



Tong Ren Tang Technologies Co. Ltd.

北京同仁堂科技發展股份有限公司

(a joint stock limited company incorporated in the People's Republic of China with limited liability)
(於中華人民共和國註冊成立的股份有限公司)

(Stock Code 股份代號:1666)



2024

Environmental, Social & Governance Report

環境、社會及管治報告

北京同仁堂

Beijing Tong Ren Tang

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About This Report

This report is the Environmental, Social and Governance Report for the year 2024 (the “Report”) published by Tong Ren Tang Technologies Co. Ltd. (the “Company”, 1666.HK) and its subsidiaries (together, the “Group” or “we”). The board (the “Board”) of directors (the “Directors”) of the Company and its individual members affirm that this Report contains no false or misleading statements or material omissions and that they are jointly and severally responsible for the truthfulness, accuracy, and completeness of its contents.

The Board believes that sound environmental, social and governance (“ESG”) structure is vital for the Group’s development. In addition to the business growth, the Group has been pursuing excellence in environmental protection, social responsibility, corporate governance and other areas. The Group also expects to enhance its transparency of operation to achieve and boost the sense of social responsibility.

Reporting Period and Scope of the Entity

This Report covers the period from 1 January 2024 to 31 December 2024 (the “**Reporting Period**”), certain contents or data may relate to previous years or subsequent years to enhance the readability of the Report. This Report sets out the Group’s (for the purposes of this Report, unless otherwise indicated, it does not include a subsidiary of the Company, namely Beijing Tong Ren Tang Chinese Medicine Company Limited (“**Tong Ren Tang Chinese Medicine**”, 3613.HK), and its subsidiaries (hereinafter collectively referred to as “**Tong Ren Tang Chinese Medicine Group**”)) policies and practices in aspects such as working environment, operational management, public services and environmental protection. This Report is designed to give shareholders, investors and the public a more comprehensive and profound understanding of the Group’s corporate governance and culture, and please refer to the report released on the website of The Stock Exchange of Hong Kong Limited (the “**Hong Kong Stock Exchange**”) for the ESG performance of Tong Ren Tang Chinese Medicine. For the purpose of this Report, China Beijing Tong Ren Tang Group Co., Ltd., the ultimate holding company of the Company, is referred to as (“**Tong Ren Tang Holdings**”).

Major References in the Report

The Group primarily adopts the principles and basis of the Environmental, Social and Governance Reporting Code set out in Appendix C2 to the Rules Governing the Listing of Securities on the Hong Kong Stock Exchange (the “**Listing Rules**”) as its standards, with an aim to establish a sound ESG structure for the Group. This Report has complied with the mandatory disclosure requirements and the “Comply or Explain” provisions of part C set out in the Environmental, Social and Governance Reporting Code. We have also referred to the following ESG guidelines :

- SASAC’s Reference ESG Indicators System for ESG Reports of Listed Companies Controlled by Central State-owned Enterprises
- Global Reporting Initiative’s Sustainability Reporting Standards (GRI Standards)
- ISO Guidance on Social Responsibility (ISO26000)

關於本報告

本報告是北京同仁堂科技發展股份有限公司(「本公司」, 1666.HK)及其子公司(以下合稱「本集團」或「我們」)向社會公眾發佈的二零二四年度《環境、社會及管治報告》(「本報告」)。本公司董事(「董事」)會(「董事會」)及全體董事保證本報告內容不存在任何虛假記載、誤導性陳述或重大遺漏,並對其內容的真實性、準確性和完整性承擔個別及連帶責任。

董事會認為,良好的環境、社會及管治(「ESG」)構架對於本集團之發展極其重要,除了致力於在業績上追求增長,亦於環境保護、社會責任及企業管治等範疇不斷精益求精;同時亦希望增強本集團運營之透明度,從而實現並提高社會責任感。

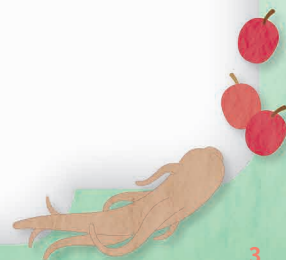
報告期及主體範圍

本報告報告時間跨度為二零二四年一月一日至二零二四年十二月三十一日(「報告期」),為增強報告的可讀性,部分內容或數據涉及到以往年度或後續年度。本報告載列了本集團(僅就本報告而言,除特別註明外,未包含本公司之子公司北京同仁堂國藥有限公司(「同仁堂國藥」, 3613.HK)及其子公司(以下合稱「同仁堂國藥集團」)),於工作環境、營運管理、社會公益及環境保護等方面的策略與實踐,股東、投資者以及公眾人士通過本報告可對本集團的治理與文化有更加全面、深刻的了解。此外,同仁堂國藥之ESG表現亦可參閱其於香港聯合交易所有限公司(「香港聯交所」)網站發佈之報告。本報告中,稱本公司之最終控股公司——中國北京同仁堂(集團)有限責任公司為(「集團公司」)。

報告主要參照標準

本集團主要採納香港聯交所證券上市規則(「上市規則」)附錄C2所載《環境、社會及管治報告守則》之原則及基準作為本集團的標準,同時結合自身實際,構建良好的本集團ESG構架。本報告已遵守《環境、社會及管治報告守則》載列的「強制披露規定」和C部分「不遵守就解釋」條文。與此同時,我們亦參考了如下ESG指引:

- 國資委《央企控股上市公司ESG專項報告參考指標體系》
- 全球報告倡議組織《可持續發展報告標準》(GRI Standards)
- 國際標準化組織《社會責任指南標準(ISO26000)》



About This Report

Reporting Principles

Materiality: We identify major ESG topics, and relevant process and results in the Report through materiality evaluation.

Quantitative: We establish and continuously optimise the tool to collect ESG indicators and perform regular statistics of key disclosure indicators specified in the ESG reporting guidelines, and stated the standards, methods and calculation reference used to quantify the ESG indicators, including the sources of major conversion factors.

Balance: The disclosure in this Report endeavors to achieve objectivity, fairness and truthfulness in reflecting the effectiveness of the Group's work and practices in environmental and social matters during the Reporting Period, and to disclose in a responsible manner the problems encountered by the Group and our improvement measures.

Consistency: We follow a consistent approach in statistics and calculation. The same approach of statistics and calculation is used for the KPIs disclosed in the previous year in this Report. For information disclosed for the first time, we will adopt a consistent approach to disclose ESG information in the years to come for meaningful comparison between years.

Form of Publication

This Report is compiled and published in traditional Chinese and English. In the event of any discrepancy between each version, the traditional Chinese version shall prevail. This Report is published electronically and paperlessly or printed on environmental-friendly paper to minimise impacts on the environment and advocate the Group's environmental principles.

The Report in electronic format can be viewed and downloaded on the website of the Hong Kong Stock Exchange (www.hkex.com.hk) and the website of the Company (www.tongrentangkj.com). For any suggestion or opinion on this Report or the Group's ESG work, please kindly send it to the Company through our communication channels.

關於本報告

報告編製原則

重要性：我們通過重要性評估確定主要ESG議題，相關過程與結果已經在ESG報告中披露。

量化：我們建立並持續優化覆蓋本集團的ESG指標收集工具，對ESG報告指引中的關鍵披露指標進行定期統計，並列明瞭量化ESG指標所採用的標準、方法及計算的參考依據，包括主要換算因子的來源。

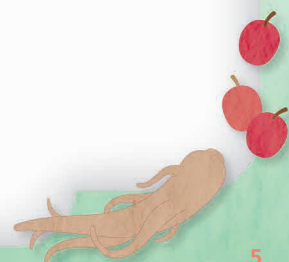
平衡：本報告披露努力實現客觀、公正、真實地反映本集團報告期內環境及社會事宜工作成效及實踐，並且以負責的態度披露本集團所遇到的問題及改善措施。

一致性：我們遵循一致的統計、計算方法。此份報告中，對上年報告中曾經披露過的關鍵績效指標，保持了相同的統計、計算方法；對首次披露的信息，我們將在往後年度採用一致的方法進行ESG信息的披露，以方便逐年做有意義的比較。

發佈形式

本報告分別以中文繁體及英文編寫、發佈，如在對各文本的理解上發生歧義時，請以中文繁體文本為準。本報告盡量採取電子化、無紙化措施，如印製紙張均使用環保紙張，旨在最大限度降低對環境的影響與污染，倡導本集團的環保理念。

電子版可以在香港聯交所網站(www.hkex.com.hk)和本公司網站(www.tongrentangkj.com)查閱和下載，歡迎社會各界人士透過本公司通信渠道，就本報告或本集團ESG工作提出建議及意見。



Board Statement

The Board is the highest decision-making body for the Group's ESG related work, responsible for coordinating/directing and supervising the Group's ESG efforts and disclosures, and undertakes full responsibility for the Group's ESG strategy and reporting.

The Board is responsible for reviewing and making decisions on major ESG topics and delegating some powers to the management level, including but not limited to identifying important risks related to the Group's business (including but not limited to ESG risks), participating in and being responsible for formulating the Group's ESG strategy and objectives, and incorporating the ESG strategy and objectives into our decision-making process for business of the Group. The Board (or the Committees of the Board) is responsible for assessing ESG risks, monitoring and reviewing the completion of objectives regularly, integrating ESG management with the Group's strategy, and establishing a solid foundation for the Group's long-term development.

The Group has established a joint ESG management system including the Board, the Strategy and Planning Committee and the ESG Working Group, and it is committed to continuously improving the ESG governance system and management process to ensure the establishment of an appropriate and effective ESG operation mechanism. For details, please refer to the section headed "ESG Management System".

The Board has reviewed and approved the Company's Environmental, Social and Governance Report for the year ended 31 December 2024 at the Board meeting held on 17 April 2025.



董事會聲明

董事會是本集團ESG工作的最高決策機構，負責統籌／主導和監督本集團在ESG方面的工作和信息披露，對本集團的ESG策略及匯報承擔全部責任。

本公司董事會負責對重大ESG議題進行審議和決策，並將若干權力委託予管理層，包括但不限於識別與本集團業務相關的重要風險(包括但不限於ESG風險)，參與並負責制定本集團ESG策略及目標，並將ESG策略及目標納入本集團業務決策流程。本公司董事會(或董事會委員會)負責定期評估ESG風險，監控、檢討目標完成情況，將ESG管理與本集團策略相融合，為本集團長遠發展建立穩健的基礎。

本集團建立了董事會、戰略與規劃委員會、ESG工作小組在內的上下聯動的ESG管理體系，致力於不斷完善ESG治理體系及管理流程，確保建立合適及有效的ESG工作運行機制，詳情可參見本報告「ESG責任管理」章節。

董事會已於二零二五年四月十七日舉行的董事會會議上審閱並批准本公司截至二零二四年十二月三十一日止年度之《環境、社會及管治報告》。



About Us

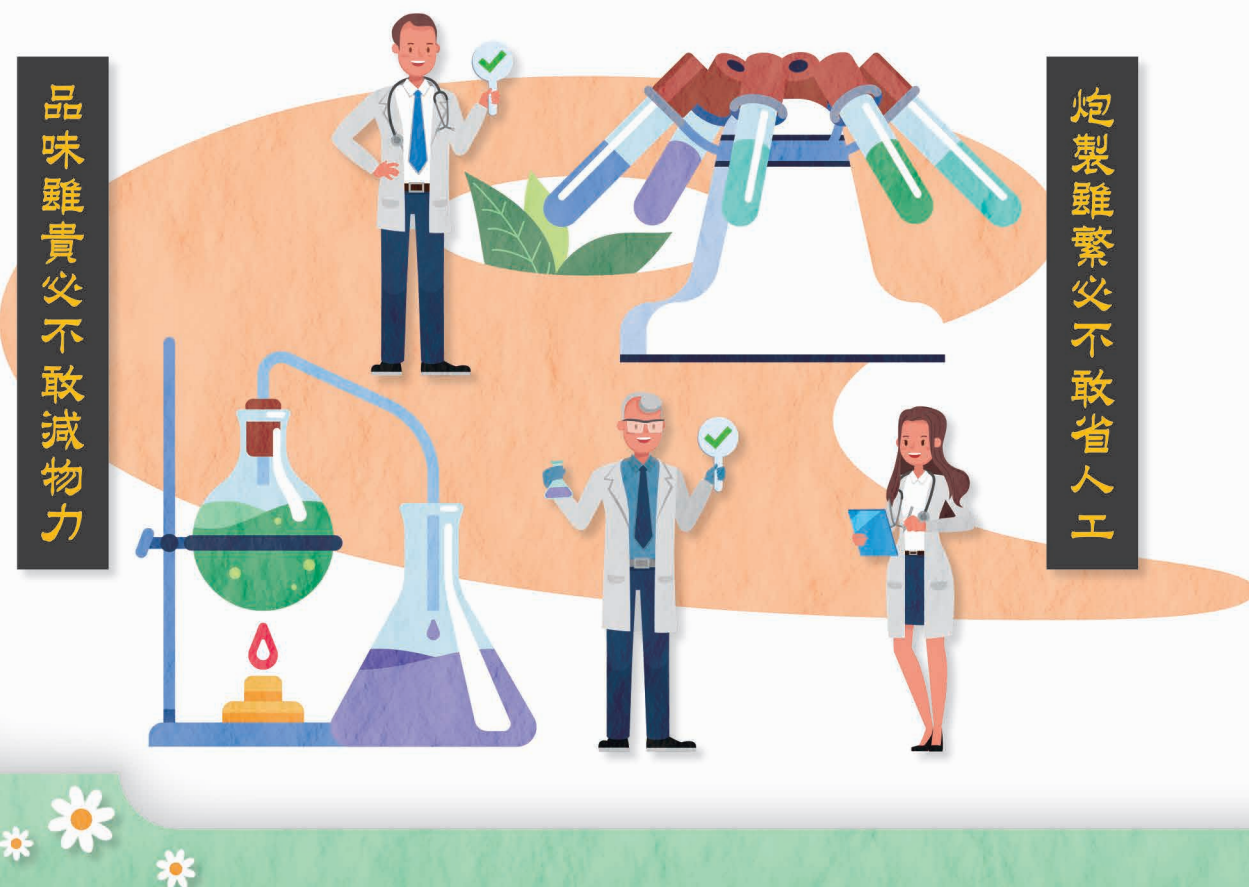
The Company was established in March 2000, then listed on the Growth Enterprise Market of the Hong Kong Stock Exchange in October of the same year. It was transferred to the Main Board of the Hong Kong Stock Exchange in July 2010.

As a modern company engaging in integrated production, supply, and marketing of traditional Chinese medicine under Tong Ren Tang Holdings, the Group has always adhered to and enhanced its pharmaceutical tradition of “no compromise on labour cost despite the complexity of processing herbal medicines; no compromise on material resources despite the scarcity of medicine ingredients” since its incorporation. Relying on modern pharmaceutical technology and taking up its mission of “Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health”, we insist on the pharmaceutical characteristics of “unique prescription, superior materials, superb technique and obvious effects” to provide high-quality, safe and reliable authentic products to all consumers at home and abroad.

With the Chinese patent medicine as the core, the Group boasts an abundant product reserve. The wide variety of product categories offer such efficacies as nourishing heat-clearing, relieving, soothing, etc. There are more than one hundred products in various dosage forms, such as pills, tablets, granules, oral liquids, and gels, among which the representative varieties include Liuwei Dihuang Pills (六味地黄丸), Niu Huang Jiedu Tablets (牛黃解毒片), Ganmao Qingre Granules (感冒清熱顆粒), etc.

The Group engages in production and sales of traditional Chinese medicine, food and daily chemicals, production of traditional Chinese medicinal materials, etc.

Committed to the modernisation of traditional Chinese medicines (“TCM”) and TCM healthcare, the Group innovates on the basis of heritage and pursues development backed by innovation, making continuous efforts to spread and promote the development of TCM and TCM healthcare.



關於我們

本公司於二零零零年三月成立，同年十月在香港聯交所創業板掛牌上市，並於二零一零年七月轉至香港聯交所主板上市。

本集團作為集團公司旗下的一家集產供銷於一體的現代化中藥集團，自成立之日起，始終堅持繼承和發揚同仁堂「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的製藥傳統，依托現代製藥技術，以「同修仁德，濟世養生」為己任，堅持「配方獨特，選料上乘，工藝精湛，療效顯著」的製藥特色，為海內外廣大消費者提供質量優良、安全放心的道地產品。

本集團以中成藥產品為核心，具有豐富的產品儲備，產品涵蓋補益類、清熱類、解表類、安神類等多種門類，涉及丸劑、片劑、顆粒劑、口服液和膠劑等多種劑型的百餘個產品，代表品種包括六味地黃丸、牛黃解毒片、感冒清熱顆粒等。

本集團涉及中藥產品、食品、日化類產品的生產銷售，中藥材原料生產等領域。

本集團致力於傳統中藥現代化和中醫藥健康領域，在繼承中創新，在創新中發展，為持續推動實現中醫藥的傳播與發揚而不斷努力。



Brand and Culture

Founded in 1669 (the 8th year of Kang Xi reign in Qing Dynasty), Tong Ren Tang has a history of over 350 years to date. Since then, Tong Ren Tang has been adhering to the old maxim of “No compromise on labour cost despite the complexity of processing herbal materials. No compromise on material resources despite the scarcity of medicine ingredients”, and treating patients with benevolence and competence. This is the foundation of Tong Ren Tang’s culture of quality and integrity, and the code of conduct observed by generations of those at Tong Ren Tang.

“Cultivating Kind-heartedness and Benefiting Mankind and Preserving Health” is both Tong Ren Tang’s mission and its spirit. A participant of the pharmaceutical industry, Tong Ren Tang takes on the mission of improving and enhancing people’s health and life quality. We adhere to the operating way of performing good deeds along with making profits and preserving mental tranquillity and physical wellness, in order to actively promote the Chinese medicine culture.

On the foundation of inheriting the essence of the traditional Chinese medicine culture, after over 300 years’ evolution and innovation, Tong Ren Tang combines TCM and Chinese Medicine, tradition and modernity to form a unique integration of traditional techniques, preparation methods, as well as cultures of benevolence, quality, and integrity, business philosophy, values and brand image. In 2006, Tong Ren Tang’s Chinese medicine culture was recognised as one of the first National Intangible Cultural Heritages.

Over the past hundreds of years, the people of Tong Ren Tang have endeavoured to maintain the brand of Tong Ren Tang. “Unique prescription, superior materials, superb technique, and obvious effects” have characterised the pharmaceutical expertise of Tong Ren Tang for hundreds of years and are well-known in Chinese medicine markets.

From 1669 to 2024, Tong Ren Tang experienced transformations from a drugstore to a family business of “front store, back factory”, and then to a state-owned listing enterprise. In more than 350 years, despite the changing times and environment, the concept of Tong Ren Tang to operate with integrity has never changed and the step of progress has never stopped. 350 years, the brand of Tong Ren Tang has gradually taken a historic leap from Beijing to the country, and then to the world. Bringing back memories of hometowns to overseas Chinese and gaining praises of patients from all corners of the world, the three characters of “Tong Ren Tang” not only bring about health, but also a strong Chinese sentiment to people.

