by the National Development and Reform Commission of China, How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs issued by HKEX.

5. The calculation methodology of exhaust gas emissions is based on How to prepare an ESG Report — Appendix 2: Reporting Guidance on Environmental KPIs issued by HKEX.

6. The output value 10,000 yuan listed in the Report refers to the output value of RMB10,000, which is calculated under the calculation methodology of gross industrial output value required by the National Bureau of Statistics of China. During the Reporting Period, output value within the reporting scope was approximately RMB1,276.78 million (2023: approximately RMB1,173.21 million), and the data are also used to calculate other intensity data.

備註：

4. 範圍一及範圍二溫室氣體排放計算方法已參考以下資料，包括但不限於：世界可持續發展工商理事會及世界資源研究所發布的《溫室氣體核算體系 — 企業核算與報告標準》、政府間氣候變化專門委員會(「IPCC」)發布的《二零零六年IPCC國家溫室氣體列表指南》及《IPCC第六次評估報告》、中國生態環境部發布的《關於做好2023–2025年發電行業企業溫室氣體排放報告管理有關工作的通知》及《關於發布2022年電力二氧化碳排放因子的公告》、中國國家發展與改革委員會發布的《工業其他產業企業溫室氣體排放核算方法與報告指南(試行)》，以及聯交所發布的《如何準備環境，社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》。

5. 廢氣排放的計算方法已參考聯交所發布的《如何準備環境，社會及管治報告 — 附錄二：環境關鍵績效指標匯報指引》。

6. 本報告列示之萬元產值指人民幣10,000元之產值，乃按照中國國家統計局要求的工業總產值計算方法計算。於報告期間，報告範圍內的產值為約人民幣127,678萬元(二零二三年：約人民幣117,321萬元)。此數據亦會用作計算其他密度數據。

In order to gain a deeper understanding of the carbon footprint generated by our business activities and to enhance the transparency of our climate information disclosure, the Group has actively optimized its data collection system during the Reporting Period in order to assess the GHG emission profiles of our upstream supply chain activities. In this Report, we have added the disclosure of Scope 3 GHG emissions covering Category 1 (Purchased goods and services), Category 2 (Capital goods) and Category 6 (Business travel), and the specific data[7] are set out below:

為深入了解業務活動所產生的碳足跡並提升氣候訊息披露的透明度，本集團已於報告期間積極優化數據收集系統，以評估上游供應鏈活動的溫室氣體排放概況。在本報告中，我們新增了範圍三溫室氣體排放的披露，涵蓋類別一(購買的商品和服務)、類別二(資本商品)及類別六(商務旅遊)，具體數據[7]如下：

Categories of Scope 3 GHG Emissions **範圍三溫室氣體排放種類**	**Unit** **單位**	**2024** **二零二四年**
Category 1 (Purchased goods and services)[8] 類別一(購買的商品和服務)[8]	tonnes of carbon dioxide equivalent 噸二氧化碳當量	**11,501**
Category 2 (Capital goods)[8] 類別二(資本商品)[8]	tonnes of carbon dioxide equivalent 噸二氧化碳當量	**3,462**
Category 6 (Business travel)[9] 類別六(商務旅遊)[9]	tonnes of carbon dioxide equivalent 噸二氧化碳當量	**117**

Note(s):

7. Scope 3 GHG emissions have been calculated with reference to the following information, including but not limited to: The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions, published by the World Business Council for Sustainable Development and the World Resources Institute.

8. The calculation of Category 1 and Category 2 emissions covers tier 1 suppliers that account for approximately 80% of the total procurement spend. The Group adopted the spend-based method and made reference to The Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities published by the United States Environmental Protection Agency to estimate the emissions. In the future, the Group plans to gradually transition to the supplier-specific method and obtain activity data directly from suppliers to further enhance the accuracy and reliability of the data.

9. Category 6 emissions include only air travel. The Group uses the ICAO Carbon Emissions Calculator to estimate emissions by air miles.

備註：

7. 範圍三溫室氣體排放的計算方法已參考以下資料，包括但不限於：世界可持續發展工商理事會及世界資源研究所發布的《溫室氣體核算體系 — 企業核算與報告標準》、《溫室氣體核算體系 — 企業價值鏈（範圍三）核算與報告標準》及《溫室氣體核算體系 — 計算範圍三排放的技術指引》。

8. 類別一及類別二排放量的計算範圍涵蓋佔總採購開支約80%的一級供應商。本集團採用支出法，並參考美國環境保護署發布的《美國工業和商品的供應鏈溫室氣體排放系數》來估算排放量。未來，本集團計劃逐步過渡至特定供應商法，直接向供應商獲取活動數據，以進一步提升數據的準確性和可靠性。

9. 類別六排放量僅包含航空旅程。本集團採用國際民航組織碳排放量計算器以飛行里數估算排放量。

WASTEWATER MANAGEMENT

As a chemical and pharmaceutical company, water is an indispensable resource in the Group's production process. The Group understands that if chemical solutions dissolve into rivers or seawater, it will have an impact on the ecological environment. Therefore, the Group has formulated the Wastewater Management Procedures, which stipulates that the industrial wastewater generated during the production process can only be discharged after the chemical substances are treated by the wastewater treatment system. In addition, all factories are equipped with monitoring devices for real-time monitoring of emissions by government departments and set up online monitoring of pollution sources to ensure that industrial wastewater discharges continue to meet relevant standards. The Group reviews the operating efficiency and status of the system from time to time, and carries out necessary renovation and repair in due course, and also regularly invites third parties to conduct inspections every year. In order to effectively minimize wastewater discharge, Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have installed additional facilities for purified water production and wastewater reuse. During the Reporting Period, the water conservation design of the new production bases of Suzhou Dawnrays Pharma had produced significant effect.

廢水管理

作為化學製藥企業，水為本集團生產過程中不可或缺的資源。本集團深明化學性溶液若溶入河流或海水會對生態環境造成影響，因此，本集團已制定《廢水管理程序》列明製作過程產生的工業廢水均需由廢水處理系統處理各種化學物質後方可排放。所有廠房亦安裝了由政府部門即時監測排放的監測儀和設置污染源線上監控，保證工業廢水排放持續達標。本集團將不時檢討系統的運行效率和狀況，並於適時進行必要的改造修繕工程，每年亦會定期邀請第三方進行檢測。為有效減少廢水排放，蘇州東瑞和福建東瑞已增設了純化水製水及廢水回用設施。於報告期間，蘇州東瑞製藥新建生產基地的節水設計已產生明顯作用。

During the Reporting Period, the factory at Shanfeng Road of Suzhou Dawnrays Pharma and Lanzhou Dawnrays Pharma successfully transitioned from the commissioning and verification stage to the commercial production stage, resulting in partial utilization of its production capacity, while the water conservation design of the newly constructed factory at Shanfeng Road has been significantly improved as compared with that before the relocation, which has resulted in a decrease in the intensity of industrial wastewater discharge of the Group by approximately 16% year-on-year.

於報告期間，蘇州東瑞製藥善豐路廠區及蘭州東瑞製藥成功從調試、驗證階段過渡到商業生產階段，使產能得到部分釋放，同時善豐路新建工廠節水設計較搬遷前有明顯提升，使本集團的工業廢水排放量密度同比下降了約16%。

The industrial wastewater performance within the reporting scope is summarized below:

報告範圍內的工業廢水數據表現概述如下：

	Unit 單位	2024 二零二四年	2023 二零二三年
Industrial wastewater discharge 工業廢水排放量	m^3 立方米	**319,701**	350,939
Intensity of industrial wastewater discharge 工業廢水排放量密度	**m^3/output value 10,000 yuan 立方米／萬元產值**	**2.50**	2.99

WASTE MANAGEMENT

Proper disposal of waste can help reduce the impact on the environment and ecology. The Group has established Waste Management Procedures and Waste Packaging Materials Disposal Management Regulations in accordance with the National Catalogue of Hazardous Wastes to classify wastes, and strictly control the waste treatment and disposal processes to ensure that the Group's wastes are under effective management and disposal. In addition, the Group has also established the cleaner production evaluation system and implemented an energy-saving and consumption reduction mechanism to reduce waste generation. In terms of product process design, the Group, if feasible, prioritizes non-toxic or easily degradable raw materials to reduce the burden on the environment. Wastes are classified into hazardous waste (including distillation residues, activated carbon, sludge, waste engine oil and contaminated powder packaging, etc.) and non-hazardous waste (including recyclable wastes, household wastes, construction and kitchen wastes, etc.). To tackle hazardous waste, the Group has established the Hazardous Waste Environmental Pollution Prevention Responsibility System, which clearly regulates the environmental protection responsibilities of the personnel at all levels, to strengthen the daily supervision. Different types of waste are collected and processed through various departments of the Group, and suitable classified storage places are arranged for temporary storage of wastes. Hazardous waste is properly packaged and stored in designated storage areas and is handled by qualified contractors in due course. The Group also launches campaign every year, e.g. seminars and activities for the exchange of goods, to raise the employees' awareness of waste reduction.

廢棄物管理

妥善處理廢棄物能有助減低對環境及生態的影響。本集團根據《國家危險廢物名錄》建立了《廢棄物管理程序》，為廢棄物進行分類，並嚴格管控廢棄物處理及處置等流程，確保本集團的廢棄物得到有效的管理和處置。另外，本集團亦建立了清潔生產評估管理的制度及實行節能降耗機制，以減少廢棄物產生。在產品工藝設計上，本集團在可行的情況下優先考慮選用無毒或易降解的原材料，減少對環境負擔。廢棄物分為有害廢棄物（包括蒸餾殘渣、活性碳、污泥、廢機油和沾染藥粉包裝物等）及無害廢棄物（包括可回收垃圾、生活垃圾、建築和餐廚垃圾等）。針對有害廢棄物，本集團已建立《危險廢物污染環境防治責任制》，明確各級人員環保職責，以強化日常監管。本集團各部門需要對不同類型的廢棄物進行收集和處理，並配置合適的分類貯存場所暫存廢棄物。有害廢棄物均需妥善封裝存放於指定貯存區，適時由合格承辦商處理。本集團亦會每年開展活動（例如講座和交換物品活動）以提高員工的減廢意識。

Hazardous waste

During the Reporting Period, the factory at Shanfeng Road of Suzhou Dawnrays Pharma and Lanzhou Dawnrays Pharma successfully transitioned from the commissioning and verification stage to the commercial production stage. The production of hazardous waste during the commissioning and verification stage was relatively large, resulting in an increase in hazardous waste emissions from the above production bases that outpaced the increase in production volume. Therefore, there was a significant increase in the intensity of total hazardous waste of the Group in 2024 as compared to 2023.

有害廢棄物

於報告期間，蘇州東瑞製藥善豐路廠區及蘭州東瑞製藥成功從調試、驗證階段過渡到商業生產階段，調試、驗證階段的危險廢棄物產生量較大，導致上述生產基地的有害廢棄物排放量的增幅高於產量的增長，使本集團二零二四年的有害廢棄物總量密度較二零二三年大幅上升。

The hazardous waste discharge performance within the reporting scope is summarized below:

報告範圍內的有害廢棄物排放數據表現概述如下：

	Unit **單位**	**2024** **二零二四年**	2023 二零二三年
Total hazardous waste 有害廢棄物總量	tonnes 噸	**904**	379
Intensity of total hazardous waste **有害廢棄物總量密度**	**tonnes/output value 10,000 yuan** **噸／萬元產值**	**0.007**	0.003

Non-hazardous waste

During the Reporting Period, Lanzhou Dawnrays Pharma disposed of approximately 1,220 tonnes of construction waste on its own due to construction reasons, which resulted in a significant increase in the intensity of total non-hazardous waste of the Group in 2024 as compared to 2023.

無害廢棄物

於報告期間，蘭州東瑞製藥因建設原因自行處置約1,220噸建築廢棄物，導致本集團二零二四年的無害廢棄物總量密度較二零二三年大幅上升。

The non-hazardous waste discharge performance within the reporting scope is summarized below:

報告範圍內的無害廢棄物排放數據表現概述如下：

	Unit **單位**	**2024** **二零二四年**	2023 二零二三年
Total non-hazardous waste 無害廢棄物總量	tonnes 噸	**1,867**	716
Intensity of total non-hazardous waste **無害廢棄物總量密度**	**tonnes/output value 10,000 yuan** **噸／萬元產值**	**0.015**	0.006

A2. USE OF RESOURCES

ENERGY CONSUMPTION

The Group mainly purchases electricity and steam for daily production. Energy consumption mainly includes electricity, steam, natural gas, diesel and petrol. In order to reduce energy consumption, the Group has formulated Energy Management Procedures, trying to control the consumption of various kinds of energy. The Production Department adopted a frequency conversion control method during the production processes to reduce the energy consumption of high-energy-consuming equipment. Besides, because the air-conditioning system is a high-power-consumption facility, the office building has adopted air-conditioning temperature control in summer, and a certain proportion of air recirculation was introduced in workshops to reduce electricity consumption, aiming to optimize air conditioning management. The Group also organizes annual activities (e.g. seminars) to raise staff awareness of energy conservation.