In 1989, the Trademark Office of the State Administration of Industry and Commerce certified “Tong Ren Tang” as a national well-known trademark. “Tong Ren Tang” trademark is owned by Tong Ren Tang Holdings, the Group is authorized to use the trademark and logo of “Tong Ren Tang” for a fee.

品牌與文化

同仁堂創始於公元一六六九年(清康熙八年)，至今已有一百五十多年的歷史。同仁堂自創始之日起，始終堅持「炮製雖繁必不敢省人工，品味雖貴必不敢減物力」的古訓，講「仁心」、重「仁術」，奠定了同仁堂質量和誠信的文化根基，成為歷代同仁堂人遵循的行為準則。

「同修仁德，濟世養生」既是同仁堂的使命，也是同仁堂的精神。同仁堂既處醫藥行業，以改善和提高人民健康水平和生活質量為己任，始終堅持以義為上、義利共生的經營之道，恪同修仁德之根本，抱濟世養生之情懷，積極弘揚中醫藥文化。

同仁堂在繼承中國傳統中醫藥文化精髓的基礎上，經過三百餘年的傳承與創新，將中醫與中藥相結合、傳統與現代相結合，形成了獨具特色的傳統技藝、炮製方法，形成了仁德文化、質量文化、誠信文化，以及獨有的經營哲學、價值理念與品牌形象。同仁堂中醫藥文化已於二零零六年列入首批國家級非物質文化遺產名錄。

幾百年來，同仁堂人都在全力維護同仁堂品牌。「配方獨特，選料上乘，工藝精湛，療效顯著」是同仁堂數百年的製藥精髓與特色，在中醫藥市場上享有盛名。

從一六六九年到二零二四年，同仁堂歷經了從一家藥室，到前店後場的家族企業，再到國有上市公司的身份轉變。三百五十餘年來，時代在變、環境在變，但同仁堂人靠誠信立業的理念從未改變，前進的腳步從未停歇，同仁堂品牌也逐步實現了從北京走向全國，再到世界的歷史性跨越，從海外華人到同仁堂藥店找尋對故鄉的記憶到五湖四海不同膚色患者的交口稱讚，「同仁堂」三個字帶給人們的不只是健康，還包括那份濃濃的中華情。

「同仁堂」商標由國家工商行政管理局商標局於一九八九年認定為國家馳名商標。「同仁堂」商標為集團公司所有，本集團依照其授權可有償使用「同仁堂」商標及商標圖樣。





2024 Sustainability Achievements

二零二四年可持續發展成果



二零二四年可持續發展成果

Overview of ESG Key Performance Indicators (KPIs) ESG關鍵績效概覽

KPI 指標	Unit 單位	2024	2023
Environmental KPIs 環境績效			
Total electricity consumption 總耗電量 	10,000kWh 萬千瓦時	7,553	7,294
Natural gas consumption 天然氣消耗量 	10,000m ³ 萬立方米	1,444	1,450
Intensity of greenhouse gas (GHG) emissions 溫室氣體排放強度 	tCO ₂ -e/RMB10,000 (total operating income) 噸二氧化碳當量／萬元營收	0.15	0.17
Water consumption intensity 耗水強度 	m ³ /RMB10,000 (total operating income) 立方米／萬元營收	2	2
Hazardous waste intensity 有害廢棄物產生強度 	kg/RMB10,000 (total operating income) 千克／萬元營收	0.16	0.20
Social KPIs 社會績效			
Number of regular employees (including Tong Ren Tang Chinese Medicine Group) 正式員工人數(包括同仁堂國藥集團) 	Person 人	3,991	4,101
Total training hours 員工培訓總學時 	Hour 小時	84,522	104,115
Percentage of work-related deaths 因工亡故比率 	%	0	0
Complaint resolution rate 投訴解決率 	%	100%	100%
Percentage of product recalls due to safety and health problems 產品由於安全健康問題回收的百分比 	%	0	0

Please refer to the main body and appendix of this Report for more ESG KPIs.
更多ESG關鍵績效指標，詳見本報告正文及附錄。

2024 Sustainability Achievements

Awards and Honours 榮譽獎項

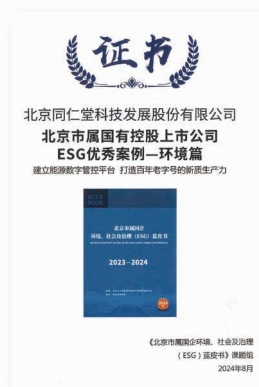


Name of the company awarded 獲獎單位名稱	Name of awards and honours 獲得榮譽獎項名稱	Awarding institution 頒佈單位
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	2024 Guru Club "Golden Award" — "Outstanding Enterprise in ESG Information Disclosure" 2024格隆匯「金格獎」 — 「ESG信息披露卓越企業」	Guru Club 格隆匯
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	Annual Information Disclosure Award 年度信息披露獎	Guru Club 格隆匯
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	Annual Outstanding IR Team 年度卓越IR團隊	Guru Club 格隆匯
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	Outstanding Enterprise Award of Cross-Strait Carbon Neutrality and Sustainable Development 兩岸碳中和可持續發展卓越企業獎	Organizing Committee of Cross-Strait Carbon Neutrality Forum 兩岸碳中和論壇組委會
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	Outstanding Case of EY Sustainability Excellence Awards 2024 安永可持續發展年度最佳獎項2024 優秀案例	Ernst & Young Greater China 安永大中華區
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	Second Prize of Beijing Science and Technology Progress Award 北京市科學技術進步獎二等獎	The People's Government of Beijing Municipality 北京市人民政府
Tong Ren Tang Technologies Co. Ltd. 北京同仁堂科技發展股份有限公司	Gold Award of Technical Control Competition 企業技控大賽金獎	Sinotrac 華商基業
Tong Ren Tang Technologies Co. Ltd. — Shaheku 北京同仁堂科技發展股份有限公司 — 沙河庫	Third Prize of "Red Flag Cup" Team Leader Competition Chemical Track Rematch 「紅旗杯」班組長大賽化工賽道複賽三等獎	All-China Federation of Trade Unions, Jilin Provincial People's Government 中華全國總工會、吉林省人民政府
Tong Ren Tang Technologies Co. Ltd. — Shaheku 北京同仁堂科技發展股份有限公司 — 沙河庫	One of the Top 10 Digital Model Enterprises in Pharmaceutical Manufacturing 醫藥製造數字化榜樣企業10強	2024 Wuzhen Health Conference 2024烏鎮健康大會
Beijing Tong Ren Tang (Tangshan) Nutritional and Healthcare Co., Ltd 北京同仁堂(唐山)營養保健品有限公司	Green Factory in Hebei Province 河北省綠色工廠	Hebei Provincial Department of Industry and Information Technology 河北省工業和信息化廳

二零二四年可持續發展成果

Selected as an outstanding case in the Environmental, Social and Governance (ESG) Blue Book: To support the study on state-owned enterprises "ESG project, the Company conducted an in-depth research, made reference to listed companies" practice of securities work, and reported its deliverable of "Establish an energy digital control platform and create a new quality productivity for a century old brand" to the Beijing Municipal SASAC. In August 2024, it was selected as an outstanding case in the "Environment Chapter" of the Environmental, Social and Governance (ESG) Blue Book of Beijing Municipal Listed Companies of Central State-owned Enterprises in China (2023–2024). This is the second successful selection of the Company after being selected as an excellent case in the "Social Chapter" of the Blue Book the previous year.

入選《環境、社會及治理(ESG)藍皮書》優秀案例：為支持國資國企ESG課題研究，本公司深入調研，結合工作實踐，向北京市國資委提報了《建立能源數字管控平台，打造百年老字號的新質生產力》這一成果，並於二零二四年八月入選北京市屬國有控股上市公司二零二三至二零二四年《環境、社會及治理(ESG)藍皮書》「環境篇」優秀案例。這是公司繼前一年入選該藍皮書「社會篇」優秀案例後的第二次成功入選。



"Outstanding Enterprise in ESG Information Disclosure" Award: On 27 to 28 June 2024 the Guru Club Mid-term Strategy Conference was held in Shenzhen. The event announced the 2024 Guru Club "Gold Award" — ESG Excellence Enterprise and Institution Selection List, aimed at recognizing companies that have made outstanding contributions to sustainable development and ESG performance. The Company won the "Outstanding Enterprise in ESG Information Disclosure" award.

喜獲「ESG信息披露卓越企業」獎項：二零二四年六月二十七日至二十八日，格隆匯中期策略會於深圳舉辦。活動揭曉了2024格隆匯金格獎 — ESG卓越企業及機構評選榜單，旨在表彰在可持續發展和ESG表現方面有突出貢獻公司，本公司榮獲「ESG信息披露卓越企業」獎項。



Outstanding Enterprise Award of Cross-Strait Carbon Neutrality and Sustainable Development: On 17 December 2024 the 2024 Cross-Strait Carbon Neutrality Forum was held in Fuzhou. Attendees conducted in-depth discussions on the theme of "Technology Promotes Sustainable Development" and jointly contributed their wisdom and strength to addressing global climate change and promoting sustainable development. At the meeting, the Company was awarded the "Outstanding Enterprise Award for Cross Strait Carbon Neutrality and Sustainable Development".

榮獲「兩岸碳中和可持續發展卓越企業獎」獎項：二零二四年十二月十七日，2024兩岸碳中和論壇於福州舉行，與會嘉賓圍繞「科技推動可持續發展」的主題展開深入探討，共同為應對全球氣候變化、推動可持續發展貢獻智慧和力量。會上，本公司榮獲「兩岸碳中和可持續發展卓越企業獎」獎項。



ESG Management System

ESG 責任管理



ESG 責任管理

The Group primarily adopts the principles and basis of the Environmental, Social and Governance Reporting Code set out in Appendix C2 to the Listing Rules as its standards of ESG management. We adhere to the principles of materiality, quantitative, balance and consistency. If there is any inconsistency, it will be explained in detail.

The Group always pays close attention to harmonious social development, and gradually integrates ESG management philosophy with all aspects of the Company's production and operation, earnestly fulfils its economic, social and environmental responsibilities, and accepts the supervision of the government, shareholders, employees, management, partners, consumers, the public and other stakeholders. The Group also strengthens communication with its stakeholders, enhances the transparency of corporate operations, raises society's awareness and recognition of the Group's sustainable development efforts, and forms a pattern of mutual development and mutual benefit between the Company and stakeholders. At the same time, in light of its own development, it constantly improves its corporate governance structure and internal risk management level, thereby continuously promotes the Group's healthy, sustainable and stable high-quality development.

本集團主要採納上市規則附錄C2所載《環境、社會及管治報告守則》之原則及基準作為ESG管理之標準。本集團遵守重要性、量化、平衡及一致性原則。如有任何不一致之處，將具體說明。

本集團重視與社會的和諧發展，將ESG管理理念逐步融入到本公司生產經營的各個環節，認真履行經濟、社會及環境責任，接受政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的監督，加強與利益相關方間的溝通，增強企業運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成企業與各利益相關方共同發展、互利共贏的格局。同時，本集團結合自身發展，不斷完善法人治理結構，提升內部風險管理水平，進而持續推動本集團健康、持續及穩定的高質量發展。



ESG Management System ESG

Corporate Governance

公司治理

The Group fully understands that sound corporate governance is the cornerstone of development. It has adopted the principles and standards contained in the Corporate Governance Code set out in Appendix C1 to the Listing Rules as the Group's standards, and constantly optimises corporate management in light of the Group's conditions, with a view to establish a good corporate governance structure, improve its governance, enhance the Group's core competitiveness and fulfil the expectation of shareholders and investors.

The Group adopted the "14th Five-Year Plan" as its development strategy guidance to build a big health industry cluster with Chinese patent medicine at the core, including daily chemicals and gel products. The Group steadily promotes the innovative development of TCM, improves its innovation and competitiveness, promotes transformation, green development, and high-quality development, so that it will become a leader in TCM innovative development and realising the value of TCM. To implement the Company's supervision and governance strategy, we have initiated the following procedures:

- (1) Supervision procedure: To oversee the implementation of the "14th Five-Year Plan", a leading group for the plan implementation was established. There is an organisation set up for daily management. Under the work plan, the progress of key tasks of each leading department is regularly monitored and tracked to determine the completion of major indicators and summarise the results, analyse the problems, study and optimise the work approach in a timely manner, to support and promote the implementation of tasks and the achievement of indicators.

本集團深知良好的公司管治乃發展之基。本集團已採納上市規則附錄C1所載《企業管治守則》之原則及基準作為本集團的標準，同時結合本集團之實際情況，不斷優化公司治理，旨在構建良好的公司管治構架，提升管治水平，進而提升本集團核心競爭力，不辜負股東及投資者的期許。

本集團以「十四五」規劃為發展戰略指引，努力構建以中成藥為核心，日化品、膠劑類產品在內的大健康產業集群，穩步推進中醫藥創新發展，不斷提升企業創新力和競爭力，推動實現轉型發展、綠色發展、高質量發展，逐步成為中醫藥創新發展的引領者和價值實踐者。我們針對公司監督治理策略開展了如下工作：

- (1) 監督流程：「十四五」規劃落實監督方面，組建規劃實施工作領導小組，設置日常辦事管理機構，按照工作方案，定期監督、跟蹤各牽頭部門重點任務工作推進情況，研判主要指標完成情況，共同總結成果、分析問題，及時研究優化工作方法，支撐推動任務落實和指標達成。

ESG 責任管理

- (2) Performance management: Double assessment mechanism of Party building and business operation to incorporate the implementation of the “14th Five-Year Plan” into the assessment, and the implementation is subject to regular assessment. Executive compensation is linked to ESG indicators, including quality and safety, production safety, environmental protection, and other indicators.
- (3) Review and approval process of strategy draft: Departments concerned are responsible for drafting the strategy documents. After extensive consultation, the draft will be reviewed at meetings subject to the document category and the content involved in accordance with the Company’s management system and the agenda, then the documents will be released for implementation after approval.

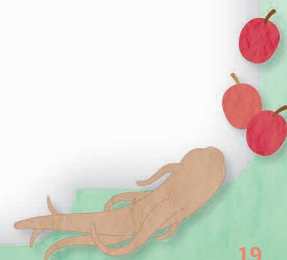
The Company’s Party Committee effectively plays a leading role as the political core to “control direction, manage overall picture and ensure implementation”. The Party Committee carries out themed education, publicity and implementation of the spirit of the 20th National Congress of the Communist Party of China, forms a leadership system of “two-way entry and cross appointment”, and fully implements the “one post, dual responsibilities” system. The Group has also been revising and improving the list and procedures of major issues for the Party Committee’s advanced study and discussion, to form a decision-making mechanism for the Party Committee, the manager’s office and the Board to perform their respective duties, with well-defined rights and responsibilities and well-coordinated operation.

During the year, the Group’s Party organisations at all levels gave full play to their leading role. They organised activities such as “Care for Children’s Health”. More than 10 Party building activities related to campaigns such as Tong Ren Tang “Service Year”, “300 Years of Royal Medicine”, “Introducing Traditional Chinese Medicine Culture to Schools” and “Flag Action” effectively promoted the implementation and completion of various tasks and indicators.

- (2) 績效管理：開展黨建經營雙考核，將「十四五」規劃相關工作落實納入考核項，定期對落實情況進行考核。高管薪酬與ESG指標掛鉤，具體包括質量安全、生產安全、環境保護等指標。
- (3) 制定策略草案的審核及批准流程：由相關單位起草制定策略草案，廣泛徵求意見後，根據文件類型及所涉及的內容，按照本公司管理制度和議事清單要求，進行上會審議，通過後發佈實施。

本公司黨委切實發揮「把方向、管大局、保落實」的領導核心與政治核心作用，高標準開展主題教育、黨的二十大精神宣貫等工作，形成了「雙向進入、交叉任職」的領導體系，全面落實「一崗雙責」。同時，本集團不斷修訂完善黨委前置研究討論重大事項清單及程序，形成黨委會、經理辦公會、董事會各司其職、權責清晰、協調運轉的決策運行機制。

年內，本集團各級黨組織充分發揮戰鬥堡壘作用，組織「關愛兒童健康」等活動，圍繞同仁堂「服務年」、「御藥300年」、「中醫藥文化進校園」、「插旗行動」等重點工作開展黨建共建活動十餘場，有效推動各項任務指標的落實與完成。



ESG Management System ESG

To maintain a high degree of transparency in the remuneration of the Board members, we have formulated the "Remuneration Policy for Directors, Supervisors and Senior Management", which stipulates that the Company shall disclose the remuneration policy for Directors in its annual report, and disclose the details of remuneration of the senior management by the level of remuneration.

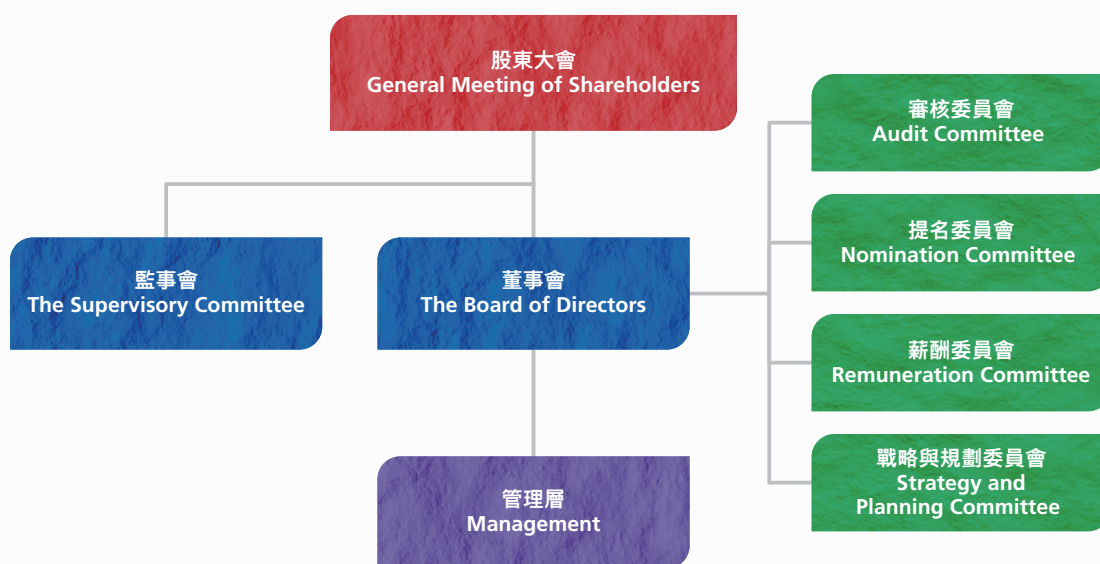
The Company understands and recognises the benefit of Board diversity and regards Board diversity as a key factor to maintain competitive advantage. We have formulated the "Board Diversity Policy". A truly diverse Board comprises members with different talent, skills, regional and industrial experience, and of different background, gender, age, culture, race and other characteristics. When forming the Board, the Company considered Board diversity from the above perspectives to achieve an appropriately balanced composition.

As of 31 December 2024, the Company had 9 members on the Board, including 4 female Directors. In terms of age composition, there were 4 Directors aged under 50, 3 Directors aged between 50 and 59, and 2 Directors aged 60 and above. In terms of industry experience, each Board members had long and extensive work experience in traditional Chinese medicine, finance, law, etc.

為在董事會等成員薪酬等方面保持高度透明，我們已制定《董事、監事及高級管理人員薪酬政策》，其中規定，本公司在年報內披露董事薪酬政策，並按薪酬等級披露高級管理人員的酬金詳情等。

本公司了解及認同具有多元化董事會成員的裨益，並視在董事會層面的多元化為維持競爭優勢的重要元素。我們制定了《董事會成員多元化政策》，一個真正多元化的董事會將包括具備不同才能、技能、地區及行業經驗、背景、性別、年齡、文化、種族及其他特質的董事會成員。本公司在設定董事會成員組合時，會從以上多個方面考慮董事會成員多元化，以達致最適合組成和平衡。

截至二零二四年十二月三十一日，本公司董事會成員共計9人，其中女性成員4人；年齡構成方面，50歲以下成員4名，50歲至59歲成員3名，60歲及以上成員2名；行業經驗方面，董事會成員分別在中藥、財務、法律等方面擁有長期、豐富的閱歷及工作經驗。



The Company's Organisational Structure
本公司組織架構

ESG 責任管理

Investor Relations 投資者關係

We understand that effective communication with shareholders and investors is crucial to strengthening investor relations and updating them on the Group's business performance and development strategy. In 2024, to promote investors' understanding and recognition of the Group, we paid close attention to the trend of the capital market, actively sought opportunities to communicate with capital market investors, and further expanded investor relations.

我們深知，與股東及投資者之間的有效溝通對加強投資者關係，以及讓股東和投資者了解本集團的業務表現及發展策略至關重要。二零二四年，為促進投資者對本集團的了解和認同，我們密切關注資本市場走向，積極主動地尋求與資本市場投資者交流的機會，進一步加大投資者關係工作的拓展力度。



ESG Management System ESG

CASE 案例

Case: Investor Open Day event gathered institutional investors from home and abroad

案例：投資者開放日活動雲集海內外機構投資者

On 9 May 2024, the Company successfully held an investor open day event. More than 30 investors and analysts from securities companies and other relevant institutions visited the Daxing branch factory of the Company to listen to the development history of Tong Ren Tang, and under the leadership of the staff of the Daxing branch factory, they visited and investigated the honeyed pill workshop and small pill workshop, so as to have a deep understanding of the production and manufacturing process of traditional Chinese patent medicines.

During the communication session, the Secretary of the Board of Directors and the Director of Daxing branch factory of the Company had in-depth interactive exchanges with the attendees, answering investors' concerns about the Company's equity structure, business situation, product distribution, cost reduction and efficiency improvement one by one, conveying a positive signal of the Company's long-term investment value, which was widely recognized.

2024年5月9日，本公司成功舉辦投資者開放日活動。來自券商等相關機構的30餘名投資者和分析師親臨本公司大興分廠，聆聽同仁堂的發展歷史，並在大興分廠工作人員的帶領下對蜜丸車間、小丸車間進行參觀調研，深入了解中成藥的生產製造過程。

在交流環節中，本公司董事會秘書及大興分廠廠長同與會者進行了深入的互動交流，對企業的股權架構、經營情況、產品分佈、降本增效等投資者關心的問題逐一解答，傳遞出本公司長期投資價值的積極信號，得到廣泛認同。



ESG 責任管理

We have formulated the “Shareholder Communication Policy”, the “Investor Relations Management Rules” and other rules and regulations aiming to continuously strengthen communication with shareholders and investors, so that they will have a better understanding and recognition of the Company, and thus improve the level of governance and overall value. The Group conveys information to shareholders and investors mainly through the following ways: financial reports, general meetings of shareholders, all disclosure data submitted to the Hong Kong Stock Exchange, and other information of the Company published on the website of the Hong Kong Stock Exchange and the Company website. We ensure effective and timely communication with shareholders and investors.

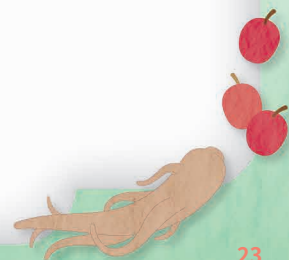
In 2024, the Company called for 2 general meetings of shareholders, all directors, supervisors and executives and over 100 shareholders attended these meetings. The Company's executives and shareholders discussed the Company's current business and future development plan in depth at the meetings. All resolutions were successfully passed, fully demonstrating the bond of cooperation and common development between the Company and its shareholders.

In addition, the Company communicates with shareholders and investors through visits, phone calls, emails and other means, responds to their concerns in a timely manner, and continues to improve the corporate image and value. During the year of 2024, we held 9 investor briefing meetings, participated in 31 roadshows and hosted 42 receptions to engage with analysts.

我們制定有《股東通訊政策》《投資者關係管理細則》等制度，旨在持續加強與股東及投資者之間的溝通，增進其對本公司的了解和認同，進而提升治理水平和整體價值。本集團向股東及投資人士傳達信息的主要渠道為：財務報告、股東大會、所有呈交予香港聯交所的披露數據，以及其他公司登載在香港聯交所網站及公司網站的資料等。我們時刻確保有效及適時向股東及投資人士傳達信息。

二零二四年，本公司共計組織召開股東大會2次，董事、監事及高級管理人員參會，參與股東百餘人次。本公司高級管理人員與股東於股東大會上就公司經營情況及未來發展規劃做出深入探討，股東大會各項議案均獲順利通過，充分體現了本公司與股東之間的緊密合作和共同發展的願景。

除此之外，本公司通過來訪接待、電話、郵件等方式與股東及投資者進行溝通，對其關切的問題及時予以回復，持續提升企業形象與價值。2024年內，我們共舉辦投資者說明會9次，參加路演31次，接待分析師42次。



ESG Management System ESG

Information Disclosure

信息披露

The Company believes that transparent, fair and timely information disclosure helps shareholders and investors make the best investment decisions. To safeguard the investors' legitimate rights and interests and ensure the authenticity, timeliness, accuracy, integrity, fairness and pre-disclosure confidentiality, and in accordance with the provisions of the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Securities and Futures Ordinance of Hong Kong SAR* and the *Listing Rules*, We have formulated the "Management Regulations for Information Disclosure", which stipulates the Company's information disclosure policy; defines the scope of publicly disclosed information, appropriate channels for disclosure and the mechanisms to ensure the quality of information; as well as explains the time and frequency of information disclosure.

The Company also engages independent auditors. Independent auditors are responsible for expressing independent opinions on the Group's consolidated financial statements prepared by the Board and reporting to the shareholders as a whole based on their audit findings. The statement made by the independent auditors on their reporting responsibilities are detailed in the Independent Auditor's Report of the Company's 2024 Annual Report.

本公司亦認為透明、公平、及時地信息披露，將協助股東及投資者做出最佳的投資決策。為維護投資者的合法權益，確保信息披露的真實性、及時性、準確性、完整性、公平性和事前保密性，依據《中華人民共和國公司法》、《中華人民共和國證券法》、香港《證券及期貨條例》及上市規則的規定，我們制定了《信息披露管理規定》，規定了本公司信息披露政策，明確了公開披露的信息範圍、適當的披露渠道以及確保信息質量的機制，說明了信息公開披露時間及頻率。

本公司亦聘有獨立核數師，獨立核數師之責任是根據其審核工作之結果，對該等由董事會編制之本集團之綜合財務報表表達獨立意見並向整體股東做出報告。獨立核數師就彼等之匯報責任所作聲明詳見本公司二零二四年度報告獨立核數師報告部分。

Payment of Taxes and Surcharges

繳納稅費情況

The Group adheres to the principle of paying taxes according to law, conscientiously performs its tax obligations, strictly complies with national tax policies and regulations, pays all taxes according to law, accurately and on time, and discloses tax information according to regulations to ensure compliance with the regulatory requirements of tax authorities. The Company and some subsidiaries were entitled to preferential tax rates as high-tech enterprises when paying corporate income tax according to law. In 2024, the Group was not involved in any major tax-related litigation or arbitration.

本集團堅持依法納稅原則，認真履行納稅義務，嚴格遵守國家稅收政策規定，依法、準確、及時繳納各項稅款，按規定進行稅收信息披露，確保符合稅務機關監管要求。本公司及部分子公司作為高新技術企業，在享受優惠稅率的基礎上，依法繳納企業所得稅。二零二四年，本集團未涉及任何稅務相關的重大訴訟或仲裁事項。

ESG 責任管理

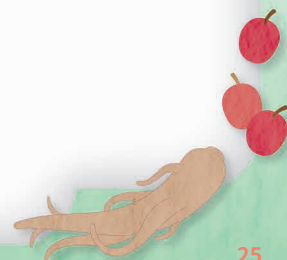
Risk Management 風險管理

To standardise the overall risk management, establish an active and effective risk prevention and control system, enhance corporate competitiveness, and promote the sustainability, health and stability of corporate development, to this end the Group revised the “Comprehensive Risk Management Regulations” in accordance with the *Company Law of the People’s Republic of China*, the *Law of the People’s Republic of China on State owned Assets of Enterprises*, the *Provisional Regulations on the Supervision and Administration of State-owned Assets of Enterprises* and other laws and regulations, with reference to the *Guidelines for Comprehensive Risk Management of Centrally Administered Enterprises*, the *Basic Standards for Internal Control of Enterprises* and the *Risk Management Guidelines (ISO 31000:2018)*, and in alignment with the Company’s actual situation.

The Group has established a risk management organisational structure under a central leadership, participation of all parties concerned, professional division of labour and comprehensive coordination. The Board is responsible for assessing and determining the Group’s risk nature and risk tolerance when achieving strategic objectives, ensuring that the Group establishes and maintains a reasonable and effective risk management and internal control system, overseeing the management’s design, implementation, and supervision of the system, and is responsible for reviewing the effectiveness of the system. According to the Audit Committee’s terms of reference, it is responsible for risk management, including checking the relevant risk management system to ensure that the system aligns with the Group’s strategy and risk tolerance. The Legal Compliance Department coordinates and manages the Company’s risk management, guides all the Company’s subordinate entities and subsidiaries to develop a comprehensive risk management strategy, improves the comprehensive risk management system, and reports to the Audit Committee in an independent report.

為規範全面風險管理工作，建立積極、有效的風險防控體系，增強企業競爭力，促進企業持續、健康、穩定發展，根據《中華人民共和國公司法》《中華人民共和國企業國有資產法》《企業國有資產監督管理暫行條例》等法律法規，參照《中央企業全面風險管理指引》《企業內部控制基本規範》和ISO 31000:2018《風險管理指南》國際標準，結合公司實際，本集團修訂了《全面風險管理規定》，以規範全面風險管理工作，建立積極、有效的風險防控體系，增強企業競爭力，促進企業持續、健康及穩定發展。

本集團建立統一領導、全員參與、專業分工和綜合協調相結合的風險管理組織架構。董事會負責評估及釐定本集團達成策略目標時所能夠接受的風險性質及程度，確保本集團設立及維持合理及有效的風險管理及內部監控系統，監督管理層對風險管理及內部監控系統的設計、實施及監察，並有責任檢討該等制度的有效性。同時，審核委員會之職權範圍已涵蓋於風險管理方面的職責，包括檢查相關風險管理系統確保該系統符合本集團的戰略及風險承受能力。本公司法律合規部統籌管理公司風險管理工作，指導本公司所屬各單位及子公司制定全面風險管理策略，健全全面風險管理體系，並以獨立報告形式向審核委員會進行匯報。



ESG Management System ESG

The Group has established a mechanism of risk management contacts. The Company's Legal Compliance Department is responsible for the overall risk management. A risk management contact is designated at each of the Company's management department and office, second-level entity and subsidiary to form a network of risk management contacts.

The Group has established three lines of defense for risk management: functional departments responsible for procurement, production, sales or external business activities serve as the first line of defense, and the person in charge of each department is the primary person responsible for the risk management at the department. The Legal Compliance Department and the management departments and offices responsible for managing the Group's specific types of risks jointly serve as the second line of defense. The Audit Committee under the Board, the Company's management, the Audit Department and the Office of the Disciplinary Committee jointly serve as the third line of defense, which is responsible for overseeing and evaluating the Group's risk management and work result. The role of the three lines of defense is played in full in the Group's comprehensive risk management system, to ensure the compliance responsibility for the "first line of defense" is implemented, the "second line of defense" plays an effective role in coordinating, organising, promoting and overseeing the implementation, and the deterrent role of the "third line of defense", "double supervision" is firmly established.

For details of the measures taken by the Group for management of the major risks, please refer to the section headed "Risk Management and Internal Control" in the chapter "Corporate Governance Report" of the 2024 annual report of the Company.

本集團建立了風險管理聯絡人機制，由本公司法律合規部負責全面風險管理工作，本公司各管理部室、二層單位及各子公司分別指定風險管理聯絡人，形成風險管理體系聯絡人網絡。

本集團設置風險管理三道防線：負責採購、生產、銷售或根據本單位職能職責對外開展經營活動的單位是風險管理的「第一道防線」，各單位負責人是本單位風險管理第一責任人，對本單位工作中的風險管理負責。法律合規部及在本集團就特定類別風險承擔管理職責的管理部室共同構成風險管理的「第二道防線」。董事會下設的審核委員會、本公司管理層、審計部、紀委辦公室共同構成風險管理的「第三道防線」，對本集團風險管理情況和工作效果進行監督評價。本集團充分發揮全面風險管理體系「三道防線」的作用，確保落實「第一道防線」合規主體責任，有效發揮「第二道防線」統籌協調、組織推動、督促落實作用，紮實樹立「第三道防線」、「再監督」的威懾作用。

本集團管理主要風險所採取的措施詳見本公司二零二四年度報告「企業管治報告」章節的「風險管理及內部監控」部分。

ESG 責任管理

Operation Compliance 合規經營

The Group attaches great importance to management compliance, abides by operation compliance, and regards integrity and compliance as the cornerstone of corporate development and one of our core values.

The Group has defined the scope and process of integrity and compliance audit. The scope of the Group's integrity and compliance audit covers the policy documents to be submitted to the Party Committee, the office of managers, and the Board for review, as well as matters that fall within the scope of the "Three Importance and One Greatness" system are subject to legal review.

The Group strives to establish an integrity and compliance management system with sound organisation, clear responsibilities, well-developed system and standardised processes, and adheres to the goal of establishing a state-owned pharmaceutical enterprise governed by law that is science-based, compliant in operation, and standardised in management. To this end, we have taken the following measures:

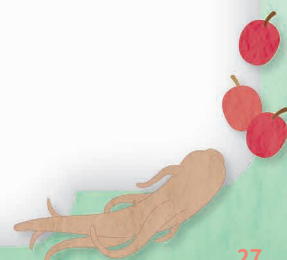
- Establish and improve the organisational structure for integrity and compliance management. The Group has established the Integrity and Compliance Committee and the Integrity and Compliance Management leading department, appointed the Chief Compliance Officer, formed the mechanism for integrity and compliance joint meetings, as a sound organisational guarantee for relevant work.

本集團高度重視合規管理，恪守合規經營，將誠信合規視為企業發展的基石和核心價值觀之一。

本集團明確了誠信合規審查範圍和審查流程。本集團誠信合規審查範圍包括需提交本公司黨委會、經理辦公會、董事會審議的制度文件以及需要進行法律審核的本集團「三重一大」事項等。

本集團努力建立組織健全、職責明晰、制度體系完備、流程規範的誠信合規管理體系，堅持以建立治理科學、經營合規、管理規範、守法誠信的法治國企、法治藥企為目標。為達成目標，我們實行了以下舉措：

- 建立健全誠信合規管理組織架構。本集團成立誠信合規委員會、誠信合規管理牽頭部門，任命首席合規官，形成誠信合規聯席會議機制，為工作開展提供良好的組織保障。



ESG Management System ESG

- Establish rules and regulations and strengthen the integration of internal control and integrity and compliance systems. The Group has formulated and issued the “Work Plan for the Construction of the Integrity and Compliance Management System”, built the overall framework of the integrity and compliance management system, established a collaborative mechanism for relevant entities, making a concerted effort to promote the construction of the integrity and compliance system. We have formulated and issued the “Regulations on Integrity and Compliance Management”, the “Integrity and Compliance Management Manual”, the “Regulations on Integrity and Compliance Review Management”, the “Regulations on Integrity and Compliance Due Diligence Management”, the “Regulations on Integrity and Compliance Reporting Management” and a series of special rules and regulations. The construction of the integrity and compliance management system is basically completed.
- Incorporate integrity and compliance into business operation and strengthen compliance management in key areas. The Group has formed a working mechanism for entities to solicit opinions from the Legal Compliance Department and other relevant departments on high-risk matters and critical issues, actively carry out identification and assessment of integrity and compliance risk, focus on key areas, and constantly improve the relevance and effectiveness of integrity and compliance management.
- Establish an effective operation mechanism of integrity and compliance management to ensure the integrity and compliance construction is implemented at all levels. The Group continues to extend the construction of the integrity and compliance system to its subsidiaries, and the construction of the system has been fully unfolded in its subsidiaries. We have established a long-term assistance mechanism to assist subsidiaries in their construction of the integrity and compliance management system and enhance the level of rule of law and integrity and compliance in subsidiaries.
- Continuously strengthen training guidance and actively create a strong atmosphere of integrity and compliance culture. During the year, the Group organized multiple training sessions, including training on integrity and compliance management skills, the new *Company Law of the People's Republic of China*, and specialized training on the rule of law.
- 建章立制，加強內控建設和誠信合規體系融合建設。本集團制定發佈《誠信合規管理體系建設工作方案》，搭建誠信合規管理體系整體框架，建立相關單位協同聯動機制，共同推進誠信合規體系建設。我們制定出台《誠信合規管理規定》《誠信合規管理手冊》《誠信合規審查管理規定》《誠信合規盡職調查管理規定》《誠信合規舉報管理規定》等一系列專項管理制度，基本建成了誠信合規管理制度體系。
- 推進誠信合規融入業務，加強重點領域合規管理。本集團已形成了各單位對高風險事項，以及重大事項徵求法律合規部及相關專項部門意見的工作機制，積極開展誠信合規風險識別與評估工作，聚焦重點領域，不斷提高誠信合規管理的針對性和有效性。
- 搭建有效的誠信合規管理運行機制，確保誠信合規建設層層落地。本集團持續推動誠信合規體系建設向子公司延伸，全面啟動子公司的誠信合規管理體系建設工作。我們建立了長效幫扶機制，協助子公司開展誠信合規管理體系建設工作，加強子公司法治與誠信合規管理水平。
- 不斷加強培訓引導，積極營造誠信合規文化濃厚氛圍。年內，本集團組織開展誠信合規管理技能培訓、新《中華人民共和國公司法》專題培訓、法治專題培訓等多場培訓。

ESG 責任管理

ESG Governance System ESG管治體系

To establish and improve the Company's ESG management system and promote sustainable development, we have formulated the "Social Responsibility Work Management System" in accordance with the requirements of the *Company Law of the People's Republic of China* and other laws and regulations, as well as the requirements of the Listing Rules, the Environmental, Social and Governance Reporting Code, and in alignment with the Company's actual situation. We have gradually incorporated ESG management philosophy into all aspects of the Company's production and operation, earnestly fulfilled our economic, social and environmental responsibilities, and safeguarded the rights of the government, shareholders, employees, management, partners, consumers, the public and other stakeholders. The Company also strengthens communication with stakeholders, enhances the transparency of operations, raises society's awareness and recognition of the Group's sustainability efforts, and forms a pattern of mutual development and mutual benefit between the Company and stakeholders.