The Group will continue to implement the energy-saving transformation of the main energy-consuming systems by using new technologies, including heating systems, air-conditioning and ventilation systems, lighting systems, power transmission and distribution systems, water supply and drainage systems and elevator systems, to enhance energy efficiency. According to the High Energy-consuming Outdated Electromechanical Equipment (Products) Elimination Catalogue proposed by the Ministry of Industry and Information Technology of China, the Group will sort out the existing main energy-consuming equipment, accelerate the elimination of high energy-consuming outdated electromechanical equipment (products), and continue to level up the energy efficiency of key energy-consuming equipment.

The specific solid preparation workshop of Suzhou Dawnrays Pharma has carried out an energy-saving transformation for the refrigeration system to achieve energy-saving effect by using the temperature monitoring and control equipment operation mode. During the Reporting Period, Suzhou Dawnrays Pharma has also regulated the air-conditioning return air system of its complex building to further reduce energy consumption by controlling the return air volume through pressure control. Furthermore, Fujian Dawnrays Pharma has put into operation energy-saving devices for hot air recycling in air compressors and fresh air dehumidification units for coating machines to enhance energy efficiency. In terms of production optimization, both Fujian Dawnrays Pharma and Suzhou Dawnrays Pharma achieved significant improvements during the Reporting Period. Both companies realized simultaneous improvement in production efficiency and energy efficiency through equipment adjustments to the production lines of Loxoprofen Sodium Tablets, Rosuvastatin Calcium Tablets, Chlorosartan Potassium Hydrochlorothiazide Tablets and Terazolam Hydrochloride Tablets.

A2. 資源使用

能源消耗

本集團主要透過購買電力及蒸汽以進行日常生產，能源消耗中主要包括電力、蒸汽、天然氣、柴油及汽油的消耗。為減少能源消耗，本集團已制定《能源管理程序》，盡量控制各類資源的耗用量。生產部門亦於生產程序中採取變頻控制方式降低高能源消耗設備的能耗。另外，由於室內空調系統為高耗電量設施，因此辦公大樓亦已實施空調優化管理，實行夏日空調溫度控制，車間實施一定比例的空調回風，減少電能消耗。本集團亦會每年開展活動（例如講座）以提高員工的節能意識。

本集團將持續利用新研發的技術做好主要用能系統的節能改造，包含供暖系統、空調通風系統、照明系統、變配電系統、給排水系統及電梯系統等，以提高能源效益。本集團亦會根據中國工信部提出之《高耗能落後機電設備（產品）淘汰目錄》，對現有的主要用能設備進行梳理，加快淘汰高耗能落後機電設備（產品），持續提升重點用能設備能效水平。

蘇州東瑞製藥專科固型劑車間已為冷凍系統進行節能改造，通過溫度監測控制設備運作模式，以達到節能效果。於報告期間，蘇州東瑞製藥更對綜合樓空調回風系統進行調控，通過壓力控制回風量進一步降低能耗。而福建東瑞製藥亦已投入空壓機熱風回用節能裝置和包衣機新風除濕節能裝置，以提升能源使用效率。在生產優化方面，福建東瑞製藥與蘇州東瑞製藥在報告期間均取得顯著成效。兩家公司通過對洛索洛芬鈉片、瑞舒伐他汀鈣片、氯沙坦鉀氫氯噻嗪片及鹽酸特拉唑嗪片等生產線進行設備調整，實現了生產效率與能源使用效率的同步提升。

Suzhou Dawnrays Pharma and Lanzhou Dawnrays Pharma have successively applied the new power operation and maintenance ("O&M") management system. The system consists of ten modules, including system overview, power monitoring, power quality, operating environment, report management, event recording, equipment control, O&M management, IoT facilities and system facilities, which can conduct all-round O&M management of substations through functions such as overview on substation status, power data analysis, power quality analysis, power consumption statistics, power statistical reports, abnormality warnings, abnormality records and O&M inspection task dispatching. Suzhou Dawnrays Pharma has also implemented the construction of a photovoltaic parking lot and outdoor photovoltaic street lights at the factory area, which are planned to provide continuous energy-saving and emission reduction contributions for at least 25 years. During the Reporting Period, Suzhou Dawnrays Pharma's photovoltaic power generation capacity increased by approximately 0.5 MWh.

蘇州東瑞製藥及蘭州東瑞製藥更已先後新增應用電力運營與維護(「運維」)管理系統。其由系統概況、電力監測、電能質量、運行環境、報表管理、事件記錄、設備控制、運維管理、物聯設施和系統設施等十大模塊組成，可通過變電站狀態總覽、電力數據分析、電能質量分析、用電統計分析、電能統計報表、異常預警、異常記錄和運維巡檢派單等功能對變電站進行全方位的運維管理。蘇州東瑞製藥亦已在廠區進行光伏發電停車場及室外光伏路燈建設，計劃在至少25年內提供不斷的節能減排貢獻。於報告期間，蘇州東瑞製藥光伏發電容量增加了約0.5兆瓦時。

During the Reporting Period, as the Group's production base for bulk medicines has successfully transitioned from the commissioning and validation stage to the commercial production stage, the increase in energy consumption of this production base was higher than the growth in production volume, resulting in an increase in the intensity of energy consumption of the Group by approximately 4% in 2024 as compared to 2023.

於報告期間，本集團原料藥生產基地成功從調試、驗證階段過渡到商業生產階段，該生產基地的能源消耗量的增幅高於產量的增長，使本集團二零二四年的能源總消耗量密度較二零二三年上升了約4%。

The energy consumption data[10] performance within the reporting scope is summarized below:

報告範圍內的能源消耗數據[10]表現概述如下：

Energy Type **能源種類**	**Unit** **單位**	**2024** **二零二四年**	2023 二零二三年
Direct energy consumption **直接能源消耗量**	**MWh** **兆瓦時**	**1,846**	2,027
Petrol 汽油	MWh 兆瓦時	**290**	297
Diesel 柴油	MWh 兆瓦時	**476**	507
Natural gas 天然氣	MWh 兆瓦時	**1,080**	1,223
Indirect energy consumption **間接能源消耗量**	**MWh** **兆瓦時**	**87,133**	77,099
Purchased electricity 外購電力	MWh 兆瓦時	**43,444**	40,308
Purchased steam 外購蒸汽	MWh 兆瓦時	**43,689**	36,791
Total energy consumption **能源總消耗量**	**MWh** **兆瓦時**	**88,979**	79,126
Intensity of total energy consumption **能源總消耗量密度**	**MWh/output value 10,000 yuan** **兆瓦時／萬元產值**	**0.70**	0.67

Note(s):

10. The unit conversion method of energy consumption data is formulated based on the Energy Statistics Manual issued by the International Energy Agency; the purchased steam is based on the conversion factor from the Accounting Methods and Reporting Guidelines for Greenhouse Gas Emissions from Enterprises in Other Industries (Trial) issued by the National Development and Reform Commission of China.

備註：

10. 能源消耗數據的單位換算方法乃根據國際能源署所發佈之《能源數據手冊》所制訂；外購蒸汽乃參照中國國家發展與改革委員會發佈的《工業其他產業企業溫室氣體排放核算方法與報告指南（試行）》的轉換系數。

WATER CONSUMPTION

The Group use water supplied by the water supply company, there is no issue in sourcing water that is fit for purpose. The water is mainly used for production, testing and daily life of employees. In order to effectively use water, the Group has set up water-saving management system in accordance with the Energy Management Procedures, including posting water-saving signage at workplaces and recycling cooling water to increase the efficiency of water resources. The Group also organizes annual activities (e.g. seminars) to raise staff awareness of water conservation. The design concept of "Sponge City" was considered for the construction of Suzhou Dawnrays Pharma Shanfeng Road project, so that falling rainwater can quickly penetrate into the ground, reduce surface runoff, alleviate urban waterlogging, replenish groundwater, restore and control the urban ecological environment, thereby building a green, healthy and harmonious ecosystem.

During the Reporting Period, the successful transition of the factory at Shanfeng Road factory of Suzhou Dawnrays Pharma and Lanzhou Dawnrays Pharma from the commissioning and validation stage to the commercial production stage has resulted in partial utilization of production capacity, while the water-saving design of the newly-built factory at Shanfeng Road has been significantly improved as compared with that before the relocation, which has resulted in the decrease in the intensity of total water consumption of the Group by approximately 20% year-on-year.

The water consumption performance within the reporting scope is summarized below:

水資源消耗

本集團採用自來水公司供應水源，於求取適用水源上不存在任何問題。其水源主要用於生產、試驗及員工日常生活。為有效使用水資源，本集團依據《能源管理程序》增加節約用水管理制度，包括於工作場所張貼節約用水標示牌以及冷卻水循環使用以增加水資源效益。本集團亦會開展活動（例如講座）以提高員工的節約用水意識。蘇州東瑞製藥善豐路項目建設已考慮到「海綿城市」設計理念，讓降落的雨水能快速滲透到地下，減少地表徑流，緩解城市內澇，補充地下水，修復和治理城市生態環境，構建綠色健康和諧的生態體系。

於報告期間，蘇州東瑞製藥善豐路廠區及蘭州東瑞製藥成功從調試、驗證階段過渡到商業生產階段，使產能得到部分釋放，同時善豐路新建工廠節水設計較搬遷前有明顯提升，使本集團水資源總消耗量密度同比下降了約20%。

報告範圍內的水資源消耗數據表現概述如下：

	Unit 單位	2024 二零二四年	2023 二零二三年
Total water consumption 水資源總消耗量	m^3 立方米	**429,170**	494,886
Intensity of total water consumption 水資源總消耗量密度	**m^3/output value 10,000 yuan 立方米／萬元產值**	**3.36**	4.22

PACKAGING MATERIALS CONSUMPTION

The Group is an integrated pharmaceutical enterprise. The industry chain contains intermediates, bulk medicines and finished drugs. The packaging patterns and materials for each series of products must be designed in accordance with national and industry standards, and customer requirements. The daily used packaging materials meet the requirements of the Ministry of Ecology and Environment of China and the procurements are regularly centralized on a demand basis so as to reduce waste. Subject to compliance with laws and regulations and without prejudice to product quality, the Group's product packaging adopts a simple, environmentally-friendly packaging design to save materials. For example, Suzhou Dawnrays Pharma transformed the packaging method of the Azithromycin for Suspension from pouches to strips, reducing the consumption of 10% packaging materials annually.

The packaging materials consumption performance within the reporting scope is summarized below:

包裝物消耗

本集團為綜合式製藥企業，產業鏈中包含中間體、原料藥和成藥。各系列產品的包裝模式和物料均必須按照國家和行業標準及客戶的要求制定。日常使用的包裝物料均滿足國家環保部門要求且定時按需求集中採購，減少浪費。於符合法律法規和不影響產品質量前提下，本集團產品包裝採用簡約的環保包裝設計，以節省材料。例如，蘇州東瑞製藥將阿奇霉素幹混懸劑的包裝形式由袋裝改為條裝，每年度可節約10%外包材料。

報告範圍內的包裝物消耗數據表現概述如下：

Type of packaging materials **包裝物料種類**	**Unit** **單位**	**2024** **二零二四年**	2023 二零二三年
Paper 紙張	tonnes 噸	**2,748**	2,381
Plastic 塑膠	tonnes 噸	**909**	820
Metal 金屬	tonnes 噸	**298**	243
Other materials (glass/rubber product) 其他物料（玻璃／橡膠製品）	tonnes 噸	**1,306**	781
Total packaging materials consumption **包裝物料總消耗量**	**tonnes** **噸**	**5,261**	4,225
Intensity of total packaging materials consumption **包裝物料總消耗量密度**	**tonnes/output value 10,000 yuan** **噸／萬元產值**	**0.04**	0.04

A3. THE ENVIRONMENT AND NATURAL RESOURCES

PROTECTIVE MEASURES OF NATURAL ECOLOGICAL ENVIRONMENT

The Group deeply knows that the Group's business involves the production of chemical bulk drugs and finished drugs, and our operation process may have an impact on the environment and natural resources. Therefore, the Group has set policies such as Environmental Factors Identification and Evaluation Management Procedures and Environmental Risk Control Procedures, to identify and control various environmental factors and potential risks of environmental accidents. We also have conducted environmental risk assessments specifically for construction projects. The assessment includes the identification of environmental risks, the analysis of environmental emergencies and their consequences, the analysis of gaps between existing environmental risk prevention and control and emergency measures, the implementation plan for improving environmental risk prevention and control and emergency measures, and the details of the enterprise's risk level of environmental emergencies, in order to strictly manage the Group's environment-related risks. In addition, Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the three-system certifications, as well as the qualification results of wastewater and exhaust gas test reports, striving to comply with relevant environmental protection laws and regulations and emission standards, and implement the above-mentioned management systems to improve the utilization efficiency of various resources. The Group also continues to make efforts to improve its work under the basic requirements of safety, hygiene and environmental protection so as to avoid harm to the environment, employees and businesses caused by the unsafe environment, behavior and facilities.