為建立和完善本公司ESG工作管理體系，推動可持續發展，根據《中華人民共和國公司法》等法律法規的要求以及上市規則《環境、社會及管治報告守則》的要求，結合本集團實際情況，我們制定了《社會責任工作管理制度》，將ESG管理理念逐步融入到生產經營的各個環節，認真履行經濟、社會及環境責任，保障政府、股東、員工、合作夥伴、消費者、公眾等各利益相關方的權益，加強與利益相關方間的溝通，增強運營透明度，提升社會各界對本集團可持續發展的認知和認同，達成與各利益相關方共同發展、互利共贏的格局。

The Group's ESG Governance Structure 本集團ESG治理架構

Board 董事會



Deliberating and making decisions on major ESG topics as the Group's highest decision-making body on ESG work
本集團ESG工作的最高決策機構，對重大ESG議題進行審議和決策。

Strategy and Planning Committee 戰略與規劃委員會



Responsible for monitoring the Group's ESG performance and reporting to the Board of Directors
負責監察本集團ESG表現，並向董事會匯報。

ESG Working Group ESG工作小組



Responsible for advancing the formulation and implementation of the Group's ESG policies, strategies, various goals and measures, and organising and coordinating the Group's ESG work
負責推進本集團ESG方針、策略和各項目標、措施的制定與落實，組織協調本集團持續開展ESG工作。

ESG Management System ESG

The Group's ESG-related business and operation are led and authorised by the Board. Certain powers are entrusted by the Board to the management to formulate and implement the Group's ESG strategy and operation plan. The Company has established functional departments such as Party Committee Office (Party Committee Inspection Office), Party Committee Organization Department (Human Resources Department), Party Committee Propaganda Department, Commission for Discipline Inspection Office, Comprehensive Office (Inspection Office), Production Management Department, Quality Management Department, Financial Planning Department, Security Department, Engineering Department, Audit Department, Investment and Financing Management Department, Innovation and Development Department, Market Management Department, Legal Compliance Department and Securities Affairs Department which are directly led by the senior management and are responsible for the Group's overall management of strategy, personnel, finance, quality, energy, safety and environment protection, risk control and other aspects of sustainable development.

The Company has established the Strategy and Planning Committee under the Board to conduct research and evaluation on the performance of the Company's development strategy and planning, brand protection, legal risk prevention, product safety and other ESG related aspects and make recommendations to the Board, so as to enhance the Group's governance standard, prevent operational risks, and meet the Group's development needs. In recent years, the Group has continued to improve the ESG responsibility management system and promote the ESG work towards institutionalisation, standardisation and process-based as well as our ESG performance has also gained attention and recognition in the industry through continuous efforts.

本集團之ESG相關業務及事務由董事會領導及授權處理。若干權利需由董事會委託予管理層，讓管理層制定及實施本集團之策略及營運計劃。本公司設有黨委辦公室(黨委巡察辦公室)、黨委組織部(人力資源部)、黨委宣傳部、紀委辦公室、綜合辦公室(督查辦公室)、生產管理部、質量管理部、財務管理部、安全保衛部、工裝環保部、審計部、投資管理部、創新發展部、市場管理部、法律合規部、證券事務部等職能部室，並分別由高級管理人員直接領導，負責本集團在戰略管理、人員管理、財務管理、質量管理、能源管理、安全環保、風險防控等可持續發展方面的各方面管理。

本公司於董事會下設立戰略與規劃委員會，對本公司發展戰略與規劃、品牌保護、法律風險防範、產品安全等ESG方面的表現進行研究並向董事會提出建議，進而不斷提升本集團的治理水平、防範經營風險，以適應本集團發展需要。近年來，本集團持續完善ESG責任管理體系，推動ESG工作邁向制度化、規範化、流程化，通過持續不斷的努力，本集團的ESG表現也在業界獲得了關注與認可。

ESG 責任管理

Stakeholder Engagement 利益相關方溝通

The Group stresses the importance on maintaining regular communication with all stakeholders. Through the general meeting of shareholders, meeting of suppliers/distributors, staff and workers' congress and other diversified communication channels, to maintain in-depth communication, understand stakeholders' expectations of and demands to the Company, and actively respond to and constantly promote the stakeholders' understanding and recognition of the Group, and to create value for all stakeholders.

本集團十分重視與各利益相關方開展持續定期溝通，通過股東大會、供應商／經銷商會議、職工代表大會等多元化溝通渠道，與各利益相關方開展深入的溝通與交流，了解其對公司的期望與要求，並積極給予響應，不斷增進各利益相關方對本集團的了解與認同，為各利益相關方創造價值。

Stakeholders 利益相關方	Expectations and demands 期望與要求	Our response 我們的回應
Shareholders and investors 股東及投資者 	Standardised operations 規範運作 Transparent information disclosure 透明的信息披露 Reasonable return on investment 合理的投資回報	Accuracy and regulated information disclosure 準確規範的信息披露 Comprehensive reporting at the general meeting of shareholders 股東大會全面匯報 Payment of dividends 派發股息
Customers and consumers 客戶及消費者 	Quality product supply 優秀的產品供應 Protection of customers' rights and interests 保障消費者權益 Protection of customers' privacy 保護客戶隱私	Guarantee of product quality and product safety 保障產品質量與產品安全 Handling consumer complaints and feedback 消費者投訴與意見處理 Protection of customers' information and optimisation of the complaint mechanism 保護客戶信息，優化投訴機制
Suppliers and partners 供應商及合作夥伴 	Good and stable cooperative relationship 保持良好穩定的合作關係 Operation integrity 誠信經營 Supply chain sustainability 供應鏈可持續發展	Regular engagement and communication 定期交流溝通 Standardised management and implementation of contracts and agreements 合同、協議規範化管理及執行 Joint performance of social responsibilities 協同共盡社會責任

ESG Management System ESG

Stakeholders 利益相關方	Expectations and demands 期望與要求	Our response 我們的回應
Employees 員工 	Good working environment 良好的工作環境 Good benefits 良好的福利待遇 Providing vocational skills training and career development paths 提供職業技能培訓與職業發展路徑	Providing a safe work environment 提供安全的工作環境 Complete system of remuneration and benefits 完備的薪酬福利體系 Providing diversified training 開展多元化的培訓 Establishing a career promotion path 建立職業晉升路徑
Community and the public 社區及公眾 	Reducing the impact of production operations on the surrounding environment 降低生產運營對周邊環境的影響 Climate change coping strategies 氣候變化應對策略 Popularising health knowledge 普及健康知識 Boosting the development of local economy and helping vulnerable groups 帶動當地經濟發展、幫扶弱勢群體	Clean and green production 實現清潔、綠色生產 Conducting climate change risk management 開展氣候變化風險管理 Participating in various public services 開展各類公益活動 Providing regional assistance 進行地區幫扶
Governments and regulators 政府及監管機構 	Operation compliance 合規經營 Payment of taxes according to law 依法納稅 Common development 共同發展	Operating according to law 依法營運 Payment of tax in full 足額繳稅 Engagement and interaction with associations 協會活動交流

ESG 責任管理

Materiality Assessment 議題重要性評估

Factoring into internal and external environment changes, engaging and communicating with stakeholders through the daily production and operation activities and questionnaire survey, the Group collected opinions and suggestions from the stakeholders on the Group's sustainability management. Meanwhile, the Group conducted benchmarking analysis with industry key topics of international sustainable disclosure standards, ESG concerns in the capital market, and sustainable development information disclosure of peer enterprises, sorted out sustainable development topics related to the industry and the Group, and after discussion and screening, determined the sustainable development topics for this year, which will serve as an important basis and guidance direction for the Group's future sustainable development management.

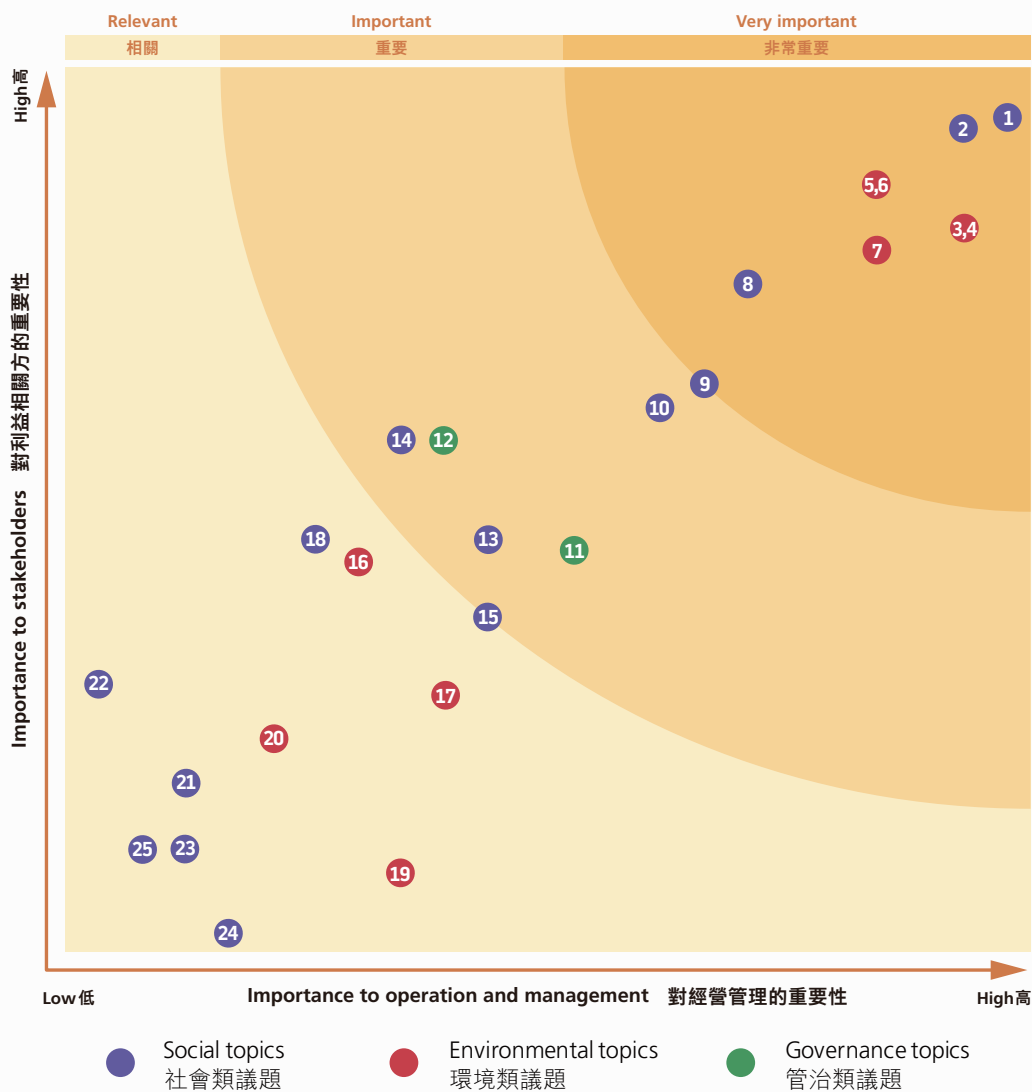
本集團結合內外部環境變化，通過日常生產經營業務以及問卷調研等方式，與各類利益相關方進行互動與溝通，收集各類利益相關方對於本集團可持續發展管理工作的意見與建議。同時，與國際可持續披露準則的行業重點議題、資本市場ESG關注、同行企業可持續發展信息披露進行對標分析，梳理與本行業和本集團相關的可持續發展議題，經過討論和篩選，確定了本年度的可持續發展議題，並作為本集團未來開展可持續發展管理的重要依據和指導方向。本集團可持續發展重大性議題矩陣如下：



ESG Management System ESG

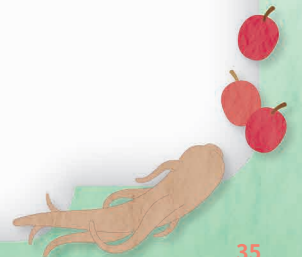
Materiality Matrix of Sustainability Topics

可持續發展重大性議題矩陣



ESG 責任管理

Materiality sequence 議題重要性 順序	Topics 議題	Materiality sequence 議題重要性 順序	Topics 議題
1	Employee training and development 員工培訓與發展	14	Intellectual property protection 知識產權保護
2	Product quality ensuring 保障產品質量	15	Responsible marketing 負責任營銷
3	Energy utilisation 能源使用	16	Use of packaging materials 包材使用
4	Remuneration and benefits 薪酬與福利保障	17	Water management 水資源管理
5	Pollutant discharge management 污染物排放管理	18	Promoting industry development 促進行業發展
6	Compliance operation 合規運營	19	Addressing climate change 應對氣候變化
7	Environmental management system 環境管理體系	20	Biodiversity and ecological conservation 生物多樣性及生態保護
8	Occupational health and safety 職業健康安全	21	Health advocacy 健康倡導
9	Supply chain management 供應鏈管理	22	Customer privacy and information security 客戶隱私與信息安全
10	Quality service 優質服務	23	Anti-corruption and integrity 反腐倡廉
11	R&D and innovation 研發創新	24	Community engagement 社區參與
12	Risk management 風險管理	25	Rural revitalization 鄉村振興
13	Employment and labour relations management 員工僱傭與勞動關係管理	26	Medicine accessibility 藥品可及



ESG Management System ESG

Anti-corruption

反腐敗

The Group complies with the *Constitution of the Communist Party of China*, the *Regulation of the Communist Party of China on Disciplinary Actions* and the *Certain Regulations on Integrity of Leaders in State-owned enterprises* and other internal party regulations, as well as the *Anti-Money Laundering Law of the People's Republic of China*, the *Supervision Law of the People's Republic of China*, the *Law of the People's Republic of China on Government Sanctions of Public Officials*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Regulations on the Prevention of Bribery*, the *Prevention of Bribery Ordinance* of Hong Kong SAR among other relevant laws and regulations. We have anti-corruption mechanisms such as the "Provisions on Investigating Responsibility for Illegal Operation and Investment", the "Procurement Supervision and Management Regulations", the "Regulations on Supervision and Administration of Investment Projects", the "Anti-corruption and Fraud Policy" and the "Whistleblowing Policy". All of the Party members, cadres and employees are strictly supervised to abstain from such misconducts as fraud, offering or accepting bribes, corruption, extortion and money laundering.

The Company has established a Disciplinary Supervision Committee (the "**Disciplinary Committee**"). The Disciplinary Committee issued integrity reminder cards and announced to all employees the hotline and other channels for reporting. We actively accept employees' letters and visits by organising the "Disciplinary Committee Secretary Reception Day" and other activities to support employees to report corruption incidents. After receiving the relevant report, we conduct investigation and verification. We strictly handle improper behaviour in accordance with the corresponding laws and regulations and the Company's system, and suspected criminals will be transferred to the judicial authority. At the same time, strict measures have been implemented for protecting whistle-blowers and the reported information. In the investigation process, we ensure that relevant personnel are protected. It is strictly forbidden for staff to keep, conceal, consult, extract, copy and carry the information involved in the case without permission. Disclosure of the information involved in the case or contacting the persons involved in the case and their specific related parties without approval are also strictly prohibited.

本集團依據《中國共產黨章程》《中國共產黨紀律處分條例》《國有企業領導人員廉潔從業若干規定》等黨內法規，以及《中華人民共和國反洗錢法》《中華人民共和國監察法》《中華人民共和國公職人員政務處分法》《中華人民共和國反不正當競爭法》《防止賄賂條例》等相關法律法規，設有反腐敗機制，制定了《違規經營投資責任追究規定》《採購監督管理規定》《投資項目監督管理規定》《反貪污及欺詐政策》《舉報政策》等內部規章制度，對全體黨員幹部員工嚴格管理，不得存在欺詐、行賄、受賄、貪污、勒索、洗黑錢等失當行為。

本公司設有紀律檢查委員會（「紀委」），向全體員工發放黨風廉政卡，公開電話等舉報渠道，積極受理員工信訪舉報，並設立紀委書記接待日等活動，支持員工舉報貪腐事件。接到相關舉報後，進行調查核實，確定不當行為後按照相應的法律法規及本公司制度進行嚴格處理，對於涉嫌犯罪行為的人員將移交司法機關處理。同時，對舉報人和舉報信息實施嚴格的保護措施，調查過程確保相關人員迴避，嚴禁工作人員私自留存、隱匿、查閱、摘抄、複製、攜帶涉案數據，嚴禁洩露涉案信息，嚴禁未經批准接觸涉案人員及其特定關係人。

ESG 責任管理

“Five Efforts” Working Mechanism 「五抓」工作機制

The Company has thoroughly implemented the “Five Efforts” working mechanism under the direction of the superior Disciplinary Committee. Through dedicated supervision, various forms of supervision are linked up to form an interconnected and joint mechanism based on internal Party supervision and assisted by the functional departments of the Party, discipline, audit, and finance. We hold a joint meeting with relevant departments to exchange views on hidden business risk and integrity concerns identified in interview inquiries, reviews and verification, and internal audits. Strengthen communication and collaboration with the finance department, strictly control the expenditure checkpoints for travel expenses and business entertainment expenses, and review reimbursement applications through the “Tide” financial system. We regularly organise and hold expanded meetings, concentrate on learning and conveying the spirit of the documents of Beijing Municipal Disciplinary Committee and the Tong Ren Tang Holdings’ Disciplinary Committee, assign the Company’s tasks of discipline inspection and supervision, urge all Party branches to diligently fulfil the party building responsibility. The secretary of the Party organisation is the primary person responsible, executives are mainly responsible for their respective areas and liaison, the Party work departments are responsible for functional supervision, while members of Disciplinary Committee at all levels play a supervisory role within the Party.

本公司深入貫徹上級紀委「五抓」工作機制，通過做實專責監督，深化多種監督形式有機貫通，構建起以黨內監督為主導，黨、紀、審、財職能部室互聯互通的聯動格局。我們及時召開與相關部門的聯席會議，就談話函詢、審查核實、內部審計中發現的經營風險隱患、廉政關注點充分交換意見。強化與財務部門的溝通協作，嚴把差旅費、業務招待費支出關卡，通過財務系統審核報銷申請。我們適時組織召開擴大會議，集中學習傳達北京市紀委、集團公司紀委文件精神，部署本公司紀檢監察工作任務，督促各黨總支、黨支部切實履行黨的建設主體責任、黨組織書記履行第一責任人職責、高級管理人員履行分管或聯繫領域的主體責任、黨的工作部門承擔起職能監督職責，各級紀檢委員切實發揮黨內監督作用。

Matters that fall within the scope of the “Three Importance and One Greatness” system 「三重一大」事項

The Company has established the “Three Importance and One Greatness” system implementation measures under which decisions on important matters, appointment and resignation of key managerial staff, arrangements on important projects, and use of large-sum money must be made through collective discussion. In daily operation, the Company strictly abides by rules such as governing business expenditure and executive management. The matters that fall within the scope of the “Three Importance and One Greatness” system shall be collectively decided by the Company in meetings such as the Party Committee meetings, the office meetings of managers, Board meetings, etc.

本公司設有「三重一大」制度實施辦法（重大事項決策、重要幹部任免、重要項目安排、大額資金的使用，必須經集體討論做出決定的制度），在日常工作中嚴格遵循業務支出、幹部管理等若干規定，針對「三重一大」事項，相應召開黨委會、經理辦公會、董事會等形式的會議，做出集體決策。

ESG Management System ESG

Economic Responsibility Audit

經濟責任審計

The Group continued to advance its work on economic responsibility audit. As for the main leaders and special posts person in charge, on the basis of “those who resign or leave must be reviewed”, we combined the outgoing audit and the incumbent audit over a three-year period, during which a rotating audit mechanism has been established to carry out internal economic responsibility audits in a planned way. During the Reporting Period, the Group hired independent third-party intermediaries with corresponding qualifications to form a joint audit project team with the Audit Department to conduct economic responsibility audits on some of its second-level entities and subsidiaries.

本集團持續推進經濟責任審計工作，對主要領導及特殊崗位負責人在「凡離（職）必審，凡退（出）必審」的基礎上，將離任審計與任中審計相結合，三年為一期，建立輪審機制，有計劃地開展內部經濟責任審計。

Oral Reminder and Anti-corruption Interview

談話提醒和廉政約談

In 2024, the Company continued to use oral reminder and anti-corruption interview as an important means to Party building and anti-corruption work and insisted on the practice of anti-corruption interviews with newly appointed and transferred cadres before their service. We talked to the heads of functional departments such as benefits distribution, public vehicle management, security and financial audit to send reminder prior to important festivals. In daily supervision, we stressed the importance of warning education for key personnel at sensitive positions and authorised to exercise power. In response to early signs of problems in the ideology and lifestyle of Party members and cadres implied by staff members' letters and visits, and the committee audits, interview inquiries should be carried out, reminders given, and corrections implemented in due time according to the instructions of the higher authorities.

二零二四年，本公司持續發揮談話提醒和廉政約談在黨風廉政建設中的重要作用，堅持對新任職和職務調整的幹部開展任職前廉政談話；逢重要節日節點，對福利發放、公車管理、安全保衛、財務審計等職能部門負責人進行談話提醒；日常監督中，注重結合工作實際，對身在敏感崗位、有業務處置權的重點人員開展警示教育；針對職工群眾來信來訪、巡察審計中涉及的黨員幹部思想作風方面的苗頭性、傾向性問題，及時按照上級要求開展約談函詢，予以提醒糾正。

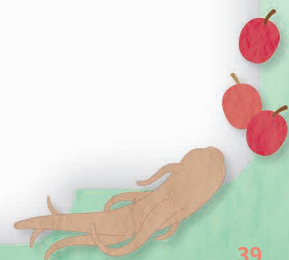
ESG 責任管理

The Company has established a daily supervision and inspection mechanism led by the Disciplinary Committee, focus on the weight links and key points, strengthen the supervision of the standardized and efficient execution of procedures by various departments and units with management functions. Through secret visits, talks, data research, weaknesses in operation and management are identified, risks and loopholes are sorted out, to gain a deep understanding of the work style and integrity of Party members and cadres. Conduct on-site visits to the technology headquarters and second tier units during holiday periods, focusing on the hidden variations and emerging tendencies of the "Four Winds Problem". Meanwhile, we further improve communication channels, and encourage employees to express their opinions and provide clues through channels such as the reception day of the Secretary of the Disciplinary Committee, the mailbox and the hotline of the Disciplinary Committee.

The Company's Disciplinary Committee has continued to explore innovative ways and means to create an integrity culture and continued to play a deterrent role by conducting the warning education and strengthening the defense line. We have further enriched the content and design of the integrity briefing page, and compiled learning materials including warning cases, integrity reminders, supervision suggestions, anti-corruption tips during holidays, anti-corruption cartoons, etc. Through the rich content and form of pictures and texts, we promote the warning education and prolong its effectiveness, urge Party members, cadres and employees to strengthen their ideals and beliefs, and build a "protective netting" of disciplinary awareness. During the Reporting Period, the Company's Disciplinary Committee prepared and issued 4 integrity briefings, and all the Party branches carried out the communication and learning activities.

本公司建立由紀委牽頭的日常監督檢查機制，聚焦權重環節和關鍵點位，加強對具有管理職能的各部室、各單位程序執行規範和效率的監管。通過暗訪、談話、查閱資料等方式查找經營管理中的薄弱環節，梳理風險漏洞，並深入了解黨員幹部的工作作風和廉潔情況。針對節日節點，實地走訪公司本部、二層單位，緊盯「四風」隱形變異和苗頭性傾向性問題。同時，進一步完善和暢通信訪渠道，鼓勵職工群眾通過紀委書記接待日、紀委郵箱、紀委熱線等多種載體發表意見、提供線索。

本公司紀委持續在探索創建廉潔文化創新方法路徑和形式載體上下功夫，繼續發揮警示教育強震懾、固防線的作用。同時，進一步豐富廉情簡報頁面內容和板塊設計，彙編了包含警示案例、廉政提醒、監督建議、節日提示、廉政漫畫等學習材料。通過圖文並茂的內容和形式，推動警示教育觸及內心、常態長效，督促黨員幹部職工堅定理想信念，築牢規矩意識「防護網」。於報告期內，本公司紀委共製作下發廉情簡報4期，全部黨總支、黨支部開展了傳達學習活動。



ESG Management System ESG

CASE 案例

Case: Holding the Warning Education Conference

案例：召開警示教育大會

The group organized warning education conferences titled "Learning from cases, Promoting reform through cases" on 12 January 2024 and 29 August 2024. Both conferences conveyed the spirit of the higher-level warning education conference, reported and exposed typical cases of disciplinary violations and illegal activities, and urged party organizations at all levels to strictly implement the conference requirements, communicate and learn at all levels, enhance the pertinence of anti-corruption education with people and things around them, guide party members and cadres to learn, understand, understand, and abide by discipline, and always maintain vigilance and awe.



本集團分別於2024年1月12日及8月29日組織召開「以案為鑒，以案促改」警示教育大會，傳達上級警示教育大會精神，對相關違紀違法典型案例和追責問責情況進行通報曝光，督促各級黨組織嚴格落實大會要求，層層傳達學習，用身邊人、身邊事增強廉政教育的針對性，引導黨員幹部學紀、知紀、明紀、守紀，時刻保持警覺和敬畏。

During the Reporting Period, these rules and systems served the Group's control and preventive function in anti-corruption management, and no material defect was identified. In 2024, the Group did not identify any cases of bribery, extortion, fraud and money laundering, and there were no litigations related to corruption against the Group or its employees in 2024.

報告期內，本集團相關制度及體系對本集團風險控制及反腐敗管理方面起到了控制與防範作用，未發現重大缺陷。二零二四年，本集團亦未發現賄賂、勒索、欺詐及洗黑錢的情況，二零二四年度本集團或員工未發生貪污訴訟案件。

ESG 責任管理

Fair Competition 公平競爭

To improve the ability to identify, prevent and handle the risk of monopoly and other behaviours, and foster a culture of fair competition, we have taken the following measures to avoid unfair competition:

- Formulate the “Anti-monopoly Compliance Management Guidelines” and the “Compliance Guidelines Against Commercial Bribery”, continuously monitor the implementation of these guidelines, update these guidelines, improve the applicability of these guidelines, and give full play to their guiding role.
- Carry out a thorough and special anti-monopoly investigation and rectification, covering all aspects of the Group’s operation and management, and constantly improve employees’ anti-monopoly awareness and legal literacy.
- Provide anti-monopoly compliance training, especially training and education on anti-monopoly laws training for all employees, to enhance their awareness of anti-monopoly laws and compliance.
- Strengthen compliance management, revise bulk sales contract template timely, check whether there are contract terms involving horizontal and vertical monopoly, add anti-commercial bribery terms and the agreement on integrity and compliance, and strive to prohibit behaviours of monopoly and commercial bribery through contractual agreement and penalties.
- Continuously strengthen the legal review of advertising materials, with a focus on the prohibited advertising terms and behaviours specified by laws and regulations, and avoid the risk of violations.

為提高對壟斷等行為的風險識別、防範和處置能力，培育公平競爭文化，我們在避免發生不正當競爭行為方面採取以下措施：

- 制定《反壟斷合規管理指引》《反商業賄賂合規指引》，並持續監控相關指引的落地執行情況，不斷更新指引內容，提高指引的可適用性，充分發揮指引作用。
- 深入開展反壟斷專項排查整治工作，排查範圍覆蓋本集團經營與管理的各個方面，不斷提高員工的反壟斷意識和法律素養。
- 開展反壟斷合規培訓，加強對全體員工的反壟斷法規培訓和教育，提高員工的法律意識和反壟斷合規意識。
- 強化合規管理，適時修訂大宗銷售合同範本，特別注意是否存在涉及橫向壟斷、縱向壟斷的合同條款，增加反商業賄賂條款及誠信合規約定書，力爭通過合同約定和違約罰則來禁止壟斷行為及商業賄賂的發生。
- 持續加強廣告宣傳材料的法律審核工作，重點關注法律法規所規定的各項禁止使用的宣傳用語和禁止從事的行為，避免發生違法違規風險。



Authentic Medicinal Materials and Traditional Craftsmanship

道地藥材 匠心傳承



1. 道地藥材 匠心傳承

1.1 Authentic Place of Origin

道地產區

The main raw materials used in the Group's production are various traditional Chinese medicinal materials. The Group strictly abides by the approach of "planting and harvesting specific to places of origin and seasons". We have established six subsidiaries that engage in planting in Hebei, Hubei, Henan and other regions of Chinese medicinal materials to plant and harvest indigo woad root, tuckahoe, cornel and other local traditional Chinese medicinal materials, which are commonly used by the Group.

本集團用於生產的主要原材料為各類中藥材。本集團嚴格遵循「採其地、用其時」的種植採收標準，已在河北、湖北、河南等中藥材產區自設六家種植型子公司，種植採收板藍根、茯苓、山茱萸等本集團常用之中藥材。

Traceability of whole process from destination to raw materials

從去向到原材料的全過程追溯



Whole process management and information collection from raw materials to destination

從原材料到去向的全過程管理和信息採集

1. Authentic Medicinal Materials and Traditional Craftsmanship

In order to meet the requirements for standardised planting, management and traceability of traditional Chinese medicinal materials, and ensure product quality, realise the supervision of traditional Chinese medicinal materials across the life cycle. In recent years, the Group tried to use modern information technology to build a traceability system for traditional Chinese medicinal materials. With the help of Internet of Things (IoT) technology, the traceability system can collect environmental information such as air temperature, humidity and soil moisture in the place of origin of traditional Chinese medicinal materials and provide standardised and scientific guidance on the sowing time, fertilisation time and harvest time of different traditional Chinese medicinal materials. At the same time, the traceability system can correlate the provenance batches, planting batches, harvesting batches, processing batches and other data of traditional Chinese medicinal materials to form a complete traceability chain. The quality traceability system of traditional Chinese medicinal materials effectively promotes lean production and the use of information technology to reduce costs and increase efficiency and market competitiveness, and comprehensively enhances the image of Tong Ren Tang brand.

In 2024, the Company continued to promote traditional Chinese medicinal materials planting traceability on a pilot basis. As of 31 December 2024, the Group had included more than 40 varieties into the traceability system. Going forward, the Group will further standardise the management of varieties included in the traceability system, expand the included varieties and bases, and plan to include more new varieties into the traceability system.

為滿足中藥材規範化種植、管理和溯源的需求，保障產品質量，實現對中藥材全生命週期的監管，近年來，本集團嘗試利用現代化信息技術，開展中藥材溯源體系的建設工作。中藥材溯源系統借助物聯網技術，可採集中藥材產地的空氣溫度、濕度、土壤水分等環境信息，對不同中藥材的播種時間、施肥時間、採收時間等進行規範化、科學化指導。同時，中藥材溯源系統可將中藥材的種源批次、種植批次、採收批次、加工批次等數據相關聯，形成完整的追溯鏈條。中藥材質量追溯體系的建立，將有效推動精益化生產，運用信息化手段實現降本增效，增強市場競爭力，全面提升同仁堂品牌形象。

二零二四年，本公司持續推進中藥材種植溯源試點工作，截至二零二四年十二月三十一日，本集團已有40餘個品種納入到追溯系統管理。未來，本集團將對已納入追溯系統的品種實行進一步的規範化管理，並在此基礎上擴大納入追溯系統的品種和基地，計劃納入更多新品種到追溯系統中。

1. 道地藥材 匠心傳承

1.2 Ecosystem and Natural Resources Conservation

生態環境及天然資源保護

Traditional Chinese medicines have played pivotal role in the development of China for thousands of years and are still common treatments for disease in China today. Among them, medicinal animal and plant resources are an important part of traditional Chinese medicines. They are all derived from nature, and natural medicines cannot be completely replaced by chemical synthetics. Therefore, to meet the needs of the development of the traditional Chinese medicine in the country and fully meet the standards of the with the relevant requirements of the *Pharmacopoeia of the People's Republic of China*, the Company rationally uses natural musk and other medicinal animal and plant resources in some products such as Xihuang Pills (西黃丸) to ensure product efficacy and consumer health and meet consumer demand.

The rational use of medicinal animal and plant resources is not inconsistent with their protection. In order to protect and promote the sustainable utilisation of medicinal animal and plant resources, China has promulgated laws and regulations such as the *Wildlife Protection Law of the People's Republic of China*, the *Implementation Regulations of the People's Republic of China on the Protection of Terrestrial Wildlife* and the *Implementation Regulations of the People's Republic of China on the Protection of Aquatic Wildlife and the List of Key Protected Wild Animals in China*, which impose very strict regulatory requirements on the procurement and utilisation of related resources. The Company strictly abides by relevant national laws and regulations when purchasing and using such resources. The Group only purchases relevant resources from suppliers with legal sources of traditional Chinese medicinal materials. Before selling such resources to the Group, the supplier must apply to the national/local administration to get approval, only then will the Group purchase and store the materials in strict compliance with the approved varieties and quantities. When using relevant resources, the Group will apply in advance to the national/local administration for approval on the amount and purpose of use, quantity of finished products and the purchase volume of the "China Wildlife Management Special Label". After approval, we produce in strict compliance with the approved amount of use, and stick the "China Wildlife Management Special Label" on product packaging in accordance with relevant national laws and regulations.

中醫藥在我國數千年的發展中具有舉足輕重的地位，直至今日在我國仍然是治療疾病的常用方法之一。其中，藥用動植物資源作為中藥的重要組成部分，均源自天然，而天然藥物不能完全用化學合成品取代，因此，為滿足我國中醫藥發展需要，符合《中華人民共和國藥典》標準，保證產品療效、滿足消費者的用藥需求與健康，本集團在西黃丸等部分產品中合理使用天然麝香等藥用動植物資源。

保護與合理使用藥用動植物資源並不相悖，為保護及促進藥用動植物資源的可持續利用性，我國出台了《中華人民共和國野生動物保護法》《中華人民共和國陸生野生動物保護實施條例》《中華人民共和國水生野生動物保護實施條例》《國家重點野生保護動物名錄》等法律法規，對相關資源的採購及使用有非常嚴格的監管要求。本公司在採購、使用相關資源時，均嚴格按照國家相關法律法規的規定執行。本集團僅向有合法來源的中藥材供貨商進行相關資源的採購，供貨商在向本集團出售相關資源之前，會向國家／地方行政部門進行申請，經審批後，本集團將嚴格按照經審批的採購資源種類及數量進行採購、入庫。在使用相關資源時，本集團事先向國家／地方行政部門申請相關資源的使用量、使用用途、產成品數量及「中國野生動物管理專用標識」購入量，經審批後，嚴格按照批准的使用量進行生產，並按國家相關法規要求，在產品包裝上粘貼「中國野生動物管理專用標識」。

1. Authentic Medicinal Materials and Traditional Craftsmanship

At the same time, in order to protect the ecological environment and biodiversity, and minimize the impact on the surrounding environment, various plant type subsidiaries of our Group strictly follow GAP requirements, strictly control various key points and elements in the planting process of Chinese medicinal materials such as sowing, fertilization, and pest control through standardized management methods, finely control the use of pesticides and fertilizers, prevent excessive use of their types and quantities, avoid ecological pollution, and thus achieve sustainable utilization of natural resources while ensuring the quality of Chinese medicinal materials. Meanwhile, employees of the Group also participate in training on wildlife conservation laws and management systems organized by the forestry department from time to time, in order to continuously improve their awareness of protecting biodiversity.

同時，為保護生態環境與生物多樣性，最大限度降低對周邊環境的影響，本集團各種植型子公司嚴格參照GAP要求，通過規範化的管理方式，嚴格把控播種、施肥、病蟲害防治等中藥材種植過程中的各個關鍵點及要素，精細控制農藥化肥的使用，防止其種類和數量的過度使用，避免生態環境污染，進而在保證中藥材質量的同時，實現天然資源的可持續利用。同時，本集團員工還會參加林業部門不定期組織的野生動物保護法及管理制度相關培訓，以不斷提高保護生物多樣性意識。

CASE 案例

Case: The Group's planting base has won the CGC "Organic Conversion Certification Certificate"

案例：本集團種植基地榮獲「中綠國證」《有機轉換認證證書》

The planting subsidiary of the Group located in Zhejiang has always adhered to the concept of "true planting, true management, and true operation". In the process of raspberry cultivation, we insist on the use of organic fertilizers to imitate wild and ecological planting in the original environment. In May 2024, it successfully obtained the CGC "Organic Conversion Certification". In the future, the Group will continue to develop standardized operating procedures and quality standard systems for "imitation wild and ecological planting", continuously improve product quality, and enhance development "gold content" with ecological "green content".

本集團位於浙江的種植型子公司始終堅持「真種、真管、真經營」的理念，在覆盆子種植過程中堅持環境原生、使用有機肥料的仿野生和生態種植，於二零二四年五月，順利榮獲「中綠國證」《有機轉換認證證書》。未來，本集團將繼續制定「仿野生、生態種植」規範操作規程及質量標準體系，持續提升產品質量，以生態「含綠量」提升發展「含金量」。



1. 道地藥材 匠心傳承

1.3 Supply Chain Management 供應鏈管理

In strict compliance with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, the *Good Manufacturing Practice ("GMP")* and relevant laws and regulations, the Group established the "Raw Material Procurement Management System", the "Supplier Management System of Auxiliary Materials and Packaging Materials for Production", the "Supplier Management Regulations of Auxiliary Materials and Packaging Materials", the "Management Regulations about Supplier Audit, Evaluation and Approval" and other management system. The Group has clarified supplier qualifications, selection standards, quality auditing and evaluation standards, and material quality evaluation standards to establish an increasingly strict supplier management system.