A3. 環境及天然資源

自然生態環境的保護措施

本集團深明本集團業務涉及化學原料藥和成品藥生產，營運過程中可能對環境及天然資源造成影響，因此，本集團已制定《環境因素辨識與評價管理程序》及《環境風險控制程序》等政策，以識別及控制各項環境因素及潛在環境事故風險。我們亦特別為建設項目進行環境風險評估。該評估包括環境風險識別、突發環境事件及其後果分析、現有環境風險防控和應急措施差距分析、完善環境風險防控和應急措施的實施計劃及企業突發環境事件風險等級的詳細內容，以嚴格管理本集團環境相關的風險。此外，蘇州東瑞製藥及福建東瑞製藥亦已獲得三體系證書及取得廢水、廢氣檢測報告達標的結果，著力遵守有關環保法律法規及排放標準，並執行上述各種管理制度提升各類資源使用效率。本集團亦以安全、衛生和環保為基本要求，持續努力改善有關工作，力求避免不安全環境、行為及設施造成對環境、僱員及企業的危害。

To successfully promote its working philosophy of safety, hygiene, and environmental protection, the Group not only needs to build the above-mentioned variety of systems and allocate appropriate resources, but also needs cooperation from its staffs. The Group conducts environmental emergency management promotion and training each year, requires all departmental management personnel and employees to report the emergency situations affecting the environment. During the Reporting Period, the Group carried out an emergency drill for the sudden accident happened in wastewater treatment station, in order to enhance the immediate rescue ability and practical experience of the employees, while minimizing the impact on the environment, the number of casualties and financial losses. The Group also advocates the concept of green office and engages a professional team to green the offices and outdoor area of production plants. It is our expectation to create a comfortable working environment for its employees and enhance the benefits.

本集團要成功推動安全、衛生和環保的工作理念，除了努力建設上述各種制度並配置適當資源外，同時亦需要員工配合。本集團每年進行環境應急管理宣傳和培訓，要求各部門管理人員及員工對環境有影響的突發情況作出匯報。於報告期間，本集團已針對污水處理站突發事故進行緊急演練，以提升員工緊急救援能力及實戰經驗，最大限度減少環境影響、人員傷亡及本集團財產的損失。本集團亦倡導綠色辦公理念，聘請專業的團隊為辦公室及生產廠房室外範圍進行綠化，期望為員工帶來舒適的工作環境，以提升工作效益。

A4. CLIMATE CHANGE

RESPONSE TO CLIMATE CHANGE

The escalating risks and challenges posed by climate change to the global economy may also have a negative impact on the Group's business. Therefore, the Group understands the importance of identifying and mitigating any significant impacts of climate change. In accordance with the recommendations from the Task Force on Climate-Related Financial Disclosures ("TCFD") established by the Financial Stability Board, the management of the Group has assessed and identified climate-related risks and corresponding opportunities that have an impact on the Group's business. Based on the assessment results, the Group has incorporated climate risk into its internal control procedures and has established Environmental Risk Control Procedures to manage and review climate-related risks and seize relevant opportunities. With reference to the risk classification of TCFD, the climate-related risks the Group identified, and the corresponding management measures are as follows:

A4. 氣候變化

應對氣候變化

氣候變化為全球經濟帶來的風險和挑戰不斷升級，亦可能對本集團的業務帶來負面影響。因此，本集團深明識別和減輕氣候變化帶來的任何重大影響的重要性。根據金融穩定委員會成立的氣候相關財務信息披露工作組（「TCFD」）的建議，本集團管理層已評估並認識到對本集團業務有所影響的氣候相關風險及相應的機遇。本集團已根據評估結果，將氣候風險納入內部控制程序，並已建立《環境風險控制程序》以管理和審查氣候相關風險及把握相關機遇。參照TCFD的風險分類，本集團已識別的氣候相關風險及相應的管理措施如下：

Physical risks

The gradual increase in the frequency and severity of extreme weather events, such as extreme cold or extreme heat, storms, rainstorms and typhoons, may increase the risk of power shortages and disruptions to the supply chain, as well as potentially hindering employees' work and causing casualties. Such events can impede or interrupt the operations of the Group's production bases, resulting in declined revenue and increased costs for repairing or restoring damaged sites.

The Group has taken countermeasures to formulate the Emergency Plan for Production Safety Accidents, the Emergency Plan for Typhoon Prevention and Flood Prevention and the Emergency Plan for Environmental Emergencies to reduce or avoid losses when extreme weather affects the Group's business premises, and assessment of the appropriateness of the emergency plans will be carried out every year with an updated version adopted every three years to ensure their effectiveness. The Group will identify these risks and give priority to the risks with serious impact so that preventive measures can be taken immediately. The Group actively monitors the warning notices in relation to extreme weather events issued by the government weather department and emergency management department. In advance of extreme weather events, we will maintain sufficient emergency supplies and take preventive measures, to ensure smooth operation of the business. The Group will also made adjustments to the operation in accordance with the relevant regulations when necessary. In addition, the Group purchased insurance for its employees and assets to mitigate or avoid financial losses in the event of extreme weather affecting the Group's operations. In the meantime, the Group will explore the possibility of changing its business model to mitigate or avoid the severe impacts of these physical risks on the business operation.

Transition risks and opportunities

In order to achieve sustainable development, local governments have successively enacted climate-related laws or tightened regulations to support the global decarbonization vision. The HKEX will require listed companies to strengthen climate-related disclosures in ESG reports, which may increase related compliance costs of the Group. Failure to meet climate change compliance requirements may also expose the Group to the risk of claims and litigation, which may result in a decline in corporate reputation.

實體風險

極寒或極熱、風暴、暴雨及颱風等極端天氣事件的頻率及嚴重程度逐漸增加，可能會增加電力短缺及中斷供應鏈的風險，亦可能會阻礙員工工作，甚至造成人命傷亡。這些事件可能會使本集團生產基地的營運受阻或中斷，而導致收入減少，也會使修復或恢復受損地點的成本增加。

作為應對措施，本集團制定了《生產安全事故應急預案》、《防颱防汛應急預案》以及《突發環境事件應急預案》，以在極端天氣影響本集團經營場所時減少或避免損失，且應急預案每年進行一次適用性評估，每三年將進行一次版本更新，確保預案有效性。本集團將識別該等風險，並優先考慮具有嚴重影響的風險，以便於第一時間採取預防措施。本集團積極關注政府氣象部門及應急管理部門針對極端天氣事件的預警通知。在面臨極端天氣前，我們會儲備充足的緊急物資並施行防禦措施，以確保業務可平穩運作。本集團亦會按照有關規定在有需要時作出營運調整。此外，本集團已為其員工及資產購置保險，以在極端天氣影響本集團營運時減少或避免財產損失。同時，本集團將研究改變業務模式的可能性，以減少或避免這些實體風險對業務營運的嚴重影響。

轉型風險及機會

為實現可持續發展，各地政府相繼制訂氣候相關法律或收緊法規，以支持全球脱碳願景。聯交所將要求上市公司在ESG報告中加強與氣候相關的披露，可能會使本集團相關合規成本增加。如未能滿足氣候變化的合規要求，本集團亦可能會面臨索賠和訴訟風險，使企業聲譽可能下降。

In addition, in response to climate change, China has also set a strong and powerful goal of "reaching carbon peak by 2030 and carbon neutrality by 2060", which clearly depicts a blueprint and direction for China to move towards a low carbon life. The Group will cooperate with the government's decision-making and deployment, follow the green and low-carbon development path, and actively seek opportunities for low-carbon development in operations and future development plans, for example, to explore, improve and add environmental protection elements in the drug packaging and production process, to contribute to the low-carbon development of China and raise the corporate reputation. The Group has also established the "Carbon Peak, Carbon Neutrality" Emissions Reduction Management System and a series of environmental management procedures, set the targets for the reduction of GHG emissions, and proactively monitors and controls the performance of energy consumption and carbon emissions of the Group, to mitigate the impacts on the environment and lower the operating cost at the same time. During the Reporting Period, the Group assessed the GHG emissions from upstream supply chain activities and disclosed for the first time the Scope 3 GHG emissions data in this Report. In the future, the Group will continue to assess and enhance its ability to cope with climate-related risks and further improve the transparency of disclosure of climate-related information.

除此之外，我國亦為應對氣候變化作出了「二零三零年碳達峰、二零六零年碳中和」強而有力的目標，鮮明地繪畫了中國邁向低碳生活的藍圖和方向。本集團將配合其決策部署，依循綠色低碳發展路徑，積極在營運和未來發展計劃中尋求低碳發展機會，如在製造藥物過程及包裝等方面探索、改進及加入環保元素，為我國低碳發展作出貢獻並提高企業聲譽。本集團亦已制定《「碳達峰、碳中和」減排管理制度》及一系列環境管理程序，並訂立減少溫室氣體排放的目標，積極監察及控制本集團的能源消耗及碳排放的表現，以減少對環境的影響亦同時降低營運成本。於報告期間，本集團評估了上游供應鏈活動的溫室氣體排放情況，並於本報告新增範圍三溫室氣體排放數據的披露。未來，本集團將繼續評估並增強其應對氣候相關風險的能力，進一步提升氣候相關資訊披露的透明度。

B1. EMPLOYMENT

Employees are corporate stakeholders and executors who achieve business goals. The development of enterprise is closely related to the competence, skills, and team spirit of the employees. The continuous hard work of our employees has created the Group's achievements today. The Group always cares for talents, and advocates team spirit of unity, collaboration, and efficiency, as well as interpersonal relationships with tolerance, understanding and harmony. The Group builds a diverse, inclusive, harmonious, safe and healthy career platform and working environment for employees with a target to become a high-quality professional team aiming to bring safe and effective drugs to society.

The Group has complied with all laws and regulations related to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination and other benefits and welfare, including but not limited to the Labor Law of the People's Republic of China and the Labor Contract Law of the People's Republic of China, etc. During the Reporting Period, the Group was not aware of any material violations of relevant local employment laws and regulations. There were also no discrimination incidents related to race, religion, age and disability, etc.

B1. 僱傭

僱員是企業的持份者和實現業務目標的執行者。企業的發展與員工的才幹、技能和團隊精神息息相關。員工持續不斷的努力，為本集團創造了今天的成就。本集團一貫以人才為本，提倡團結、協作、高效的團隊精神，以及包容、理解和融洽的人際關係。本集團為員工建設多元共融、和諧無間和安全健康的職業平台與工作環境，以成為一支高質素專業隊伍為目標，矢志為社會帶來安全有效的藥物。

本集團已遵守所有與薪酬及解僱、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法律法規，包括但不限於中國的《中華人民共和國勞動法》及《中華人民共和國勞動合同法》等。於報告期間，本集團並沒有發現任何違反當地相關僱傭法律及法規之重大事宜，亦無發生任何涉及種族、宗教、年齡和殘疾等歧視事件。

Number of employees classified by gender, employment type, age group and geographical region within the reporting scope is summarized below:

報告範圍內的僱員人數，按性別、僱傭類型、年齡組別及地區劃分如下：

		As at 31 December 2024 (Employees) 截至二零二四年十二月三十一日（人）	As at 31 December 2023 (Employees) 截至二零二三年十二月三十一日（人）	Percentage Change (%) 百分比變化(%)
Total	**總計**	**1,174**	1,130	+4
By gender	**按性別**			
Male	男性	**667**	637	+5
Female	女性	**507**	493	+3
By employment type	**按僱傭類型**			
Full-time	全職	**1,159**	1,101	+5
Trainees	實習生	**15**	29	-48
By age group	**按年齡組別**			
18–24 years old	18–24歲	**149**	171	-13
25–34 years old	25–34歲	**428**	413	+4
35–44 years old	35–44歲	**347**	307	+13
45–54 years old	45–54歲	**194**	188	+3
55–64 years old	55–64歲	**55**	50	+10
65 years old or above	65歲或以上	**1**	1	–
By geographical region	**按地區**			
China	中國	**1,174**	1,130	+4

EMPLOYEE REMUNERATION, RECRUITMENT, PROMOTION AND DISMISSAL

In order to carry out the human resources management work of "select, educate, retain and utilize", the Group has formulated the Talents Inventory Management Measures. Through assessing the performance, experience and capabilities of employees, we master the quantity, mobility, structure and quality of the talents, so as to avoid the loss of talents. We have formulated the employee remuneration system in accordance with laws and regulations, responsibilities and duties, market trends, human resources supply and demand conditions and overall salary levels, and have made salary adjustments based on the performance of employees and the Group. In terms of recruitment, the Group has followed the Recruitment and Employment Management Measures to ensure that the recruitment process follows the principles of hiring talents having both ability and integrity, equal opportunities, merit-based and avoidance of relatives. Illegal employment practice is prohibited. To facilitate the long-term development of the corporate and cultivate talents for the society, the Group recruits on campus every year to provide opportunities for the younger generation and assist them in accumulating experience. During the Reporting Period, the Group had 15 trainees. The Group has also set the Probation Evaluation Management Regulations to fully assess the comprehensive ability of the employees and the extent of match for the position during the probation period. With a fair and just, full and objective attitude, we execute decisions regarding employee regularization, position adjustment and termination of contract, etc. Besides, the Employee Manual and Personnel Relationship Management Regulations of the Group clearly list out the rewards, punishments and resignation management rules, establishing clear guidelines for handling various kinds of employee demission and employment contracts.