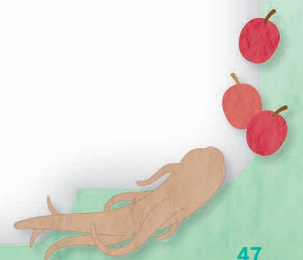
The Group has an established supplier selection process. Based on ensuring that supplier qualifications comply with the criteria, the Quality Management Department, in collaboration with related units, conducts assessment and on-site audit on suppliers. Only suppliers who have passed the audit and assessment may be included in the "Qualified Supplier List" of the Group and allowed to supply products.

In 2024, there were 240 qualified suppliers on the Group's "Qualified Supplier List" and they were eligible for selection based on the Group's actual needs of procurement.

本集團嚴格按照《中華人民共和國藥品管理法》《藥品生產質量管理規範》(「GMP」)及其他法律法規要求，制定了《原料採購管理制度》《生產用輔料、包裝材料供應商管理制度》《輔料、包材供應商管理規程》《供應商審計、評估與批准管理規程》等管理制度，明確供應商資質要求、選擇標準、質量審計評估標準以及物料質量評估標準等，進而建立了日趨嚴格的供應商管理體系。

本集團有固定的供應商選擇流程，在確保供應商資質符合條件的基礎上，由質量部門協同相關單位進行供應商的評估和現場審計。經過審計、評估合格的供應商可被列入本集團《合格供應商名錄》，方可供貨。

二零二四年，列入本集團《合格供應商名錄》的合格供應商共計240家，於開展業務時，我們會根據實際採購需求，從中進行選擇。



1. Authentic Medicinal Materials and Traditional Craftsmanship

Supplier Management by Risk Level

供應商風險分級管理

Based on identified risks of production materials, the Group has adopted level-to-level management which classifies risks into A, B, C and D levels. The Group has identified supplier risk levels accordingly. For different levels, the Group has determined the corresponding audit cycle and has formulated audit plans for next year, based on the outcome of the supplier annual review and risk evaluation, and increases audit frequency on production suppliers with high risks so as to further reduce material purchasing risks.

At the same time, the Group also regularly reviews all suppliers to ensure supply chain security. During the supply process, if major changes or serious quality problems are identified, the Procurement Management Department can suspend the supplier in question and ask the supplier to rectify at any time, supply can only be resumed after the rectification is accepted. The contract with a qualified supplier can be terminated and the supplier can be disqualified if necessary. At the end of each year, the Procurement Management Department, the Quality Management Department, and each production entity shall conduct a comprehensive evaluation of suppliers and jointly fill in the "Annual Scoring Form for the Comprehensive Evaluation of Suppliers". The Quality Management Department evaluates the suppliers' quality deviation and quality complaint. The Procurement Management Department conducts a comprehensive evaluation according to the service quality. Each production entity carries out annual comprehensive evaluation of suppliers according to the production, utilisation, storage and transportation condition.

本集團依據生產所需物料的風險，將生產所需的物料分為A、B、C、D四個等級進行分級管理，並以此劃分供應商的風險等級。針對不同的風險等級，本集團規定相應的審計週期，並結合供應商年度回顧及風險評估結果制定新一年的供應商審計計劃，針對高風險物料的供應商適時增加審計頻次，進一步降低採購風險。

同時，本集團亦會對所有供應商進行定期評審，保證供應鏈安全。在供貨過程中，如發現供應商有重大變動或出現嚴重質量問題，採購管理部門有權隨時要求供應商停止供貨，進行整改，整改合格後方可繼續供貨；必要時終止合同，並取消其合格供應商資格。每年末由採購管理部門、質量管理部門以及各生產單位對供應商進行綜合評估，共同填寫《供應商年度綜合評價打分表》。質量管理部門根據供應商質量偏差和質量投訴進行評估；採購管理部門根據服務質量進行綜合評估；各生產單位根據生產使用情況，存儲運輸情況等對供應商進行年度綜合評估。

1. 道地藥材 匠心傳承

To reduce the risk of reduced or interrupted supply of raw materials, the Company's Procurement Department formulates a procurement plan based on the production schedule, raw material inventory, raw material quality, average annual consumption, and raw material planting areas to ensure reasonable inventory. Procurement personnel supervise the execution of orders throughout the entire process and promptly develop emergency measures in case of special risk issues. Particularly for seasonal traditional Chinese medicinal materials, the Procurement Department sorts out the harvesting time of the planting areas of Chinese medicinal materials, communicates with the production entities in advance for traditional Chinese medicinal materials known to be of low yield, confirms the production demand, and formulates the procurement plan in advance to ensure stable supply.

During the Reporting Period, the Group did not have any events with material risks and impacts along the supply chain.

為降低原材料供應量減少或中斷風險，本公司採購部門結合生產情況、原材料儲備情況、原材料質量特性、平均年用量、原材料產區情況等制定採購計劃，確保合理庫存。採購人員全過程監督訂單執行情況，遇特殊風險事項及時制定應急措施，特別是對於季節性有要求的中藥材，採購部門將及時梳理中藥材產地的產新時間，對已知的產量較低的中藥材產品，提前與生產部門進行溝通，確認生產需求，提早制定採購計劃，確保穩定供應。

報告期內，本集團未發生供應鏈環節中具有重大風險與影響的事件。

Green Supply 綠色供應

The Group establishes a sound system and implements standardised management on material procurement. The purchased raw materials, auxiliary materials, packaging materials and other materials must meet the corresponding national standards and environmental protection characteristics (for example, strictly control the content of pesticide residues and heavy metals in raw materials; environmental protection ink and environmental protection glue are purchased as packaging materials). At the same time, ESG considerations such as corporate governance, safety and environmental protection are gradually incorporated into supplier audit, and through interviews and other means, suppliers are urged to continuously improve their environmental awareness and driven to jointly realise green, harmonious and sustainable development (for example, when auditing suppliers of genuine products, the use of pesticides and fertilizers, including purchase and use records, should be inspected). In addition, we will continue to deliver ESG training to suppliers to raise their ESG awareness.

本集團建立健全制度體系，對物料採購實行標準化管理，所選購的原材料、輔料、包材等物料均須符合相應的國家標準及環保特性（例如，嚴格控制原材料中農藥殘留物及重金屬含量；所選購的包材需使用環保油墨及環保膠等）。同時，在供應商審計中逐步納入公司治理、安全環保等ESG方面的考慮因素，並通過訪談等方式，促使供應商不斷提升環保意識，帶動供應商共同實現綠色、和諧、可持續發展（例如，對真種真管的供應商進行審計時，對其農藥、肥料的使用進行檢查，包括購買使用記錄等）。此外，我們亦將持續對供應商進行ESG培訓，促使供應商提升ESG意識。



Quality Commitment and Responsibility First

品質擔當 責任至上



2. 品質擔當 責任至上

2.1 Quality Control

質量控制

The Group has strictly complied with the *Law of the People's Republic of China on the Administration of Pharmaceuticals*, the *Law of the People's Republic of China on Product Quality*, the *Law of the People's Republic of China on Traditional Chinese Medicine*, the *Administrative Measures on Adverse Drug Reaction Reporting and Monitoring* and other national laws and regulations on product safety to ensure product safety. In 2024, there were no product liability violations that had a material impact on the Group.

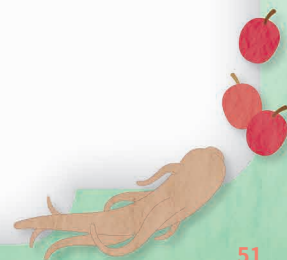
The Group's quality control is mainly implemented in accordance with the relevant requirements of the *Pharmacopoeia of the People's Republic of China*, the GMP and the Group's internal quality control standards. The Group has formulated various quality inspection and management standards, including those for traditional Chinese medicinal materials, excipients, packaging materials, intermediate goods and finished products, and made detailed regulations on various objects, methods and contents of inspection. Internal and external trainings have been organised for relevant units to ensure that the new requirements of various drug laws and regulations are implemented in work.

The Group's quality control of Chinese patent medicines covers the entire production cycle of the product from raw material procurement, warehouse management, and processing, to product quality control and after-sales feedback.

本集團嚴格遵照《中華人民共和國藥品管理法》《中華人民共和國產品質量法》《中華人民共和國中醫藥法》《藥品不良反應報告和監測管理辦法》等國家有關產品安全的法律法規，致力於確保產品安全。二零二四年，未發生對本集團有重大影響的產品責任違規情況。

本集團的質量控制主要根據《中華人民共和國藥典》、GMP及本集團內部質量控制標準的相關要求執行。同時，本集團制定了各項質量檢驗管理標準，包括中藥材、輔料、包材、中間產品及成品，對各類驗品、檢驗方法與檢驗內容做出了詳細規定，並組織相關單位開展內外部培訓，確保各項藥政法規要求落實到位。

本集團對中成藥的質量控制覆蓋了產品的全生產週期，涵蓋原料採購、倉儲管理、炮製加工、產品質量控制、售後反饋等各個環節。



2. Quality Commitment and Responsibility First

In terms of quality control of medicinal raw materials, the Group has a professional inspection team experienced in medicinal raw material acceptance and inspection. The team of medicinal materials experts exercise rigorous control over the quality of medicinal materials by first carrying out appearance character inspection of medical raw materials by “looking, smelling and tasting” and other detection methods, then the team conducts a full inspection for traditional Chinese medicinal materials by lot with professional equipment to eliminate such phenomena as dyeing, weight gain and adulteration of medicinal materials.

The Group exercises strict product quality control throughout the production process. Adhering to ancient maxims, the Group combines traditional preparation techniques with modern pharmaceutical technologies, and strictly complies with characteristic traditional Chinese medicine processing and production procedures and techniques that Tong Ren Tang has developed over nearly a century. The Group strictly controls every key point in production and constantly pursues better quality. Tong Ren Tang boasts characteristic grinding levels, mixing uniformity, as well as temperature and timing in mixing Chinese medicinal materials of different qualities. In addition, our production features special manual water-based pill manufacturing techniques and wax coating techniques.

Regarding product quality control, the Group regularly carries out meticulous and overall on-site inspections for all production workshops, and rigorously controls product quality by strengthening on-site management and manufacturing monitoring. In case of substandard products in the production process, the quality officers have veto power to ensure the compliance of products with quality requirements.

在中藥材質量控制方面，本集團配備有經驗豐富的中藥材驗收專家團隊與檢驗團隊，由中藥材專家團隊首先通過「眼看、鼻聞、口嘗」等方式對中藥材進行外觀性狀檢驗，再由檢驗團隊利用專業儀器設備對中藥材進行全項檢驗，杜絕藥材染色、增重、摻偽等現象，嚴格把控中藥材原材料質量。

在生產過程中，本集團始終嚴格堅持產品質量控制，遵照古訓，在繼承同仁堂傳統炮製技藝的同時，與現代製藥技術相結合，嚴格遵循在百年實踐中形成的獨具同仁堂特色的中藥加工製作工序及工藝，把控每一個生產關鍵點，不斷追求精益求精。不同質地中藥材粉碎的細度、研配的均勻度、合坨的溫度和時間、手工泛丸技術、吊蠟皮技術等均獨具特色。

在產品質量管控方面，本集團定期對各生產車間進行細緻、全面的現場檢查，通過加強現場管控，對產品生產進行監控，嚴格確保產品質量。在生產過程中若出現不合格產品，質量管理人員均有權實行一票否決權，確保產品符合質量要求。

2. 品質擔當 責任至上

In March 2024, the Quality Inspection Center of the Group successfully passed the accreditation assessment of the China National Accreditation Service for Conformity Assessment (CNAS) and obtained the laboratory accreditation certificate and accreditation decision issued by it. During the Reporting Period, the Quality Inspection Center of the Group has comprehensively upgraded the management of personnel, equipment, materials, methods, and processes, further enhancing quality awareness and management skills.

- In terms of processes, we optimize management processes, especially in quality control, and implement stricter and more refined management. We have introduced automated and intelligent detection equipment to reduce human error and improve detection efficiency. At the same time, monitor each production process to ensure that the products meet quality standards throughout the entire production process.
- In terms of system, we have further improved the quality management system and formulated stricter and more detailed quality control standards. We have strengthened the inspection of raw materials to ensure their stable and reliable quality. At the same time, key control points in the production process were closely monitored to promptly identify and resolve potential quality issues.
- In terms of team building, we focus on talent cultivation and team building, and strengthen training and education for employees. We regularly organize internal and external training to enhance employees' quality awareness and skill level. In addition, we have strengthened communication and collaboration among teams, forming an efficient and professional quality control team.
- In terms of quality control, we implement various control measures, including spot checks, full inspections, special inspections, etc. We focus on feedback and analysis of inspection results and develop improvement measures for problems to ensure the qualification rate and stability of products.

二零二四年三月，本集團質量檢測中心順利通過中國合格評定國家認可委員會(CNAS)認可評定，獲得其授予的實驗室認可證書和認可決定書。報告期內，本集團質量檢測中心對人員、設備、物料、方法、流程進行了全方位的管理升級，進一步提高了質量意識和管理技術：

- 在流程方面，優化管理流程，特別是在質量控制環節，實施更為嚴格和精細的管理。我們引入自動化和智能化的檢測設備，減少了人為誤差，提高了檢測效率。同時，對每個生產環節進行監控，確保產品在整個生產過程中都符合質量標準。
- 在制度方面，進一步完善質量管理體系，制定更為嚴格和細緻的質量控制標準。我們加強對原材料的檢驗，確保原材料的質量穩定可靠。同時，對生產過程中的關鍵控制點進行重點監控，及時發現並解決潛在的質量問題。
- 在團隊方面，注重人才培養和團隊建設，加強對員工的培訓和教育。我們定期組織內部培訓和外部培訓，提高員工的質量意識和技能水平。此外，我們還加強團隊之間的溝通和協作，形成一支高效、專業的質量控制團隊。
- 在質量控制方面，實施多種控制手段，包括抽檢、全檢、專項檢查等。我們注重檢查結果的反饋和分析，針對問題制定改進措施，以確保產品的合格率和穩定性。

2. Quality Commitment and Responsibility First



CNAS Laboratory Accreditation Certificate
CNAS 實驗室認可證書

In terms of self-inspection, the Group has completed the self-inspection work of 22 units within the self-inspection plan in 2024, and no serious or major defects have been found.

In terms of education and training, the Group has organised or participated in 9 internal and external training sessions in accordance with the 2024 quality education and training plan, based on the requirements of quality education and training.

All the Group's production lines have passed GMP certification or GMP compliance inspection, and some production lines have also been certified by the Therapeutic Goods Administration (TGA) in Australia, the European Union and the Ministry of Health, Labour and Welfare in Japan.

自檢方面，本集團二零二四年已完成自檢計劃內22個單位的自檢工作，未發現嚴重缺陷項和主要缺陷項。

教育培訓方面，本集團圍繞質量教育與培訓的工作要求，根據二零二四年質量教育培訓計劃，共組織開展或參與內外部培訓9次。

本集團所有生產線均通過GMP認證或GMP符合性檢查，部分生產線亦獲得澳大利亞TGA認證、歐盟認證及日本厚生省認證。

2. 品質擔當 責任至上

Drug Recall

药品召回

Drug recall refers to the recall of drugs with potential safety hazards that have been put on the market by drug manufacturers in accordance with prescribed procedures. In accordance with the relevant requirements of the National Medical Products Administration and the Group's drug quality management, the Group has established the "Regulations on Drug Recall Management" and a drug recall team composed of heads of quality, sales, production, and finance departments. If quality defects or safety hazards are identified in launched products, they will be promptly handled in strict compliance with the protocol and procedures to safeguard consumers' interests and medication safety.

藥品召回是指藥品生產企業按照規定的程序收回已上市銷售的存在安全隱患的藥品。根據國家藥品監督管理局及本集團藥品質量管理的相關要求，本集團已制定《藥品召回管理規程》，並成立了藥品召回小組，由質量、銷售、生產、財務等部門負責人組成。如若發現已上市銷售的產品存有質量缺陷或安全隱患，將及時按照制度及程序嚴格執行，保障消費者的切身利益與用藥安全。

Drug Recall Process

藥品召回處理流程

Before the recall 召回前

The Quality Management Department conducts investigation and evaluation of drugs that may have potential safety hazards and issues an evaluation report.
質量部門對可能具有安全隱患的藥品進行調查評估，出具評估報告。

The drug recall team makes a recall decision based on the evaluation report and initiates the recall.
藥品召回小組根據評估報告作出召回決定，啟動召回。

The Quality Management Department formulates a recall plan, drafts and issues a recall notice, and prepares the recalled drug information (including name, batch number, dosage form, quantity, specification and production date), sales records, instructions for discontinuation of sales and use, and at the same time submits a report to the drug supervision and administration authority.

質量部門制定召回計劃，擬定下達召回通知，並準備好召回藥品資料(包括名稱、批號、劑型、數量、規格、生產日期)、銷售記錄、停止銷售和使用的說明，同時向藥品監督管理機構報告。

The Sales Department tracks the flow and notifies the distributor to stop selling and using appropriate drug after notified.

銷售部門接到通知後追蹤流向，通知經銷商停止銷售、使用相應藥品。

2. Quality Commitment and Responsibility First

During the recall 召回中

Each member unit of the drug recall team keeps records properly. The records are sorted and summarised by the Quality Management Department who then fills in the recall summary table, evaluates the effect of the recall and submits a summary report to the drug supervision and administration authority. The records are archived, and an announcement is made in written form that the recall is over.

藥品召回小組各成員單位做好記錄，由質量部門對記錄進行整理匯總，填寫召回情況匯總表，並對召回效果進行評價，向藥品監督管理機構提交總結報告；記錄存盤，書面形式宣佈召回結束。

After the recall 召回後

The products are retrieved and put it in the non-conforming product warehouse. After the investigation and evaluation is completed, they will be dealt with in accordance with the relevant provisions of the "Non-conforming Product Management Regulations".

收回產品，放入不合格品庫，待調查評估結束後，按《不合格品管理規程》的相關規定進行處理。

In 2024, the Group recorded no recall due to product quality, safety and health issues.

二零二四年，本集團未發生因產品質量安全及健康問題召回的情況。



2. 品質擔當 責任至上

2.2 Innovation and Research and Development

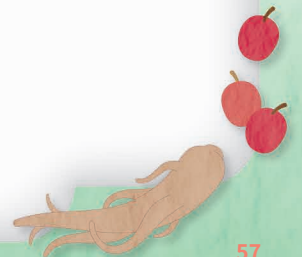
創新研發

In order to improve the level of scientific research, enhance the ability of scientific research innovation, and ensure the standardization and institutionalization of scientific research projects, the Group has established a sound institutional system covering project initiation, progress, quality control, and intellectual property application, including the "Research and Development ("R&D") Project Management System", "Science and Technology Innovation Management Regulations", "Secondary Scientific Research Project Management System", "New Product Initiation Management Regulations" and other systems, in order to efficiently carry out scientific research and innovation work.

The Group also attaches importance to the management of intellectual property rights. In accordance with the *Patent Law of the People's Republic of China*, the *Detailed Rules for the Implementation of the Patent Law of the People's Republic of China* and other relevant provisions, and in alignment with the Group's situation, the Group has formulated the "Patent Management Measures", which stipulates patent applications, patent licensing, patent protection and maintenance, patent asset management and evaluation. During the year, the Group obtained 1 patent authorisations. As of the end of the Reporting Period, the Group has accumulated a total of 24 invention patents, 2 utility model patents and 2 design patents.

為提高科研水平，增強科研創新能力，確保科研項目規範化、制度化，本集團已建立健全涵蓋項目立項、進度、質量管控及知識產權申請的制度體系，包括《研發項目管理制度》《科技創新管理規定》《二次科研項目管理制度》和《新產品立項管理規定》等制度，以便高效開展科研創新工作。

本集團亦重視知識產權管理，根據《中華人民共和國專利法》《中華人民共和國專利法實施細則》等有關規定，結合本集團的具體情況，制定了《專利管理辦法》，對專利申請、專利的許可使用、專利的保護與維護、專利的資產管理和評估工作進行了相應的規定。報告期內，本集團共獲得1項專利授權，截至報告期末，累計擁有發明專利24項，實用新型專利2項，外觀設計專利2項。



2. Quality Commitment and Responsibility First

In terms of R&D of products, the Group closely focused on the manufacturing and distribution needs, continuously enhanced the scientific research management capability, and improved its research service level. During the Reporting Period, the innovative drug Qishen Granules (芪參顆粒) cooperated with the Beijing University of Chinese Medicine had successfully obtained the Notice of Approval for Clinical Trial (《臨床試驗批准通知書》). At the same time, the Group continuously put effort into the development of classic prescriptions and continued to take forward the R&D of various varieties such as Ling Gui Zhu Gan Tang (苓桂術甘湯) and Shaoyao Gancan Decoction (芍藥甘草湯). In terms of the secondary research of products, with the study of pharmacological mechanisms on various products such as Jingzhi Niu Huang Jiedu Tablets (京制牛黃解毒片) and Fuzi Lizhong Pills (附子理中丸), the Group specified the active ingredients of pharmaceuticals and tapped the value features of relevant products in depth. In addition, the Group conducted clinical research of products such as Shengmai Liquor (生脈飲口服液) and Qiju Dihuang Pills (杞菊地黃丸) to accumulate evidence-based medical data, so as to provide solid scientific rationale for the clinical application of products and further enhance the competitiveness and clinical recognition of products.

在產品研發方面，本集團緊密圍繞生產銷售需求，不斷提升科研管理能力，努力提升科研服務水平。於報告期內，本公司與北京中醫藥大學合作的創新藥芪參顆粒順利獲得臨床試驗批准通知書。同時，本集團持續在經典名方開發方面發力，繼續推動苓桂術甘湯、芍藥甘草湯等多個品種的研發工作。現有產品二次科研方面，針對京制牛黃解毒片、附子理中丸等多個產品開展藥理機制研究，明確藥品有效成分，深入挖掘相關產品的價值特點。此外，本集團針對生脈飲口服液、杞菊地黃丸等產品開展臨床研究，積累循證醫學數據，為產品的臨床應用提供堅實的科學依據，進一步提升產品的市場競爭力與臨床認可度。

R&D Progress 研發進展

In terms of R&D platform construction, the Group continues to promote the construction of an innovation system. By improving the system and mechanism of technological innovation, leveraging the role of "one-to-one" project coordinators and doctoral service teams, and combining with special meetings, regular conferences, etc., strengthening internal and external collaboration, facilitating communication with production units, and promoting achievements; Integrate external resources, strengthen the integration of industry, academia, and research, deepen cooperation with multiple parties, accelerate the transformation of achievements, and participate in joint application for national level projects; At the same time, we will improve the construction of GLP laboratories, promote interdisciplinary research, and explore green development disciplines. In addition, we are deepening the construction of various information systems and databases to enhance our data analysis and application capabilities, and achieve scientific and standardized management.

在研發平台建設方面，本集團繼續推進創新體系建設。通過完善科技創新體制機制，發揮「一對一」課題對接人、博士服務團作用，並結合專題會、例會等，加強內外部協同，暢通與生產單位的溝通及成果推廣；整合外部資源，強化產學研融合，深化與多方合作，加速成果轉化並參與國家級項目聯合申報；同時，完善GLP實驗室建設，推動多學科領域研究，探索綠色發展學科。此外，我們還深化各類信息化系統和數據庫建設，以提升數據分析應用能力，實現科學規範管理。

2. 品質擔當 責任至上

During the year, the Group obtained 9 acceptance notices of patent application, and applied for patent protection for new products under research in the aspects of prescription and use in combination with scientific research achievements and the idea of patent cascade protection. The Group published 19 papers, including 2 SCI papers.

As of 31 December 2024, the Group's (including Tong Ren Tang Chinese Medicine Group) R&D expenditure (including employee welfare expenditure, depreciation and amortisation charge) reached RMB157.660 million (2023: RMB185.469 million), accounting for 1.55% of net assets (2023: 1.92%) and 2.17% of revenue (2023: 2.74%).

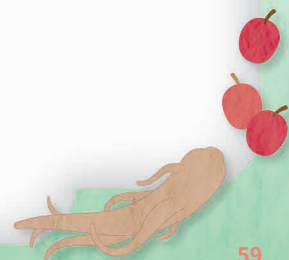
本年度，本集團獲得9項專利受理通知書，同時結合科研成果及專利梯次保護工作思路，從處方、用途方面對在研新產品申請專利保護；已有19篇論文見刊，其中SCI論文2篇。

截至二零二四年十二月三十一日止年度，本集團(包含同仁堂國藥集團)之研究開發支出(包括員工福利開支、折舊及攤銷費用的研究開發費用)為人民幣15,766.0萬元(二零二三年：人民幣18,546.9萬元)，佔淨資產比例為1.55%(二零二三年：1.92%)，佔收入比例為2.17%(二零二三年：2.74%)。

External Cooperation 外部合作

During the Reporting Period, the Group continued to promote cooperation with external scientific research projects and made sustained efforts in collaboration with expert teams, research institutions, and government agencies. On the one hand, we continue to collaborate with academicians and expert teams to conduct research on the efficacy and mechanisms of products such as Anshen Jiannao Liquid (安神健腦液); On the other hand, deepen cooperation with well-known universities and hospitals to carry out non clinical safety evaluation research on Yangxue Rongjin Pills (養血榮筋丸); In addition, we cooperated with government agencies to fully integrate advantageous resources and carry out scientific research on Jiawei Xiaoyao Pills (加味逍遙丸), Yongshenghe Ejiao (永盛合阿膠) and other products.

報告期內，本集團繼續推進與外部科研項目的合作，在與專家團隊、科研院校、政府機構的協作中持續發力。一方面，持續與院士、專家團隊合作，開展安神健腦液等產品的療效及機制研究；另一方面，深化與知名院校、醫院的合作，開展養血榮筋丸非臨床安全性評價研究工作；此外，與政府機構合作，充分整合優勢資源，開展加味逍遙丸、永盛合阿膠等產品的科研工作。



2. Quality Commitment and Responsibility First

2.3 Customer Service

客户服务

Convenient and professional services

便捷專業服務

The Group has established an after-sales service system including all product subsidiaries, revised and improved a number of systems such as the "Customer Service (Complaint) Management Regulations", the "Product Anti-counterfeiting Management System" and the "Market Inspection Management System", and clarified the responsibilities, staffing and other relevant requirements of relevant units, with a view to continuously improve the overall after-sales service level of the Group, effectively improve the response rate, resolution rate and satisfaction rate of after-sales services. At the same time, the Company continues to implement the relevant work of "immediate action upon complaint" and strengthen internal and external coordination to actively solve various problems raised by consumers.

The Group has developed the "Operational Procedures for Handling Pharmaceutical Enquiries and Complaints" to standardise the operational procedures for pharmaceutical enquiries, complaints and complaint handling, kept a detailed record of consumer visits, incoming calls and emails, and patiently explained and answered their enquiries. Investigations are carried out promptly and cases are handled properly in case of product complaints.

In order to provide consumers with more convenient and professional services, the group has opened multiple channels of services, including hotlines and online consultation platforms, realizing online "digitalization and manual" services. With the help of intelligent robots and knowledge bases, we have achieved 7 * 24-hour response services

本集團持續規範服務行為，努力提高服務質量和服務水平，打造優質高效的服務支持體系。本集團已建立包括所有產品型子公司在內的售後服務體系，並制定《客戶服務(投訴)管理規定》《產品打假工作管理制度》《市場巡查管理制度》等多項制度，明確各相關單位職責、人員配置等相關要求，旨在持續提高本集團整體售後服務水平，切實提升售後服務工作的響應率、化解率、滿意率。同時，本公司持續落實「接訴即辦」相關工作，加強內外部聯動，積極解決消費者提出的各種問題。

本集團已建立《處理藥品投訴、諮詢操作規程》，對藥品諮詢、投訴及處理等操作程序進行規範，詳細記錄消費者來訪、來電及郵件記錄，給予其耐心解釋與答覆，如遇產品投訴等情況將立即調查並妥善處理。

為向消費者提供更加便捷、專業的服務，本集團開通了多渠道服務，提供熱線電話和線上諮詢平台，實現了線上「數智化+人工」的服務，借助智能機器人和知識庫，實現7*24小時的回應服務。

2. 品質擔當 責任至上

In 2024, the Company received more than 2,300 enquiries and complaints from customers, and we spared no effort to safeguard consumers' legitimate rights and interests by responding to and handling their enquiries actively and properly in a timely manner.

二零二四年，本公司客戶服務熱線共接到消費者各類諮詢及投訴信息2,300餘次，並對信息予以及時響應及積極妥善處理，竭力保障消費者的合法權益。

Year 年份	Number of enquiries and complaints (times) 投訴及諮詢數量(次)
2022	2,750
2023	2,789
2024	2,372

In addition, to meet the deep-seated needs of customers and improve service quality, we regularly organize relevant staff to participate in internal and external training through online or offline means, as the main means of improving personal abilities and service quality, striving to provide more efficient and valuable services.

此外，為了滿足顧客深層次需求，提升服務質量，我們定期組織相關工作人員通過線上或線下方式，參與內外部培訓，作為提升個人能力與服務質量的主要抓手，力爭提供更高效，更有價值的服務。

Information Security and Customer Privacy Protection 信息安全與客戶隱私保護

In terms of network security, the Company has a comprehensive security protection system. Effectively filtering network threats through external network firewalls and network application firewalls; Introduce a log audit security system to achieve real-time monitoring and traceability of network activities; Strengthen the management of enterprise level antivirus software to ensure the efficient implementation of virus protection measures. Through a series of measures, the Company has established a terminal security three-dimensional protection system that integrates platform integration, function integration, and data integration, effectively enhancing the comprehensive capability of network security protection.

網絡安全方面，本公司設有完善的安全防護體系。通過外部網絡防火牆和網絡應用防火牆，以有效過濾網絡威脅；引入日誌審計安全系統，實現對網絡活動的實時監控與追溯；加強企業級殺毒軟件管理，確保病毒防護措施的高效執行。通過一系列舉措，本公司已構建出一個集平台一體化、功能一體化、數據一體化的終端安全立體防護體系，從而有效提升了網絡安全防護的綜合能力。

2. Quality Commitment and Responsibility First

The Group adheres to the principle of honesty and trustworthiness, providing consumers with accurate consumption information, ensuring their right to know, and creating a trustworthy service environment for the majority of consumers. At the same time, the Group strives to protect consumer privacy, arranges dedicated personnel to be responsible for the storage and management of collected consumer personal information, and strictly keeps it confidential. Once there is a situation where consumer personal information is leaked and causes serious consequences, relevant personnel will be held responsible. During the Reporting Period, there were no incidents of customer information leakage or losses incurred by the Group.

本集團秉承誠實守信之原則，為消費者提供準確的消費信息，確保消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。同時，本集團竭力保護消費者隱私，對收集的消費者個人信息安排專人負責保存管理，並嚴格保密，一旦出現消費者個人信息洩露並造成嚴重後果的情況，將追究相關人員的責任。報告期內，本集團未發生洩露客戶信息事件，也未造成任何損失。

Marketing and Publicity Compliance 營銷宣傳合規

In the process of market promotion, the Group strictly implements national laws and regulations such as the Good Manufacturing Practice for Drugs, *Advertising Law of the People's Republic of China*, and *Drug Administration Law of the People's Republic of China*, and formulates internal management systems such as the "Regulations on Advertising and Promotion Management" and the "Internal Audit Management System for Network Information Release", establishing advertising management processes and review filing systems. Ensure accurate consumption information is provided to consumers, safeguard their right to know, and create a trustworthy service environment for most consumers.

In promoting the efficacy of drugs, we use scientific, objective, and rigorous clinical trial data and medical terminology to accurately describe the therapeutic scope and effects of drugs. For the applicable population and contraindications of drugs, we ensure clear and explicit labelling, without any concealment or misleading implications, so that consumers can fully understand the product information and avoid health risks caused by incorrect medication.

在市場宣傳過程中，本集團嚴格執行《藥品經營質量管理規範》《中華人民共和國廣告法》《中華人民共和國藥品管理法》等國家法律法規，並制定《廣告宣傳管理規定》及《網絡信息發佈內部審核管理制度》等內部管理制度，建立廣告管理流程及審查備案制度。確保為消費者提供準確的消費信息，保障消費者的知情權，進而為廣大消費者營造一個可以信賴的服務環境。

在藥品功效宣傳上，我們以科學、客觀、嚴謹的臨床試驗數據和醫學術語來準確描述藥品的治療範圍與效果。對於藥品適用人群和禁忌，我們做到清晰明確標注，不做任何隱瞞或誤導性暗示，使消費者能全面了解產品信息，避免因錯誤用藥而產生健康風險。

Environmental Protection and Ecological Conservation

綠水青山 生態長存



3. Environmental Protection and Ecological Conservation

The Group has been committed to environmental protection and ecological development while providing health services for the public. The concept of green manufacturing is reflected across the whole process of production management, making green the defining colour of the Company's high-quality development.

本集團在為大眾提供健康服務的同時，始終堅定環保生態發展之路，將綠色製造理念貫穿企業生產管理全過程，讓綠色成為企業高質量發展的底色。

3.1 Use of Resources Management 資源使用管理

The Group is committed to becoming a resource-saving and environment-friendly modern green enterprise. We have actively implemented the green concept of energy saving and consumption reduction in daily production and operation and strictly implemented the *Energy Conservation Law of the People's Republic of China* and other relevant national laws and regulations. We have formulated the "Energy and Water Management System" and other internal management system, striving to strengthen energy management, practice green office and green production, and actively implement energy conservation and consumption reduction in production, operation and daily office work. The resources and energy consumed by the Group in the production process mainly include water, electricity, steam and natural gas, etc., which are all obtained through outsourcing. Please refer to the appendix of this Report for details of the resources and energy consumed by the Group's main production entities in 2024.

本集團致力於成為資源節約型、環境友好型的現代綠色企業，在日常生產經營中積極落實節能降耗的綠色理念，嚴格執行《中華人民共和國節約能源法》等國家相關法律法規，制定《能源、水資源管理制度》等內部管理制度，力求在生產經營和日常辦公中加強能源管理，踐行綠色辦公和綠色生產，積極落實節能降耗。本集團在生產過程中所消耗的資源與能源主要包括水、電、蒸汽和天然氣等，均通過外購方式獲得。二零二四年，本集團主要生產單位消耗的資源與能源情況請參見本報告附錄。

3. 綠水青山 生態長存

Energy Management

能源管理

To achieve precise energy management and collect various types of energy usage data of water, electricity and natural gas more accurately, effectively and promptly, the Group has gradually established energy management and control platforms in each major production unit to monitor the usage of all types of energy since 2020; an economic operation monitoring and energy efficiency evaluation system was also established to analyse the energy consumption indicators and operation parameters of major energy-consuming equipment, display energy usage data in real time, and reasonably control the operation of equipment and facilities to improve equipment operation efficiency and continuously improve resource management.

Through construction and debugging in recent years, the Group's energy control platform is gradually upgrading to an energy carbon control platform. In terms of monitoring scope, it can cover the headquarters, major production units inside and outside Beijing. In terms of energy consumption types, it has achieved monitoring of electricity, heat, and water resources, while adding carbon emission management, photovoltaic power generation system monitoring and analysis functions. Intelligent systems can detect energy waste and low efficiency issues in a timely manner by finely monitoring and analysing energy consumption in factories, workshops, and production processes, and taking targeted improvement measures to save energy.

In 2024, the Group promoted the orderly application of clean energies and explored new measures for green operation. The Company continues to promote solar photovoltaic power generation projects in Daxing branch factory, Yizhuang branch factory and Beijing Tong Ren Tang (Tangshan) Nutritional and Healthcare Co., Ltd ("**Tong Ren Tang Tangshan Healthcare**"). During the Reporting Period, the total amount of photovoltaic power generation was approximately 3.12 million kWh, reducing carbon emissions by approximately 2,000 tons. Looking forward, the Company will continue to move forward "Green Initiatives and Carbon Reduction" to help achieve the carbon peaking and carbon neutrality goal.

為實現精細化能源管理，更準確、有效、及時地收集水、電、天然氣等各類能源使用數據，自二零二零年起，本集團在各主要生產單位逐步建立能源管控平台，用以監控各類能源的使用情況，並通過建立經濟運行監控及能效評價體系，對主要用能設備的能耗指標和運行參數進行分析，實時展示能源使用數據，合理控制設備設施運轉，提高設備運行效率，不斷提高資源管理水平。

通過近年來的建設與調試，本集團能源管控平台正逐步升級為能碳管控平台，在監控範圍上，可覆蓋本公司總部、京內及京外主要生產單位，在用能類型上，實現了對電力、熱力及水資源的監控，同時新增碳排放管理、光伏發電系統監測與分析功能。智能系統通過對廠房、車間以及工序過程中的能源消耗情況進行精細化監控和雙重維度統計分析，可及時發現能源浪費和效率低下的問題，從而採取針對性的改進措施以節約能源。

二零二四年，本集團有序推進清潔能源應用、探索綠色運營新舉措。本公司大興分廠、亦莊分廠及本公司之子公司北京同仁堂(唐山)營養保健品有限公司(「同仁堂唐山保健品」)繼續開展光伏發電項目建設。其中，大興分廠光伏發電二期一階段已於年底並網發電。報告期內，光伏發電總量約為312萬千瓦時，減少碳排放約0.2萬噸。未來，本公司將持續推進「增綠減碳」工作，助力「雙碳」目標達成。



3. Environmental Protection and Ecological Conservation

CASE 案例

Case: The Company's Yizhuang branch factory carried out special work on energy conservation and emission reduction

案例：本公司亦莊分廠開展節能減排專項工作

During the Reporting Period, the Company's Yizhuang branch factory responded to the national call and focused on energy conservation and emission reduction to carry out the special work of "photovoltaic power generation, surplus electricity grid connection". More than 940 photovoltaic modules have been installed, with a total installation area is approximately 3,300 square meters and a total capacity of approximately 530 kilowatts. The expected annual power generation is over 500,000 kilowatt hours. In the future, our Group will continue to effectively utilize the characteristics of photovoltaic power generation, such as safety, cleanliness, wide coverage, and abundant resources, to achieve energy reuse, which is of great significance for improving the long-term and safety of power generation.