員工薪酬、招聘及晉升及解僱

為進行「選、育、留、用」等人力資源管理工作，本集團已制定《人才盤點管理辦法》。通過評估員工工作業績、經歷、能力等方面，我們可掌握其人才數量、流動、結構及質量，以規避人才流失。我們已根據法律法規、職責、市場趨勢、人力資源供需狀況及總體薪資水平設計僱員薪酬系統，並按照僱員工作表現及本集團業績進行薪酬調整。就招聘而言，本集團已依據《招聘與錄用管理辦法》以確保聘用流程遵循德才兼備、機會均等、擇優錄取及親屬迴避等原則，禁止非法用工行為。為配合企業長遠發展並為社會培育人才，本集團每年在校園進行招聘，為年輕新一代提供機會和協助他們累積經驗。於報告期間，本集團共有15名實習生。本集團亦已建立《試用期評估管理規程》，充分評估試用期員工的綜合能力素質與崗位的匹配程度，以公平公正、客觀全面的方式執行員工轉正、崗位調整、合同解除等決策。除此之外，本集團的《員工手冊》和《人事關係管理規程》亦已清晰列明有關獎勵與懲戒和離職管理規定，明確規範員工各種離職和僱傭合約處理情況。

During the Reporting Period, a total of 266 employees within the reporting scope left (2023: 307 employees), data on turnover rate[11] by gender, age group and geographical region is summarized below:

於報告期間，報告範圍內一共有266名僱員離職（二零二三年：307名），按性別、年齡組別及地區劃分的流失率[11]數據概述如下：

Turnover rate	**流失率**	**2024 (%) 二零二四年 (%)**	2023 (%) 二零二三年 (%)	**Change in number of employee turnover (%) 僱員流失人數變化 (%)**
Total	**總計**	**23**	27	-13
By gender	**按性別**			
Male	男性	**26**	29	-8
Female	女性	**19**	25	-22
By age group	**按年齡組別**			
18–24 years old	18–24歲	**56**	76	-35
25–34 years old	25–34歲	**25**	24	+9
35–44 years old	35–44歲	**14**	15	+9
45–54 years old	45–54歲	**6**	12	-50
55–64 years old	55–64歲	**25**	22	+27
65 years old or above	65歲或以上	**–**	–	–
By geographical region	**按地區劃分**			
China	中國	**23**	27	-13

Note(s):

11. Turnover rate = Number of employees who left by category during the year ÷ Number of employees by category at the end of the year x 100%.

備註：

11. 流失率＝年內該類別的離職僱員人數÷年末該類別的僱員人數×100%。

WORKING HOURS, HOLIDAY AND WELFARE

The Group implements a five work-day week and working overtime is not encouraged. If employees are required to work overtime if needed, the Group will compensate the employees in accordance with laws, regulations and internal regulations. In accordance with relevant national regulations and the Group's welfare policy, employees are entitled to various types of occupational and medical insurance, provident funds and paid holidays, etc. In addition, the benefits provided by the Group to its employees include free meals, annual body checks, shared transportation, dormitories and tourism.

工作時數、假期與福利

本集團實行每週五天工作制並且不提倡加班，若因工作需要僱員加班，本集團將按照法律法規及內部相關規定向僱員作出補償。按照國家相關規定和本集團福利制度，僱員享有各類職業和醫療保險、公積金及帶薪假期等。此外，本集團向僱員提供的福利還包括免費膳食、年度健康體檢、共乘交通、宿舍和旅遊等。

EQUAL OPPORTUNITY, DIVERSIFICATION AND ANTI-DISCRIMINATION

As an equal opportunity employer, the Group ensures that all employees are treated fairly, and is committed to ensuring that employees will not suffer any form of discrimination and employees are entitled to complain and appeal. There are formal channels for employees to complain and appeal to irrational treatment. In order to support disabilities in self-reliance, the Group continued to employ disabled people during the Reporting Period.

平等機會、多元化與反歧視

作為平等機會僱主，本集團確保所有僱員得到公平對待，致力確保僱員不會遭受任何形式的歧視並賦予僱員投訴和申訴的權利，僱員有正式的途徑就不合理對待作出投訴和申訴。為支持殘障人士自力更生，本集團於報告期間繼續聘用殘障人士工作。

EMPLOYEE COMMUNICATION AND LABOR RIGHTS

Cultivating employees' sense of belonging can strengthen the unity of the workforce and reduce the turnover of employees, thus improving the quality of production and the efficiency and effectiveness of operations. To facilitate communication with employees and enhance mutual trust, the Group has established a labor union and employees can choose to participate freely. In addition to monthly meetings with the representatives of the Group, employees can also communicate with management through the bulletin boards set up in staff restaurant, symposiums, internet community platforms and automated office systems. The Group has internal journals, the main content of which, apart from reporting corporate information, is composed of various types of articles written by employees. Employees are free to submit articles for publication and get paid. Besides, the Group conducts performance assessments every year and provides a formal platform for employees to discuss their development direction and training needs with their supervisors.

員工溝通與勞動權益

企業培養僱員的歸屬感能加強工作隊伍凝聚力，減少僱員流失，因而可提高生產質量和營運效率及效果。為促進與僱員溝通和增進互信，本集團已成立工會，僱員可自由選擇參與，除每月與本集團代表進行會議外，僱員亦可透過員工餐廳的公告欄、座談會、互聯網社群平台及自動辦公系統等與管理層進行溝通。本集團設有內部期刊報導企業訊息，主要內容由僱員撰寫的各類文章組成，僱員可自由投稿並獲得稿酬。除此之外，本集團每年都會進行表現評估，亦提供一個正式平台讓僱員與其上司討論發展方向及培訓需要。

The Group has held various types of employee activities during the Reporting Period to strengthen the colleagues' friendship, enhance their teamwork spirit, the followings were the large activities:

本集團於報告期間舉辦了不少員工活動加深同事間的友誼，促進團隊合作關係，其中較大型活動有：

I. *Employee Birthday Party Activities*

To appreciate the employees for their hard work, enrich their spiritual and cultural life, and let every employee feel the birthday blessing and care of the Group, the Group organized four birthday parties during the Reporting Period.

I. *員工生日會活動*

為感謝員工的辛勤付出、豐富員工的精神文化生活，本集團於報告期間舉辦了四期生日會，讓員工感受到本集團對大家生日的祝福與關愛。

II. *Team Building Activities*

To enhance team cohesion across departments and strengthen team building, the Group specially organized a "Spring Festival Team Celebration" event during the Reporting Period. During the event, we conveyed heartfelt New Year wishes to all employees, recognized staff members with outstanding performance, and motivated the workforce to strive for continued excellence in the new year, collectively contributing to the Group's development.

II. *團隊團建活動*

為提升各部門團隊凝聚力並加強團隊建設，本集團於報告期間特別舉辦了「新春團拜會」活動。活動中，我們向全體員工傳遞了誠摯的新年祝福，並表彰表現優異的員工，激勵員工在新的一年中再接再厲，共同為本集團的發展貢獻力量。

B2. HEALTH AND SAFETY

OCCUPATIONAL HEALTH AND SAFETY

The occupational health and safety guidelines of the Group are "law-abiding operation, safety first, continuous improvement, risk-free". In accordance with established guidelines, the Group has established the Health, Safety and Environmental Protection Department that is responsible for developing safety standards and strategies to reduce accidents and protect the health of employees and fulfill its responsibility for ensuring that employees work in a safe environment. In addition, Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 45001 Occupational Health and Safety Management System certification issued by a third-party assurance organization. The Group also standardized safety behaviors according to the Enterprise Requirements of Safety Standardization. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma were awarded the certificates of "Level II Enterprise of Safety Production Standardization (Chemical)" and "Level III Enterprise of Safety Production Standardization (Pharmaceutical Industry)" respectively.

The Group has identified work procedures involving high risks based on the Hazard Identification, Risk Assessment and Control Procedures, and set safety guidelines and Protective Equipment Management Procedures, providing employees with appropriate protective equipment and tools. Regular inspection was carried out on the practices and arrangements of all the workshops according to different safety risks. The Group also formulated the Employee Body Check and Healthy Management System and ensure that employees receive health checks every year and to safeguard their health. In addition, the Group consistently reminds employees to prioritize personal hygiene to prevent virus transmission. The Group is committed to disseminating health and safety knowledge across diverse platforms and fields to all staff, thereby raising employee awareness.

B2. 健康與安全

職業健康與安全

本集團的職業健康及安全方針為「守法經營、安全第一、持續改進、萬無一失」。按照既定方針，本集團已設立健康安全環保部，其負責制定安全標準及策略，以減低意外事故及保障員工健康，並履行確保員工在安全環境下工作的責任。此外，蘇州東瑞製藥及福建東瑞製藥已通過由第三方審核機構頒發的ISO45001職業健康安全管理體系認證。本集團亦根據《安全標準化企業要求》將安全行為標準化。蘇州東瑞製藥及福建東瑞製藥已分別獲得「安全生產標準化二級企業(化工)」證書及「安全生產標準化三級企業(醫藥行業)」證書。

本集團依據《危險源識別、風險評價及控制程序》以識別出涉及高風險的工作程序，並設定安全指引及《勞保用品管理流程》，為員工提供適當的防護裝備和工具，並按不同的安全風險對所有工作場所的常規及安排進行定期檢查。本集團亦已制定《員工體檢和健康管理制度》及確保每年會為員工提供健康檢查，保障員工健康。此外，本集團亦會時刻提醒員工注意個人衛生，防止病毒傳播。本集團將致力於通過形式豐富的媒介在不同領域向全體職工傳達健康及安全知識，從而提高員工的意識。

The Group's production plants have obtained Good Manufacturing Practices ("GMP") for Pharmaceutical Products certification. The production area where has been specially designed to strengthen the ventilation system and the air-conditioning system is regularly inspected and repaired to maintain indoor air circulation. Moreover, the Group believes that enhancing employees' safety awareness is the most effective way to avoid accidents. Therefore, the Group has formulated the Management Procedures for the Management Scheme of Environmental and Occupational Health and Safety Target Indicators and the Management Regulations for the Prevention of Occupational Diseases, and at least two occupational safety trainings are held every month. During the Reporting Period, Suzhou Dawnrays Pharma has organized safety training on the above management system and daily safety production workflow. The relevant procedures and regulations will be reviewed regularly to ensure their effectiveness.

本集團的生產廠房已獲得藥品生產質量管理規範(「GMP」)認證，生產範圍經過特別設計加強通風系統，空調系統定期檢查及維修，保持室內空氣流通。此外，本集團相信最有效防止事故發生的方法是提高員工的安全意識，因此本集團已制定《環境職業健康安全目標指標管理方案管理程序》及《職業病預防管理規程》，並每月最少舉辦兩次職業安全培訓。於報告期間，蘇州東瑞製藥已就以上管理制度及日常安全生產工作流程為員工舉辦安全培訓。本集團將定期審核相關程序及規程，以確保其有效性。

During the Reporting Period, centered on the theme "Safety for All, Emergency Preparedness for Everyone — Safeguarding Life Pathways", the Group organized a series of safety-focused initiatives. These activities aimed to enhance employee engagement and accountability in the Group's safety management efforts. Employees were encouraged to actively participate in safety programs, propose valuable recommendations, and contribute improvement measures, laying a solid foundation for a safer and more harmonious workplace.

於報告期間，本集團圍繞「人人講安全、個個會應急 —— 暢通生命通道」的主題，組織開展了一系列安全主題活動。此次活動旨在提升員工對本集團安全管理工作的參與度和責任感，鼓勵員工通過積極參與各項安全活動，提出寶貴的安全建議和改進措施，為構建更加安全、和諧的工作環境奠定堅實基礎。

During the event, departments and workshops independently conducted emergency evacuation drills to reinforce safety awareness and effectively strengthen employees' ability to respond to unexpected incidents. Furthermore, the Group provided training on how to use CPR (Cardiopulmonary Resuscitation) and AED (Automated External Defibrillator). Delivered through both online and offline formats, the training ensured employees across all facilities could master essential emergency response and self-rescue skills. To deepen safety awareness among all staff, the Group invited the vice presidents, factory general managers, and safety directors to share safety management insights by analyzing real-world cases, enabling employees to gain valuable safety knowledge.

活動期間，各部門及車間自行組織了應急逃生演練，以強化員工的安全意識，並有效提升其應對突發事故的能力。此外，本集團還開展了CPR（心肺復蘇術）和AED（自動體外除顫器）使用培訓。此次培訓採用線上線下同步進行的方式，確保各廠區員工都能掌握基本的應急避險與自救技能。為進一步鞏固員工的安全意識，本集團特別邀請了副總裁、廠區總經理及安全總監，通過剖析實際案例，向員工分享安全管理經驗，讓員工們從中汲取寶貴的安全知識。

In the final phase of the campaign, the Group hosted "Safety Experience Days" at two factories of Suzhou Dawnrays Pharma. The events featured interactive activities such as accountability Q&A sessions, fire hazard simulations, safety-themed lantern riddle challenges, and safety sign identification exercises, allowing employees to intuitively learn and apply safety knowledge while enhancing their preparedness for emergencies. The Group will remain steadfast in its "Safety First" philosophy, continuously advancing safety culture initiatives to ensure all employees work efficiently in a safe and healthy environment.

在活動的最後階段，本集團先後在蘇州東瑞製藥的兩個廠區舉辦了「安全體驗日」。活動內容豐富多樣，包括責任制問答、穿越火線、猜燈謎、安全標識辨認等環節，讓員工在互動體驗中更直觀地了解和掌握安全知識，進一步提升應對安全事件的能力。本集團將繼續秉持「安全第一」的理念，持續推進安全文化建設，確保每一位員工都能在安全、健康的環境中高效工作。

The Group has strictly complied with relevant laws and regulations including but not limited to the Labor Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and the Fire Protection Law of the People's Republic of China. The Group was not aware of any material violations of relevant local health and safety laws and regulations. In the past three years (including the Reporting Period), the Group has recorded no work-related fatalities. Although the Group has strived to supervise occupational health and safety matters, unfortunately, there were 904 working days lost (2023: 217 working days) in total due to work injury incidents during the Reporting Period. In the event of an unfortunate work injury incident, the Group will provide immediate assistance to the injured employees and report the incident to the Ministry of Human Resources and Social Security of China. All work injury incidents will be investigated according to procedures to minimize the chance of recurrence.

本集團嚴格遵守包括但不限於中國的《中華人民共和國勞動法》、《中華人民共和國職業病防治法》及《中華人民共和國消防法》等相關法律法規。本集團亦並未發現任何違反當地相關健康及安全法律及法規之重大事宜。過去三年（包括報告期間），本集團均無錄得任何因工作關係而死亡的事件。儘管本集團已盡力監督職業健康及安全事務，於報告期間仍不幸發生工傷事件導致合共損失904工作日（二零二三年：217工作日）。若不幸地發生工傷事故，本集團會為受傷員工提供即時協助並向中國人力資源和社會保障部申報工傷。所有的工傷事故都會按程序進行調查，減少再次發生的機會。

B3. DEVELOPMENT AND TRAINING

EMPLOYEE TRAINING AND DEVELOPMENT

The Group attaches great importance to the development of talents and encourages employees to continuously learn new knowledge and skills, and improve their position competence and their working ability, thereby enhancing the Group's competitiveness. The Group's business grows with employees' personal and career development, and both parties will make progress together. Therefore, the Group has formulated the Employee Training Management Regulations to provide employees with various types of quality training. The training includes but is not limited to conducting specialized training camps aiming at various systems, general skills training, general management training and post-professional training to enhance individual professional knowledge and skills. In order to use resources more effectively, the Group will prepare an annual training plan as needed, the content of which includes professional skills training for the post and management ability advancement training. The Group has formulated the Internal Trainers Management Regulations and developed the internal trainers team. Through sharing knowledge, experience and skills between the qualified internal trainers and other employees, we aim to inherit the corporate culture effectively and enhance the professional capabilities of employees. As the innovation in the production and management of drugs keeps going and regulatory laws are complicated and updated frequently, the Group regularly dispatches employees to participate in training regarding policies and regulations on pharmaceuticals and the latest technical guidance so as to continuously absorb and obtain new industry knowledge. In order to improve training content and plans more effectively, the Group will conduct demand questionnaires before each training and results assessment after each training with an aim to optimize future training.

B3. 發展及培訓

員工培訓與發展

本集團重視人才的發展，鼓勵員工不斷學習新知識及技能，提高崗位勝任能力和從業能力，從而提升企業競爭力。為在業務發展的同時促進員工個人自我成長和職業發展，雙方共同進步，本集團制定了《員工培訓管理辦法》為員工提供各類型的素質培訓，培訓包括但不限於針對各系統開展的專題訓練營、通用技能培訓、通用管理類培訓以及提升個人專業知識及技能的崗位專業類培訓。為更有效地使用資源，本集團每年會按照需要編寫年度培訓計劃，內容包括崗位專業技能及管理能力提升培訓。本集團已制定《內部培訓師管理規程》並建立內部培訓師隊伍，由通過資質審核的內部培訓師向其他員工分享知識、經驗及技能，以有效地傳承企業文化並提升員工業務水平。此外，藥物的生產和管理不斷創新而監管法例繁複並經常更新，本集團定期外派員工參加藥政法規以及最新技術指導培訓，從而不斷吸收和掌握行業新知識。為更有效完善培訓內容及計劃，本集團在每次培訓前進行培訓需求調研，培訓後進行培訓效果評估，以優化未來的培訓。

During the Reporting Period, 100%[12] of the employees within the reporting scope participated in career development-related training (2023: approximately 99.3%), and the breakdown of employees trained and the average training hours by gender and employee category are summarized below:

於報告期間，報告範圍內100%[12]僱員已參加職業發展相關的培訓（二零二三年：約99.3%）。按性別及僱員類別劃分的受訓僱員明細及平均受訓時數概述如下：

		2024 二零二四年		2023 二零二三年	
		Breakdown of employees trained (%)[13] 受訓僱員明細(%)[13]	**Average training hours[14] 平均受訓時數[14]**	Breakdown of employees trained (%)[13] 受訓僱員明細(%)[13]	Average training hours[14] 平均受訓時數[14]
Total	**總計**	**N/A 不適用**	**96**	N/A 不適用	92
By gender	**按性別**				
Male	男性	**57**	**86**	56	77
Female	女性	**43**	**110**	44	111
By employee category	**按僱員類別**				
Senior management	高級管理層	**1**	**27**	1	17
Middle management	中級管理層	**8**	**32**	7	26
Supervisor	主管	**6**	**32**	6	72
Other level	其他層級	**85**	**108**	86	100

Note(s):

12. Percentage of employees trained = Total number of employees trained during the year ÷ Total number of employees at the end of the year x 100%.
13. Breakdown of employees trained = Number of employees trained by category during the year ÷ Total number of employees trained during the year x 100%.
14. Average training hours = Training hours by category during the year ÷ Number of employees by category at the end of the year.

備註：

12. 受訓僱員百分比＝年內總受訓僱員人數÷年末總僱員人數×100%。
13. 受訓僱員明細＝年內該類別的受訓僱員人數÷年內總受訓僱員人數×100%。
14. 平均受訓時數＝年內該類別的受訓時數÷年末該類別的僱員人數。

In addition to providing professional training, the Group remains dedicated to holistically supporting employees' personal development. During the Reporting Period, the Labor Union of Suzhou Dawnrays Pharma meticulously established a nearly 200-square-meter library in the factory's complex building, housing over 3,000 volumes spanning diverse fields such as philosophy, corporate culture, pharmaceuticals, management, finance, law, foreign languages, biographies, wellness, art, psychology, literature, and history. Through this initiative, the Group aims to foster a robust learning environment for employees, helping them enhance professional competencies and comprehensive skill sets to achieve shared growth between individuals and the organization.

除了提供職業培訓外，本集團亦始終致力於全方位支持員工的個人發展。於報告期間，蘇州東瑞製藥工會在廠區綜合大樓精心打造了一間近200平方米的圖書室，藏書超過3000本，涵蓋思想、企業文化、醫藥、管理、財經、法律、哲學、外語、傳記、養生、藝術、心理學、文學、歷史等多個領域。本集團希望透過這項舉措，為廣大員工營造良好的學習氛圍，協助提升專業素養與綜合能力，實現個人與企業的共同成長。

B4. LABOR STANDARDS

PREVENTION OF CHILD LABOR AND FORCED LABOR

The Group has complied with all laws and regulations related to the prevention of child labor or forced labor, including but not limited to the Labor Law of the People's Republic of China and the Regulations on Prohibition of Using Child Labor and strictly complied with the Abolition of Forced Labor Convention of International Labor Organization to conduct business activities. During the Reporting Period, the Group was not aware of any material violations of laws and regulations related to the prevention of child labor and forced labor.

The Group prohibits employing child labor and will never accept any child's participation in any work. In accordance with the Employee Manual, Recruitment and Employment Management Measures and Personnel Relationship Management Regulations, the identity documents of the applicants will be carefully reviewed to ensure that the newly recruited employees have reached the legal age on the date of employment in the recruitment process. If the employee is found to have provided false evidence upon the commencement of their employment, he or she will be deemed to be unqualified for employment. In that case, the Group has the right to terminate the employment contract at any time without paying compensation.

The Group understands the importance of balance between work and life. Long working hours will only reduce productivity and increase the risk of accidents. The Group has therefore established an overtime provisions section in the Employee Manual, emphasizing that the workflow should be properly arranged and overtime work should not be encouraged so as to achieve the goal of work-life balance. If employees need to work overtime as needed, the Group will adjust employees' rest time or pay overtime salaries in accordance with legal requirements and internal regulations. Employees' overtime situations and work schedules are reviewed monthly and reported to management. If any case of violation is found, it will be handled according to internal policy with regard to the situation.

B4. 勞工準則

防止童工與強制勞工

本集團已遵守所有與防止童工或強制勞工有關的法律法規，包括但不限於中國的《中華人民共和國勞動法》及《禁止使用童工規定》，並嚴格按照國際勞工組織的《廢除強迫勞動公約》進行商業活動。於報告期間，本集團並未發現任何違反防止童工及強制勞工相關法律條例的重大事宜。

本集團禁止僱用童工，絕不接受任何兒童參與任何工作。本集團依據《員工手冊》、《招聘與錄用管理辦法》及《人事關係管理規程》，在招聘流程中認真查閱職位申請人身份證明文件，確保新入職員工在就職當日已屆法定年齡。員工入職後若被發現入職時提供虛假證明，將被視為不符合錄用條件，本集團有權隨時解除僱傭合約且不支付補償金。

本集團深明工作與生活平衡的重要性。長時間工作只會降低生產力及增加意外風險，因此本集團已制定《員工手冊》的加班規定章節，強調妥善安排工作流程，不鼓勵加班，並以達到工作與生活平衡的目標。若因工作需要員工加班的，本集團將按照法律要求及內部相關規定給予員工調休或支付加班工資。員工加班情況及工作安排會每月進行檢視並向管理層匯報。如發現任何違規案件，將視乎情況依據內部政策作出相應處理。

B5. SUPPLY CHAIN MANAGEMENT

SUSTAINABLE RAW MATERIAL SOURCING

The Group operates its business with the philosophy of "focus on health and continuous innovation". In addition to the efforts of the Group's employees, the cooperation and support of various suppliers are also required. To effectively manage and ensure product quality and supply, the Group only works closely with quality suppliers. In order to more effectively regulate the procurement process and reduce costs, the Group has formulated the Procurement Management Regulations. The Procurement Department is responsible for comprehensive procurement and liaising with suppliers. It also considers and approves suppliers in accordance with the Supplier Approval Form, which includes assessments of their quality and service performance, and the final purchases will be only made from approved suppliers. During the Reporting Period, the Group has implemented relevant supplier engagement practices for 96 new suppliers (2023: 317 new suppliers). In addition, in order to support green procurement and effectively reduce carbon emissions during transportation, the Group will give priority to using suppliers who comply with national environmental policies and practices and follow the principle of nearby procurement. Most of the suppliers are located in neighboring provinces. During the Reporting Period, the Group had a total of 547 suppliers who went through audit or annual evaluation (2023: 305 suppliers), including 486 qualified suppliers from China and 61 China agency suppliers (2023: 278 suppliers and 27 suppliers respectively).

SUPPLY CHAIN MANAGEMENT

In order to ensure that the quality of suppliers continues to meet the requirements and maintain a healthy and orderly supply chain system, regular audits are conducted of major suppliers in accordance with the Supplier Audit Management Procedures and the Supplier Annual Evaluation Management Procedures, including supplier production site audits, system evaluation, quality review and whether environmental and social risks being included in its supply, etc., to assess whether suppliers continue to be qualified. The Group will regularly review relevant procedures to ensure their effectiveness. Besides, the quality of the drug of the Group is strictly monitored by the regulatory institution.

B5. 供應鏈管理

可持續原料採購

本集團秉承「關注健康、持續創新」的理念經營業務。除本集團員工的努力外，亦需要各供應商的配合與支持。為有效管理及確保產品質量和供應，本集團只與優質供應商緊密合作。為了更有效規管採購程序及降低成本，本集團已制定《採購事務管理規程》，採購部門將負責進行綜合採購及與供應商聯絡，並會按照《供應商審批表》審批供應商，內容包括質量及服務表現等進行評審，最後將會向已通過審核的供應商進行採購。於報告期間，本集團已對96家新供應商執行相關聘用供應商慣例（二零二三年：317家）。此外，為支持綠色採購及有效減少運輸過程中的碳排放，本集團將優先考慮使用符合國家環保政策規範之供應商及依循就近採購作原則，供應商大多集中於鄰近省份。於報告期間，本集團共有547家通過審計或年度評價的供應商（二零二三年：共305家），其中有486家來自中國的合資格供應商及61家中國代理供應商（二零二三年：分別為278家及27家）。

供應鏈管理

為確保供應商質量持續符合要求及維持健康有序的供應鏈體系，主要供應商會按照《供應商審計管理程序》及《供應商年度評價管理規程》定期進行審核，包括供應商的生產現場審計、體系評價、質量回顧及有否將環境及社會風險納入其供應等範疇，以評定供應商是否持續合格。本集團將定期審核相關程序及規程，以確保其有效性。另外，本集團的藥物質量都受監管機構嚴格監控。

The Group has obtained GMP certification, with corresponding requirements for its production process and supplier selection. In addition, in view of the changing drug regulations from time to time, the Group also actively participated in industry trade shows, supplier conferences, and engineering contractor seminars, engaging in in-depth discussions with partners on environmental protection measures, safety issues, and supplier requirements during construction processes. By continuously integrating the latest industry trends and practical insights, the Group strives to optimize internal policies, enhance operational efficiency, rigorously manage drug quality, and remain committed to delivering safer and more effective medications for patients.

本集團已取得GMP認證，其對生產過程及供應商挑選有相應的要求。此外，鑒於藥物規例不時變更，本集團亦會積極參與行業展銷會、供應商會議及工程承建商研討會等活動，就施工過程中的環保措施及安全事項和供應商要求進行深入交流與探討。通過不斷汲取行業最新動態與實踐經驗，本集團旨在完善內部政策，提升營運效益，同時嚴格把控藥品質量，致力於為病患者提供更安全、更有效的藥物。

B6. PRODUCT RESPONSIBILITY

Drug safety and effectiveness are the core work of the Group. Any quality problems will pose a threat to the lives of patients. As a responsible drug manufacturer, the Group promises to provide safe and effective drugs and strictly abide by the relevant laws and regulations on health and safety, advertising, labeling and privacy matters and remedies for the products and services provided, including but not limited to the Law of the People's Republic of China on the Protection of Consumer Rights and Interests, the Drug Administration Law of the People's Republic of China, the Product Quality Law of the People's Republic of China and the Patent Law of the People's Republic of China. During the Reporting Period, the Group was not aware of any material violations of laws and regulations in relation to the health and safety, advertising, labeling and privacy matters regarding the products provided.

B6. 產品責任

藥物安全及有效性是本集團的核心工作，任何質量問題都會對病患者構成生命威脅，作為負責任的藥物生產商，本集團承諾提供安全有效的藥物，並嚴格遵守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相關法律及規例，包括但不限於中國的《中華人民共和國消費者權益保護法》、《中華人民共和國藥品管理法》、《中華人民共和國產品質量法》及《中華人民共和國專利法》。於報告期間，本集團並未發現任何違反產品健康與安全、廣告、標籤及私隱事宜相關法律及規例之重大事宜。

PRODUCT QUALITY AND SAFETY

The Group's production plants are constructed in accordance with China's GMP requirements and with reference to European Union standards, which are also one of the first batches of GMP-certified companies in China. The entire production chain, including plant construction, raw material use, production process control, packaging and labeling, are implemented in accordance with the law and monitored by the National Medical Products Administration. In order to ensure the safety and effectiveness of drugs, the Group has established a quality management system that clearly clarifies the requirements for the use of each element and the quality inspection requirements and standards for each production process to ensure that products meet the predetermined quality standards. Suzhou Dawnrays Pharma and Fujian Dawnrays Pharma have obtained the ISO 9001 Quality Management System certification issued by a third-party assurance organization. In addition, Suzhou Dawnrays Pharma introduced the Warehouse Management System ("WMS") and Document Management System ("DMS") to improve the level of quality management of the finished products and documentation management.

產品質量與安全

本集團生產廠房按照中國GMP要求並參考歐盟標準建設，亦是首批獲得中國GMP認證企業之一，其整個生產鏈從廠房建造、原材料使用、生產程序控制、包裝及標籤等均按照法例執行，並受到國家藥品監督管理局監控。為確保藥物安全及有效，本集團建立了質量管理體系，明確其中各要素用途及各個生產程序的質量檢查要求及標準，保證其生產符合預定質量標準的產品。蘇州東瑞製藥及福建東瑞製藥已通過經由第三方審核機構頒發的ISO9001質量管理體系認證。此外，蘇州東瑞製藥已增設倉庫管理系統(「WMS」)及文件管理系統(「DMS」)，以提高成品質量管理及文件管理水平。

The Group continues to improve its product quality and processes. The Quality Assurance Department regularly reviews the production and monitoring process and makes suggestions for improvement. For any updates on product quality or legislation, the Group arranges employee training to ensure that its production and operation comply with the new regulations and to provide the correct information to customers.

本集團持續改善產品質量及流程。質量保證部定期檢視生產及監察過程並提出改善建議。對於任何有關於產品質量或法例上的更新，本集團都會安排員工培訓，確保按照新規定生產及營運以及為客戶提供正確資訊。

Drug production needs to be carried out in a clean environment. The Group regularly cleans and disinfects the production plants, and strictly enforces the dress code and hygiene standards for employees working in the production plants. Every employee is required to arrange for a physical examination to ensure that they meet the health requirements for their production duties. The Group has formulated management procedures for employees entering and leaving the workshop and various zones, and the Employee Health and Hygiene Management System, etc. Employees are required to report health problems or illness to avoid potential safety risks to production due to their physical conditions. In addition, the Group's production sites are equipped with laboratories, where drugs are subject to multiple tests from raw materials, manufacturing processes and until they become finished products.

生產藥物需在潔淨環境下進行，本集團已為廠房定期進行清潔消毒，亦嚴格要求員工在生產廠房內的衣著及衛生，並安排每名員工進行身體檢查確保健康要求符合生產工作。本集團已制定人員進出車間及各區域的管理規程和《員工健康衛生管理制度》等，員工需就健康問題或在患病時主動報告，以免身體狀況對生產構成潛在安全風險。另外，本集團的生產場所內設有化驗室，藥物由原材料、製造過程及成為成品前都需經過多重檢測。

In order to further protect consumers, all items or products that do not meet the laboratory testing conditions of the Group will be entrusted to qualified institutions or laboratories for inspection in accordance with the Laboratory Entrusted Inspection Management Regulations for Quality Control. In order to rationalize the use of resources, the Group has also entrusted the production of tablets and powder for injections. As a Marketing Authorization Holder, the Group is committed to continuously fulfilling its responsibility of quality management throughout the entire process. This includes assessing the quality assurance and risk management capabilities of the entrusted party; signing quality agreements and entrusted production agreements with the entrusted party as required; fulfilling the obligation of product release for market launch in accordance with Product Release Regulations; conducting regular on-site audits on the quality management system of the entrusted party, and having on-site personnel closely supervise the production process to ensure the effective linkage between quality management systems of both parties as well as the continual compliance with statutory requirements during the production process. All of the Group's products must pass an internal quality inspection process established in accordance with laws and regulations to ensure that the quality of these products meets the registration requirements before they are released and sold.

為更進一步保障消費者，所有不適用於本集團化驗室檢測條件的項目或產品將依照《質量控制實驗室委託檢驗管理規程》委託予具備相應資質機構或化驗室進行檢驗。為合理利用資源，本集團亦已將片劑和粉針劑進行了委託生產。作為上市許可持有人，本集團致力於持續落實全過程質量管理主體責任。這包括評估受託方的質量保證能力和風險管理能力；按規定與受託方簽訂質量協議及委託生產協議；依照《產品放行規程》履行產品上市放行義務；定期現場審核受託方的質量管理體系，由駐廠人員密切監督生產過程，確保雙方質量管理體系有效銜接，生產過程持續符合法定要求。本集團產品均必須通過內部依法規制定的質量檢證程序，確保產品質量符合註冊要求方可放行及銷售。

If any unqualified products are found to enter the market, the Group will carry out the recall process systematically in accordance with the Product Return Management Regulations and Drug Recall Management System. Meanwhile, the recall process will be led by the management and reported to the regulatory agency. To ensure the effectiveness of the system, relevant personnel will conduct regular system assessments and simulate recalls. During the Reporting Period, the Group did not have any product recalls due to product safety and health reasons (2023: nil). The Group has set up a special Pharmacovigilance Department, which is responsible for conducting pharmacovigilance throughout the life cycle of drugs. Using the "Pharmacovigilance Big Data Cloud Computing System", we monitor, identify, evaluate and control adverse drug reactions and other harmful reactions related to medication during the life cycle.

如發現任何不合資格之產品流入市場，本集團將依據《退回產品管理規程》及《藥品召回管理制度》使召回過程能有系統地進行。同時，召回過程將由管理層領導並向監管機構匯報，為確保系統有效性，相關人員將定期進行系統評估及模擬召回。於報告期間，本集團未有任何因產品安全與健康理由而需回收的個案（二零二三年：無）。本集團設立有專門的藥物警戒部，負責對藥品全生命週期開展藥物警戒工作，並依托「藥物警戒大數據雲計算系統」，對周期內的藥品不良反應及其他與用藥有關的有害反應進行監測、識別、評估和控制。

CUSTOMER SERVICE

The Group attaches great importance to the opinions of its customers. In order to improve service and product quality, Customer Service Department periodically contacts customers to understand their satisfaction with our products and services. If customers are in any doubt about product quality and services, they can contact the Group via written or other electronic channels. Besides, the Group has formulated the User Complaint Management System in order to ensure the quality of service and maintain the good reputation of the Group. All complaints and valuable customer feedback will be recorded in detail for follow-up and continuous improvement in the future. During the Reporting Period, the Group received a total of 14 complaints (2023: 23 complaints) and all complaints were properly handled in accordance with the User Complaint Management System.

客戶服務

本集團重視客戶意見。為提升服務及產品質量，客戶服務部會定期與客戶聯絡以了解對產品及服務的滿意度，客戶如對產品質量及服務有任何疑問，皆可透過書面或其他電子渠道與本集團聯繫。此外，為確保服務質素及維護本集團良好聲譽，本集團已制定《用戶投訴管理制度》。所有投訴及客戶寶貴的回饋都會詳細記錄，以便在日後跟進作出持續改善。於報告期間，本集團一共收到了14宗投訴（二零二三年：23宗），且所有投訴都已按《用戶投訴管理制度》妥善處理。

PRODUCT PATENT PROTECTION AND MANAGEMENT AND PRODUCT LABELING

After technical assessment and market analysis, the Group sets prices for its products that meet the market and quality. In addition, given the uniqueness and innovation of the product R&D technology and the intangible nature of the production process, the Group has filed patent applications for the unique process technology developed by itself and with commercial value. At the same time, the Group also applied for trademark registration for its own brands and provided training and education for sales staff to educate customers on how to distinguish the Group's products.

產品之專利保護及管理和產品標籤

本集團經過技術評估及市場分析後會為其產品作出符合市場及質量的產品訂價。另外，由於產品研發技術的獨特性與創新及生產流程是本集團無形的財產，因此本集團已對自行開發且具備商業價值的獨有工藝技術提出專利申請。同時，本集團亦為自創品牌申請商標註冊，並為銷售部員工提供培訓以教育顧客分辨本集團產品。

In addition, the Trademark Management System of the Group also clarifies the regulations that employees must adhere to when utilizing the Group's patents or other intellectual property rights when performing their duties, thereby protecting the rights and interests of both parties. During the Reporting Period, the Group obtained 5 utility model patents and 11 invention patents. In addition, the Group has developed the Labeling Materials Collection and Storage Management Regulations and the standard of quality for drug-related labels, to ensure that the relevant information of the drug shown on the label is clear and accurate, protecting the rights of the customer.

此外，本集團的《商標管理制度》亦已明確員工因履行職務而需要利用本集團的專利權或其他知識產權時需遵守的規條，保障雙方權益。於報告期間，本集團獲得5項實用新型專利及11項發明專利。另外，本集團亦已制定《標示材料接收和儲存管理規程》以及藥品相關的標籤質量標準，以確保標籤清楚及如實標示藥品相關資料，保障客戶權益。

CUSTOMER PRIVACY PROTECTION AND MARKETING AND PUBLICITY

The Group's sales are mainly conducted on a business-to-business model and we generally do not directly sell drugs to consumers and possess any personal data. In addition, due to the nature of the Group's business, the Group is not involved in any major advertising matters. There are only appropriate product marketing and promotion activities, and the advertising materials and content used during the Reporting Period have been reviewed and checked by internal relevant mechanisms to comply with statutory requirements.

顧客隱私保護及市場推廣與宣傳

本集團銷售主要以企業對企業模式進行，我們一般不會直接售賣藥物給予消費者及管有任何個人資料。另外，基於本集團的業務性質，本集團並不牽涉任何重大的廣告事宜。唯仍有適當的產品營銷推廣活動，於報告期間所使用之廣告材料及內容均經由內部相關機制覆核檢查以符合法定要求。

B7. ANTI-CORRUPTION

INTEGRITY OPERATION AND CODE OF ETHICS

The Group adheres to the principle of "integrity and probity", is committed to creating an anti-corruption working atmosphere, and does not tolerate illegal acts such as corruption, bribery, extortion, fraud and money laundering. The Group is committed to abiding by laws and regulations related to anti-corruption and money laundering, including but not limited to the Criminal Law of the People's Republic of China and the Anti-Money Laundering Law of the People's Republic of China. During the Reporting Period, the Group strictly complied with relevant anti-corruption laws and regulations. To the knowledge of the management, there were no material incidents in violation of relevant laws and regulations on the prevention of corruption, bribery, extortion, fraud and money laundering, and there were no concluded legal cases regarding corrupt practices brought against the Group or its employees (2023: nil).

B7. 反貪污

誠信經營與道德守則

本集團秉持「誠信、廉潔」的原則，致力於營造反貪污的工作氛圍，對於貪污、賄賂、勒索、欺詐及洗黑錢等不合法行為絕不容忍。本集團致力恪守有關反貪污及洗錢的法規，包括但不限於中國的《中華人民共和國刑法》及《中華人民共和國反洗錢法》。於報告期間，本集團嚴格遵守反腐相關法律和法規，就管理層所知，本集團並無發生違反防止貪污、賄賂、勒索、欺詐及洗黑錢的相關法律及法規的重大事件，亦沒有任何對本集團及其員工提出並已審結的貪污訴訟案件（二零二三年：無）。

ANTI-CORRUPTION POLICIES AND MEASURES

The Group has formulated the Anti-Fraud Management System and Resign Audit System, to continuously improve its anti-corruption management framework and strengthen the systematic anti-corruption construction of prior prevention and post-event monitoring, to examine and combat any fraud behavior. In addition, the Group has also signed the Integrity and Self-discipline Commitment with its employees and signed the Integrity Agreement with various business partners such as suppliers and construction units, to prevent commercial corruption at the root, and to jointly build a clean and compliant business environment. The Group has also established an Audit Committee in its governance structure, consisting of three independent non-executive directors, which is responsible for formulating, reviewing and monitoring corporate governance policies and routine operations, ensuring that the Group strictly abides by relevant laws and regulations. It also continuously reviews the effectiveness of internal monitoring systems to prevent corruption incidents.

As the Group attaches great importance to integrity education, it has specified the regulations on the employees' behavior, as well as relevant accountability and punishment rules in the Employee Manual. In addition, the Group arranges anti-corruption training at least twice a year. During the Reporting Period, 6 directors and 1,160 employees received about 12 hours and about 1,789 hours of training respectively (2023: 6 directors and 1,063 employees received about 12 hours and about 2,181 hours of anti-corruption training respectively), so as to cultivate the integrity of employees and jointly maintain the integrity of the Group.

WHISTLE-BLOWING MECHANISM

The Group has an exclusive hotline, email and correspondence address to encourage employees to report misconduct. Sufficient confidentiality measures are provided to protect the identity of the whistle-blower. If any corruption, bribery, extortion, money laundering and other fraudulent acts are found, the Audit Committee will conduct immediate investigations and take appropriate actions. Serious illegal and criminal acts will be handed over to judicial organs for handling according to the laws. The Group will review the relevant procedures and regulations regularly to ensure their effectiveness.

反貪污政策及措施

本集團制定了《反舞弊管理制度》和《離任審計制度》，持續健全反貪污管理體系，加強事前預防及事後監察的體系化反腐倡廉建設，以審查及打擊任何舞弊行為。另外，本集團亦透過與員工簽訂的《廉潔自律承諾書》、與各合作業務夥伴如供應商和施工單位等簽署《廉潔協議書》，從源頭上預防商業腐敗發生，共建廉潔合規的經營環境。本集團在管治架構中亦設立了審核委員會，由三位獨立非執行董事組成，負責制定、檢討及監察企業管治政策及常規運營，確保本集團嚴守各項有關法津法規，並持續檢討內部監控系統的有效性，以防止發生貪污事件。

本集團高度重視廉潔教育，其已於《員工手冊》中明確員工行為規範以及相關的問責與懲處規定，此外，本集團每年至少安排兩次反貪污培訓。於報告期間，6名董事及1,160名員工分別接受共約12小時和約1,789小時培訓（二零二三年：6名董事和1,063名員工已分別接受約12小時和約2,181小時的反貪污培訓），從而培養員工廉潔從業精神，共同維護本集團廉潔之風。

舉報機制

本集團設有專屬熱線、電郵及信函地址，鼓勵員工舉報不當行為，並對舉報人身份提供足夠保密措施，如發現任何貪污、賄賂、勒索、洗黑錢及其他欺詐行為，審核委員會即時進行調查及處理，對於嚴重的違法犯罪行為，本集團將交由司法機關依法處理。本集團將定期審核相關程序及規程，以確保其有效性。

B8. COMMUNITY INVESTMENT

The Group shoulders corporate social responsibility and is committed to giving back to the community. The Group has formulated relevant policies and set up "Dawnrays Volunteer Service Team" and "Dawnrays Love Fund" to support and encourage employees to participate in social welfare activities, convey the Group's care for the communities where the Group is located, and participate in building a harmonious and livable community. The purpose of "Dawnrays Love Fund" is "caring for employees and participating in social welfare", and it mainly provides assistance to employees of the Group when they encounter domesticity difficulties, and actively supports the development of the Group's charitable cause and the community charity activities where "Dawnrays Volunteer Service Team" participated. In order to encourage employees to actively participate in community charitable activities, the Group will award volunteers with outstanding performance with recognition and souvenirs. The following are the focused contribution areas covered by the "Dawnrays Love Fund" community investment:

B8. 社區投資

本集團肩負企業社會責任，致力回饋社群。本集團已制定相關政策，並設立了「東瑞志願者服務隊」及「東瑞愛心基金」，支持和鼓勵員工參加社會公益活動，傳達本集團對本集團所在社區的關懷，以建設一個和諧宜居的社區。「東瑞愛心基金」的宗旨是「立足關愛員工，參與社會公益」，主要為本集團的員工在其家庭生活遇到困難時提供協助，積極支持本集團的慈善事業發展和「東瑞志願者服務隊」參加的社區公益活動。為鼓勵員工積極參與社區公益活動，本集團會為表現突出的志願者頒發榮譽和紀念品。以下為「東瑞愛心基金」社區投資所涵蓋的專注貢獻範疇：

AREAS **範疇**	**ASSISTANCE PLANS** **幫扶計劃**
Staff 員工	Subsidize the children of our staff for higher education and provide assistance funds for those facing life difficulties. • 資助員工子女接受高等教育，提供生活遇困幫扶金。
Communities 社區	Actively participate in community charitable activities. • 積極參與社區公益活動。
Medical 醫學	Provide scholarships to pharmaceutical and medical students, cultivating more outstanding medical professionals; and • 為藥物及醫科生提供獎學金，培育更多優秀醫療專才； Set up special funds for conducting research on the prevention and treatment of major diseases. • 設立基金為重大疾病預防和治療進行研究。
Poverty relief 扶貧	Donate to poor families in society to support the education of their children. • 捐助與社會上貧困家庭，讓他們的孩子接受教育。
Disaster relief 賑災	Provide donations in the event of major disasters in the country. • 在國內遇到重大災害事故時提供捐助。

During the Reporting Period, the "Dawnrays Volunteers Service Team" and the "Dawnrays Love Fund" proactively brought love to the following activities and regions. During the Reporting Period, a total of approximately RMB673,000 and approximately 1,257 hours of volunteer services (together with non-employee volunteers) were devoted to support social charities and public welfare undertakings (2023: approximately RMB273,000 of donations and approximately 1,127 hours of volunteers services). As of 31 December 2024, the Group's employees and their families had participated in volunteer services for approximately 8,398 hours, more than 2,000 people participated in volunteer activities, with over one-hundred thousand people served.

「東瑞志願者服務隊」及「東瑞愛心基金」於報告期間積極將愛帶到以下不同活動及地區。本集團於報告期間共投放公益捐款約人民幣673,000元及義工服務約1,257小時(連同非員工志願者)以支持社會慈善及公益事業(二零二三年：捐款約人民幣273,000元及義工服務約1,127小時)。截止二零二四年十二月三十一日，本集團員工及家屬累計參加志願服務約8,398小時，參加志願活動2,000多人次，接受志願服務的對象超十萬人次。

During the Reporting Period, the Group recognized outstanding employee volunteers and departments that actively participated in community charitable activities in 2024, encouraging more employee engagement in community charitable activities to further promote corporate philanthropy and social responsibility.

於報告期間，本集團表彰了二零二四年積極參加社區公益活動的優秀員工志願者和部門，鼓勵更多員工積極投身於社區公益活動，進一步推動企業的公益精神和社會責任。

CHARITY DONATION AND ACTIVITIES

Children's education sponsorship and poverty alleviation

Since 2019, the Group has established the subsidy plan for a Gohan Primary School in Baoshan Township, Yunnan Province, and has been providing annual subsidies to these students from families with financial difficulties to complete their studies. During the Reporting Period, the Group funded 30 students from financially struggling families to complete their primary education, granting them continued access to schooling. Additionally, the Group sponsored the Baoshan Township Hope School Charity Campaign, collaborating with Suzhou-based philanthropists to host a donation drive under the theme "Guiding Little Hands, Illuminating Small Wishes." By mobilizing donations and supplies from employees, businesses, and the public, the Group delivered care packages to mountain-region students, spreading warmth and hope.

公益捐獻及活動

兒童助學扶貧

自二零一九年起，本集團透過雲南寶山鄉高寒小學助學金計劃，每年資助該校家庭經濟困難的學生完成學業。於報告期間，本集團已資助該校30名家庭經濟條件困難的學生完成小學學業，為他們提供了接受教育的機會。此外，本集團亦繼續贊助寶山鄉希望學校公益行活動，攜手蘇州愛心人士，以「大手牽小手，點亮微心願」為主題舉辦捐贈活動。通過向內部員工、企業及社會愛心人士募集捐款及物資，本集團向山區學生送上愛心禮物，傳遞了溫暖與希望。

Apart from its support for students in Baoshan Township, Yunnan Province, the Group also actively participated in the "Inheriting Noble Values, Shaping Exemplary Family Traditions" project in Tianping Village, Mudu Town of Suzhou, providing donations to strengthen rural children's family values education and preserve traditional culture. The Group also funded a senior high school student in Yunnan's Yulong County whose family faced sudden hardships, offering monthly stipends to help this student complete high school education.

除了對雲南寶山鄉學童的幫扶，本集團還積極參與蘇州市木瀆鎮天平村的家風家教建設項目—「承憂樂精神，繪有范家風」，並為其提供捐贈支持，旨在加強農村兒童的家風教育，傳承優秀傳統文化。本集團亦資助了雲南玉龍縣一名家庭遭遇變故的高三學生，每月提供生活費以幫助其完成高中學業。

Community Charity Donation

The Group is committed to supporting vulnerable groups and giving back to society. During the Reporting Period, we launched initiatives at local senior care homes to improve living conditions for the elderly. Over the Spring Festival holiday, employee volunteers delivered warm clothing to 80 residents, assisted with festive decorations, and thereafter installed custom clothes-drying racks based on the facility's needs. The Group also donated organic fresh vegetables and rice to enhance daily nutrition and dispatched technicians to inspect and maintain over 30 air conditioning units ahead of summer, ensuring resident comfort and health.

社區公益捐贈

本集團全力支援社區中有需要的群體，致力回饋社會。於報告期間，本集團開展了社區養老院的公益工作，積極為長者營造更舒適的生活環境。新年期間，本集團組織員工志願者前往養老院，為80位老人送上保暖衣物，並協助更換新年裝飾，增添節日氛圍。春節過後，本集團電工班根據養老院實際需求，定制並安裝了晾衣架。同時，本集團還捐贈了有機新鮮蔬菜和大米，切實改善長者的日常生活條件。在夏季來臨前，本集團派遣專業維修團隊，對養老院內30多台空調進行了全面檢測與保養，確保長者在炎熱天氣中的舒適與健康。

Apart from caring for the elderly, the Group further participated in the "Warmth Initiative" in Xukou Town, distributing food supplies to outdoor workers during winter. Additionally, the Group donated funds to the Chinese Red Cross to support its Rare Disease Assistance Program for patients with Hyperammonemia, supporting different groups in the community through practical actions.

除關愛長者外，本集團還參與了胥口鎮服務新業態新就業群體冬日送溫暖活動 —「暖新行動」，向戶外工作者送贈食品物資，傳遞溫暖與關懷。此外，本集團亦有向中國紅十字會捐贈資金，用於支持中國氨血症患者（罕見病）援助項目，以實際行動支持社會不同群體。

Caring for employee's family

The Group remains committed to addressing the needs of employees and their families by actively providing various forms of assistance and support, ensuring practical help for households facing challenges. Specific initiatives include awarding scholarships annually during the summer to employees' children admitted to undergraduate programs, motivating them to pursue academic excellence and supporting their educational aspirations; disbursing financial aid to two employees experiencing hardships based on verified cases, alleviating economic burdens and demonstrating organizational compassion; and hosting a parent-child event themed "Happy Childhood, Thriving Growth", offering 31 employees' children extracurricular training sessions such as art classes to enrich their lives and foster family harmony and well-being.

關愛員工家庭

本集團持續關注員工及其家庭的需求，積極提供各類補助與支持，切實幫助有需要的員工家庭渡過難關。具體舉措包括：每年暑期為考取大學本科的員工子女頒發獎學金，激勵他們追求卓越學術成就，助力夢想起航；根據員工實際困難情況，向兩位生活遇困員工發放幫扶款，緩解其經濟壓力，傳遞企業關懷；舉辦以「快樂童年，茁壯成長」為主題的親子活動，為31名員工子女提供繪畫等培訓課程，豐富他們的課餘生活，促進員工家庭和諧幸福。

VOLUNTARY SERVICES

Supporting community activities to promote environmental protection

To elevate the community's environmental awareness, the Group organized volunteers through the Suzhou volunteer web platform during the Reporting Period, hosting 14 environmental initiatives that attracted over 200 volunteer participants. The Group equipped volunteers with tools and commemorative gifts, demonstrating tangible support for environmental causes and advancing green community development.

志願服務

支持社區環保公益活動

為提升社區的環保意識，本集團於報告期間在蘇州義工網平台組織社區志願者參加環保公益活動，共計舉辦14場環保活動，吸引志願者過200人次。本集團為志願者精心準備了勞動工具和紀念品，以實際行動支持環保事業，助力綠色社區建設。

Building harmonious communities through collaboration

The Group actively engages in and organizes diverse community welfare activities to foster social well-being. During the Reporting Period, the Group mobilized volunteers 10 times for the "Party Leadership Guides, Pharma Benefits the People" campaign in Sunshine Garden Community, offering free repairs for small appliances, umbrellas, and shoes to enhance residents' quality of life. Additionally, at the invitation of Jinting Town's "Heartfelt Actions, Sunshine Outreach" project, the Group participated in the "Compassionate Loquat Purchase Campaign", which successfully helped 12 farmers with difficulties in solving the problem of loquat stagnation and fulfilled its corporate social responsibility.

攜手共建和諧社群

本集團積極參加並組織各類社區公益活動，致力於促進社會福祉。於報告期間，本集團先後10次組織志工參加陽光苑社區公益活動 —「黨建引領，藥企惠民」，為居民提供免費維修小家電、修傘及修鞋等服務，提升居民生活質量。此外，應社區金庭鎮「心行陽光」公益項目邀請，本集團還組織員工參與了「愛心枇杷認購活動」，成功幫助12戶困難農戶解決枇杷滯銷問題，踐行企業社會責任。

Promoting public fitness initiatives

During the Reporting Period, the Group donated 25 team uniforms to the Lion Hill Running Club and co-hosted the "Heritage City Slow Run" to advocate healthy lifestyles. In partnership with the Suzhou Wuzhong Economic Development Zone Trade Union, Suzhou Youth Volunteers Association, Agricultural Bank of China — Suzhou Gusu Branch, and China Merchants Bank — Suzhou Wuzhong Branch, the Group organized a charity walk titled "Rooted in Development Zone, Healthy Living, Joyful Work" along Suzhou's Ancient City River Fitness Trail. The event drew nearly 300 participants, promoting the "Step Forward" health philosophy and underscoring the Group's dedication to community physical and mental wellness.

推廣公益健身活動

於報告期間，本集團為獅山跑團提供了25件團服，並攜手舉辦了一次環古城慢跑活動，倡導健康生活方式。此外，本集團還與蘇州吳中經開區總工會、蘇州青年志願者協會、中國農行蘇州姑蘇支行及招商銀行蘇州吳中支行合作，在蘇州環古城河健身步道舉辦了以「情系經開，健康生活，快樂工作」為主題的公益健步走活動。活動吸引了近300人參與，旨在向大眾傳遞「邁開腿」的健康生活理念，展現本集團對社區居民身心健康的關注與支持。

The Group actively engages in community investments and continuously seeks community participation to understand the needs of the local community and ensure community benefits. The Group's economic and social contributions have also been recognized by various parties. The following are the honors received by the Group during the Reporting Period:

本集團高度參與社區投資，並持續以社區參與來了解其所在社區的需要及確保社區利益。本集團經濟及社會貢獻亦受各方認證，以下為本集團於報告期間獲得之榮譽：

Granting Authorities **授予機構**	**Honors** **榮譽**
Fujian Xin Qihang Certification Co., Ltd. 福建新啟航認證有限公司	"Authentication certificate for "Meeting the Quality Management System standard of GB/T 19001-2016/ISO 9001:2015" 「質量管理體系符合標準GB/T19001–2016／ISO 9001:2015」複核認證證書
Fujian Xin Qihang Certification Co., Ltd. 福建新啟航認證有限公司	"Authentication certificate for "Meeting the Environmental Management System standard of GB/T 24001-2016/ISO 14001:2015" 「環境管理體系符合標準GB/T 24001–2016／ISO14001:2015」複核認證證書
Fujian Xin Qihang Certification Co., Ltd. 福建新啟航認證有限公司	"Authentication certificate for "Meeting the Occupational Health and Safety Management System standard of GB/T 45001-2020/ ISO 45001:2018" 「職業健康安全管理體系符合標準GB/T 45001–2020／ISO 45001:2018」複核認證證書
Leading Group Office for "Waste-Free City" Development in Putian City 莆田市「無廢城市」建設工作領導小組辦公室	"Putian Waste-Free Factory" 「莆田市無廢工廠」
Fujian Pharmaceutical Profession Association 福建省醫藥行業協會	"2023 Advanced Unit Honor" 「二零二三年度先進單位榮譽」
Red Cross Society of China Gansu Branch 甘肅省紅十字會	"Donation Certificate" 捐贈證書
Gansu Provincial Emergency Management Bureau 甘肅省應急管理局	"Work Safety License" 「安全生產許可證」
Lanzhou New District Social Welfare Institute 蘭州新區社會福利院	"Commemorative Banner of Appreciation for charitable donations" 「感謝捐助」錦旗
Jiangsu Provincial Enterprise Credit Management Association 江蘇省企業信用管理協會	"2023 Contract-Honoring and Creditworthy Enterprise" 「2023年度守合同重信用企業」
The Industry and Information Technology Department of Jiangsu 江蘇省工業和信息化廳	"Jiangsu Provincial Manufacturing Pilot Platform Incubation Pool (Suzhou City)" 「江蘇省製造業中試平台培育庫（蘇州市）」

Mandatory Disclosure Requirements 強制披露規定	Chapters/Declarations 章節／聲明
Governance Structure 管治架構	About the ESG Report — ESG Governance Structure 關於ESG報告 — ESG管治架構
Reporting Principles 匯報原則	About the ESG Report — Reporting Framework 關於ESG報告 — 報告框架
Reporting Boundary 匯報範圍	About the ESG Report — Reporting Scope 關於ESG報告 — 報告範圍

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect A1: Emissions 層面A1：排放物		
General Disclosure 一般披露	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。	Emissions 排放物
KPI A1.1 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。	Emissions — GHG and exhaust gas emissions and management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.2 關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions — GHG and exhaust gas emissions and management 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.3 關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions — Waste management 排放物 — 廢棄物管理
KPI A1.4 關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Emissions — Waste management 排放物 — 廢棄物管理
KPI A1.5 關鍵績效指標 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。	Environmental Targets; Emissions — GHG and exhaust gas emissions and management 環境目標； 排放物 — 溫室氣體及廢氣排放與管理
KPI A1.6 關鍵績效指標 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。	Environmental Targets; Emissions — Waste management 環境目標； 排放物 — 廢棄物管理

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect A2: Use of Resources **層面A2：資源使用**		
General Disclosure 一般披露	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 A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源（如電、氣或油）總耗量（以千個千瓦時計算）及密度（如以每產量單位、每項設施計算）。	Use of Resources — Energy consumption 資源使用 — 能源消耗
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度（如以每產量單位、每項設施計算）。	Use of Resources — Water consumption 資源使用 — 水資源消耗
KPI A2.3 關鍵績效指標 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。	Environmental Targets; Use of Resources — Energy consumption 環境目標； 資源使用 — 能源消耗
KPI A2.4 關鍵績效指標 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。	Environmental Targets; Use of Resources — Water consumption 環境目標； 資源使用 — 水資源消耗
KPI A2.5 關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位佔量。	Use of Resources — Packaging materials consumption 資源使用 — 包裝物消耗
Aspect A3: The Environment and Natural Resources **層面A3：環境及天然資源**		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	The Environment and Natural Resources 環境及天然資源
KPI A3.1 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。	The Environment and Natural Resources — Protective measures of natural ecological environment 環境及天然資源 — 自然生態環境的保護措施
Aspect A4: Climate Change **層面A4：氣候變化**		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Climate Change 氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Climate Change — Response to climate change 氣候變化 — 應對氣候變化

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect B1: Employment 層面B1：僱傭		
General Disclosure 一般披露	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。	Employment 僱傭
KPI B1.1 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。	Employment 僱傭
KPI B1.2 關鍵績效指標 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。	Employment — Employee remuneration, recruitment, promotion and dismissal 僱傭 — 員工薪酬、招聘、晉升及解僱
Aspect B2: Health and Safety 層面B2：健康與安全		
General Disclosure 一般披露	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。	Health and Safety 健康與安全
KPI B2.1 關鍵績效指標 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。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全
KPI B2.2 關鍵績效指標 B2.2	Lost days due to work injury. 因工傷損失工作日數。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全
KPI B2.3 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。	Health and Safety — Occupational health and safety 健康與安全 — 職業健康與安全

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect B3: Development and Training 層面 B3：發展及培訓		
General Disclosure 一般披露	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。	Development and Training 發展及培訓
KPI B3.1 關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Development and Training — Employee training and development 發展及培訓 — 員工培訓與發展
KPI B3.2 關鍵績效指標 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。	Development and Training — Employee training and development 發展及培訓 — 員工培訓與發展
Aspect B4: Labour Standards 層面 B4：勞工準則		
General Disclosure 一般披露	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。	Labor Standards 勞工準則
KPI B4.1 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。	Labor Standards — Prevention of child labor and forced labor 勞工準則 — 防止童工與強制勞工
KPI B4.2 關鍵績效指標 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。	Labor Standards — Prevention of child labor and forced labor 勞工準則 — 防止童工與強制勞工
Aspect B5: Supply Chain Management 層面 B5：供應鏈管理		
General Disclosure 一般披露	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。	Supply Chain Management 供應鏈管理
KPI B5.1 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。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購
KPI B5.2 關鍵績效指標 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。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
KPI B5.3 關鍵績效指標 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。	Supply Chain Management — Supply chain management 供應鏈管理 — 供應鏈管理
KPI B5.4 關鍵績效指標 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。	Supply Chain Management — Sustainable raw material sourcing 供應鏈管理 — 可持續原料採購
Aspect B6: Product Responsibility **層面B6：產品責任**		
General Disclosure 一般披露	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 Responsibility 產品責任
KPI B6.1 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 Responsibility — Product quality and safety 產品責任 — 產品質量與安全
KPI B6.2 關鍵績效指標 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 Responsibility — Customer service 產品責任 — 客戶服務
KPI B6.3 關鍵績效指標 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 Responsibility — Product patent protection and management and product labeling 產品責任 — 產品之專利保護及管理和產品標籤
KPI B6.4 關鍵績效指標 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 Responsibility — Product quality and safety 產品責任 — 產品質量與安全
KPI B6.5 關鍵績效指標 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 Responsibility — Customer privacy protection and marketing and publicity 產品責任 — 顧客隱私保護及市場推廣與宣傳

Aspects, General Disclosures and KPIs 層面、一般披露及關鍵績效指標	Descriptions 描述	Chapters/Declarations 章節／聲明
Aspect B7: Anti-corruption 層面B7：反貪污		
General Disclosure 一般披露	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 B7.1 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 — Integrity operation and code of ethics 反貪污 — 誠信經營與道德守則
KPI B7.2 關鍵績效指標 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 — Whistle-blowing mechanism 反貪污 — 舉報機制
KPI B7.3 關鍵績效指標 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 — Anti-corruption policies and measures 反貪污 — 反貪污政策及措施
Aspect B8: Community Investment 層面B8：社區投資		
General Disclosure 一般披露	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。	Community Investment 社區投資
KPI B8.1 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）。	Community Investment 社區投資
KPI B8.2 關鍵績效指標 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）。	Community Investment 社區投資

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