報告期內，本公司亦莊分廠響應國家號召，以節能減排為工作重點開展了「光伏發電，餘電上網」專項工作。安裝光伏組件940餘塊，安裝總面積達到約3,300平方米，總容量約530千瓦，年均發電量預計可達到50餘萬度。未來，本集團將繼續有效利用光伏發電安全、清潔、廣泛、資源充足等特點，做到能源再利用，對提升發電的長久性和安全性具有重要意義。



3. 綠水青山 生態長存

CASE 案例

Case: Tong Ren Tang Tangshan Healthcare launches the replacement project of the chiller unit in the adhesive workshop

案例：同仁堂唐山保健品啟動膠劑車間冷水機組替換項目

During the year, Tong Ren Tang Tangshan Healthcare launched a project to replace the chiller units in the adhesive workshop, replacing some air-cooled module chillers with integrated evaporative cooling screw chillers. The new unit adopts micro cooling tower water cooling, which has the advantages of simple structure, good cooling effect, high operating efficiency, and low power consumption, and continues to help the group achieve green and sustainable development.

年內，同仁堂唐山保健品啟動膠劑車間冷水機組替換項目，將部分風冷模塊冷機組換裝為一體式蒸發冷螺桿冷水機組。新機組採用微型冷卻塔水冷，具有結構簡單、冷卻效果好、運行效率高、耗電量低等優勢，持續助力本集團實現綠色可持續發展。



3. Environmental Protection and Ecological Conservation

Water Management

水資源管理

The Group mainly uses industrial water for pharmaceutical production and auxiliary equipment, as well as domestic water for office use. The Group mainly derives water resource from the local municipal water supply, and water shortage is not a key constraint in the Group's production process, and the Group does not have any problem in accessing water resources. To improve water use efficiency, the Group has formulated the "Energy and Water Resources Management System" and other internal management systems and uses water-saving appliances to regularly inspect and maintain the water supply system to avoid spillage and leakage. In addition, the Group adopts a circulating water system in the production process and uses reclaimed water for greenbelt irrigation to promote water recycling and reuse and reduce water consumption. To set water usage target, the Company formulates water use assessment indicators based on the water usage indicators issued by local offices of water conservation at the beginning of the year, then incorporates the assessment of water usage into the energy assessment targets to encourage production entities to save water efficiently. During the Reporting Period, the Company's repeated water consumption in the Beijing area was approximately 3 million tons.

The Group strictly follows the national and local pollutant discharge standards and accordingly formulated the "Water Pollution Prevention and Control Management System", and conducts decontamination treatment of various pollutants such as wastewater generated in the production process before discharging them when they reach or are below national and local discharge standards to reduce the discharge intensity.

本集團用水主要集中於製藥生產與輔助設備所用的工業用水，以及用於辦公方面的生活用水。本集團所用的水資源主要來源於當地市政供水，水資源短缺並非本集團生產過程中的關鍵性制約因素，在求取適用水源方面不存在問題。為提升用水效率，本集團制定《能源、水資源管理制度》等內部管理制度，並通過使用節水型器具，定期對供水系統進行檢查、維護，避免跑、冒、滴、漏的現象發生。此外，本集團在生產環節中採用循環水系統，利用中水進行綠地澆灌，促進水資源的回收再利用，降低水資源消耗。用水目標方面，本公司年初會依照各生產單位所在地節水部門所下達的用水指標，制定用水考核指標，並將水資源使用的考核將計入能源考核目標，以督促各生產單位高效節約用水。報告期內，本公司在北京地區的重複用水量約為300萬噸。

此外，本集團嚴格參照國家及地方法律法規，制定了《水污染防治管理制度》，將生產過程中產生的廢水進行無害化處理，達到或低於國家及地方排放標準後統一排放，降低排放水平。

3. 綠水青山 生態長存

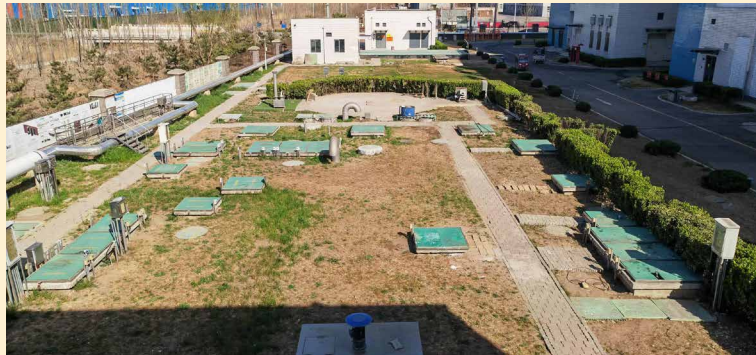
CASE 案例

Case: Beijing Tong Ren Tang Technologies (Tangshan) Co., Ltd launches new reservoir project for sewage treatment station

案例：北京同仁堂科技發展(唐山)有限公司污水處理站開展新建蓄水池項目

During the Reporting Period, Beijing Tong Ren Tang Technologies (Tangshan) Co., Ltd actively promoted the construction of a new reservoir project for the sewage treatment station, aiming to further enhance the sewage treatment capacity, effectively reduce the impact of high concentration COD in sewage on the biochemical system, ensure that the discharge water quality meets environmental standards, and lay a solid green foundation for the sustainable development of the group.

報告期內，北京同仁堂科技發展(唐山)有限公司積極推進污水處理站新建蓄水池工程項目，旨在進一步提升污水處理能力，有效降低污水中高濃度COD對生化系統的衝擊，確保排放水質符合環保標準，為本集團的可持續發展築牢綠色根基。



3. Environmental Protection and Ecological Conservation

Energy Conservation and Emission Reduction Goals and Measures

節能減排目標與措施

As an enterprise mainly engaging in activities related to traditional Chinese medicine, the Group actively implements the path of green and low-carbon production and operation, explores strategies for circular and sustainable development, and minimises effects on the ecosystem. The Group strictly controls the discharge of various pollutants to reduce waste, advocates energy conservation and consumption reduction, optimises the efficiency of resource use, and improves resource recycling rate and the proportion of new energy use. China has set the mid-term goal of carbon peaking and the long-term goal of carbon neutrality, which also sets the direction for the future energy conservation and emission reduction work of the group (our energy consumption intensity and carbon emission intensity targets are detailed in the "Addressing Climate Change" section of this Report). Going forward, the Group will strengthen energy management and daily control of environmental protection of each industrial unit through energy conservation and emission reduction measures as follows, continue to achieve targets of energy conservation, pollution reduction and carbon reduction, and make unremitting effort to achieve the national goals of carbon peaking in 2030 and carbon neutrality in 2060, respectively.

本集團作為以中藥生產為主的企業，積極踐行綠色低碳的生產經營理念，探索循環發展、可持續發展的道路，最大限度地降低對生態環境的影響。本集團嚴格控制各類污染物排放，減少廢棄物，倡導節能降耗，優化資源使用效率，提高資源可回收利用率與新能源使用佔比。國家已訂立碳達峰及碳中和的中長期目標，亦為本集團未來的節能減排工作定下方向（我們的能耗強度及碳排放強度目標詳見本報告「應對氣候變化」章節）。未來，本集團也將通過如下節能減排措施加強對各工業單位能源管理及環境保護工作的日常管控，持續致力於實現節能、減污、降碳的目標，為實現國家二零三零年碳達峰和二零六零年碳中和戰略目標而不懈努力。

GHG emission 溫室氣體排放

To improve the efficiency of electricity, gasoline and diesel use, reduce energy consumption, minimise GHG (Scope 1 and Scope 2) emissions, and achieve the medium-term and long-term carbon emission targets set by the state.

提高電力、汽柴油使用效率，減少能源消耗，最大程度減少溫室氣體（範圍一及範圍二）的排放量，實現國家訂立的中長期碳排放目標。

Energy consumption 能源消耗

To continue to facilitate the construction of energy management and control platforms, improve energy efficiency, reduce energy consumption, and increase the use of renewable energies.

持續推動能源管控平台建設，提升能源使用效率，減少能源消耗，增加可再生能源的使用。

3. 綠水青山 生態長存

Pollutant and Waste Management 污染物及廢棄物管理

To strengthen the management of various pollutants, carry out harmless treatment of wastewater, waste gas and other pollutants, reduce the amount of hazardous waste, and strive to minimise the impact on the surrounding environment.

加強對各類污染物的管理，對廢水、廢氣等各類污染物進行無害化處理，減少有害廢棄物的產生量，努力做到對周邊環境的影響降到最低。

To reduce emission of the volatile organic compounds ("VOCs") through system re-engineering. To deal with waste water by utilising membrane bio-technology.

通過改造系統，減少揮發性有機化合物[VOCs]的排放。利用膜生物技術對污水進行處理。

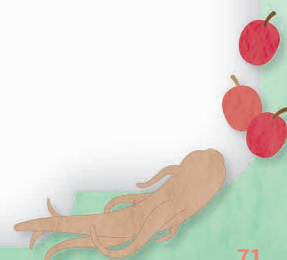
Water management 水資源管理

To strengthen water management of all industrial units, improve water-saving awareness of all employees, minimise water consumption during business operations, improve efficiency of water use, and reduce water consumption of each industrial unit to a level that meets or is lower than the target set by the water conservation centre where the industrial unit locates.

加強對各工業單位的用水管理，提高每名員工的節水意識，最大程度減少業務運營過程中的用水量，提高水資源使用效率，降低水資源消耗，符合或低於各工業單位所在地節約用水中心下達的目標。

The Group continues to pay attention to energy conservation and emission reduction, and it has fully integrated the concepts of low-carbon operation and circular economy with the production process through environmental protection investment, publicity and training, and other means. To improve the efficiency of energy use, comply with national and local environmental protection agencies' standards on the concentration of emissions, reduce the total amount of energy consumption and pollutants, reduce the impact of production on the environment and achieve a win-win situation with both economic and environmental benefits, the Group has successively facilitated and adopted a series of measures for sustainable development.

本集團持續關注節能減排工作，通過環保投入、宣傳培訓等方式，將低碳運營、循環經濟理念充分融入生產過程。為提高能源使用效益，符合國家及各地方環境保護機構對排放物濃度的標準，降低能耗總量及污染物總量，減少生產對環境的影響，實現經濟效益與環保效益雙贏，本集團也相繼推動並採取了一系列可持續的管理措施。



3. Environmental Protection and Ecological Conservation

As of the end of the Reporting Period, the Company successfully passed the three certifications, namely the ISO 50001 energy management system, the ISO 14001 environmental management system and the ISO 45001 occupational health and safety management system for the Company and some of its production entities. This indicates the international ISO standards achieved by the Company's production, operation and corporate management, which is an important support and guarantee of the Company's high-quality development.

截至報告期末，本公司已順利通過了ISO 50001能源管理體系、ISO 14001環境管理體系及ISO 45001職業健康安全管理体系三項的認證和復檢，認證範圍包括本公司及部分生產單位，表明生產運作和企業管理水平已經達到了國際 ISO 系列標準，為本公司的高質量發展提供了重要的支持和保障。



Certification of energy, environment and occupational health and safety management systems
能源、環境及職業健康安全管理体系認證

3. 綠水青山 生態長存

Green Production

綠色生產

The Group advocates green production. Adhering to the concept of energy saving and emission reduction in the production process, we promote new materials, new processes, new technologies and new equipment, and effectively improve energy efficiency. At the same time, the Group promotes the use of renewable energy by adopting a geothermal heat pump system for heating and cooling in the plant area which consumes electricity and circulating water to supply heat to meet daily production and operation needs. The geothermal heat pump system can reduce energy use and carbon emission to a certain extent compared with the traditional technology.

Since 2008, the Company has successfully carried out three rounds of cleaner production audit. In the third round of cleaner production audit passed in 2022, the Company invested more than RMB10 million in cleaner production projects, which effectively achieved the goals of energy conservation, consumption reduction, pollution minimisation and efficiency enhancement.

本集團倡導綠色生產，在生產過程中堅持貫徹節能減排思想，推廣新材料、新工藝、新技術和新設備，切實提高能源使用效率。同時，本集團推廣使用可再生能源，在廠區內採用地源熱泵系統採暖和製冷，通過消耗電能和使用循環水供應熱能，以滿足日常生產經營需求，地源熱泵系統較傳統技術可在一定程度上減少能源使用和碳排放。

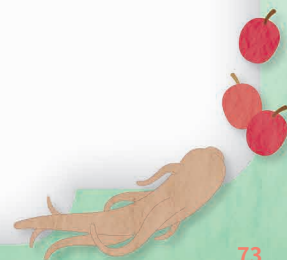
自二零零八年至今，本公司已經順利開展了三輪清潔生產審核工作，在二零二二年通過的第三次清潔生產審核工作中，本公司投資超一千萬開展清潔生產項目，有效實現了節能、降耗、減污及增效的目標。

Green Office

綠色辦公

The Group advocates green office concept, incorporates the concept of low-carbon operation in daily management and office work, and actively adopts various energy-saving and emission-reducing measures, striving to transform to a paperless, energy-saving and low-carbon office model. The Group strictly controls the use of various paper products, such as paper, archive bags and packaging boxes, and requires the reduced use of difficult-to-degrade items such as plastics, inks, chemical fibres and electronic consumables. The Group takes the initiative to communicate electronically through telephone conferences and online video conferences to reduce energy consumption from business travel.

本集團倡導綠色辦公理念，在日常管理和辦公中融入低碳經營的理念，積極採取各類節能減排措施，努力向辦公無紙化、節能化、低碳化的方向轉型。本集團嚴格管控各類紙張、檔案袋、包裝箱等紙製品的使用，並最大限度減少塑料、油墨、化纖以及電子耗材等難以降解物品的使用。同時，本集團積極採用電話會議、網絡視頻會議等電子通訊方式，以減少差旅過程中產生的能源消耗及碳排放。



3. Environmental Protection and Ecological Conservation

To enhance employees' awareness of energy conservation and environmental protection and promote their understanding and recognition of low-carbon production and lifestyles, the Group actively carries out publicity and education activities on environmental protection, encourages employees to cultivate resource-saving and environmentally friendly concepts, travel green and participate in the design of energy-saving and consumption-reducing programmes. At the same time, the Group posts water-saving and power-saving reminders in office premises and factory areas and erects energy-saving publicity billboards to actively implement the green office concept.

為了提升員工的節能環保意識，促進員工了解並認同低碳生產、生活方式，本集團積極開展形式多樣的環保宣傳文化教育活動，倡議員工培養資源節約、環境友好的理念，鼓勵員工綠色出行、參與各類節能降耗方案設計。同時，本集團在辦公場所和廠區內張貼節水節電提示，開設節能宣傳欄，積極踐行綠色辦公。

Environmental awareness 環保意識



We cultivate employees' environmental awareness of waste utilisation, water and electricity saving, energy recycling rate and reduction of pollutant emissions.

培養員工廢物利用、節水節電的環保意識，提升能源循環利用率，降低污染物排放。

Saving water 節約用水

We use water-saving equipment to strengthen the daily over-haul and maintenance of water equipment.

使用節水型設備，加強用水設備的日常檢修和維護。



Saving electricity 節約用電

We use energy-saving and environmentally friendly lamps, such as LED lights, etc.

使用節能環保型燈具，如LED照明燈等。



Saving paper 節約用紙



We use e-mail and other electronic office platforms, recycle wastepaper, and reduce the use of paper products.

使用電子郵件、電子辦公平台等，回收利用廢舊紙張，減少紙製品的使用量。

Green travel 綠色出行

We provide shuttle bus service for Beijing suburbs, Hebei and some other routes, and encourage employees to take public transport and travel green.

提供北京市郊、河北等部分路線班車，倡導員工乘坐公共交通、綠色出行。



3. 綠水青山 生態長存

CASE 案例

Case: The Company's Liujiayao branch factory carries out environment day themed activities

案例：本公司劉家窯分廠開展環境日主題活動

In 2024, the Company's Liujiayao branch factory organized a series of themed activities in conjunction with the theme of "Comprehensively Promoting the Construction of a Beautiful China" on World Environment Day.

- According to relevant laws and regulations, prepare the "Environment Day" training questionnaire and organize employees to participate in the questionnaire to strengthen their environmental awareness.
- Organize environmental knowledge prize guessing activities and create a strong environmental publicity atmosphere through various methods such as hanging promotional banners and posting posters.
- Organize employees to explore and learn about the significance of World Environment Day and the underlying theme, in order to promote the implementation of the concept of clean production.

二零二四年，本公司劉家窯分廠結合環境日「全面推進美麗中國建設」主題，組織開展了一系列主題活動。

- 依據相關法律法規要求，編製「環境日」培訓答卷，組織員工參與答題，以此強化員工的環保意識。
- 舉辦環保知識有獎競猜活動，並通過懸掛宣傳橫幅、張貼海報等多樣化方式，營造濃厚的環保宣傳氛圍。
- 組織員工探討和學習世界環境日的重要意義及其背後所蘊含的主題精神，從而有利推動清潔生產理念的貫徹落實。



3. Environmental Protection and Ecological Conservation

3.2 Emission Management

排放物管理

In the process of practicing green production, the Group strictly controls the generation and discharge of waste, and complies with the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Solid Waste Pollution*, the *Air Pollution Prevention Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Water Pollution*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution* and the *Clean Production Promotion Law of the People's Republic of China* among other relevant national laws and regulations. On that basis, we have formulated internal management policies such as the "Management System on Environmental Protection", the "Management System on Clean Production", the "Management System on Prevention and Control of Water Pollution", the "Management System on Atmospheric Pollution Prevention and Control" and the "Management System on the Prevention and Control Hazardous Waste" to continuously improve the environmental management system and standardise the management of waste from daily production and operation to reduce the adverse impact of emissions on the environment. In 2024, the Group had no violations of laws and regulations related to the ecosystem and environment.

The Group's emissions are mainly generated during the production process, mainly including wastewater, exhaust gas, solid waste and noise. Please refer to the appendix of this Report for details of the pollutants generated by the Group's main production entities in 2024. The intensity of all wastewaters, waste gas and other pollutants discharged meet the national or local standards for pollutant discharge. The Group has taken a series of strict control measures for various pollutants.

在踐行綠色生產的過程中，本集團嚴格控制廢棄物的產生與排放，在遵守《中華人民共和國環境保護法》《中華人民共和國固體廢物污染環境防治法》《中華人民共和國大氣污染防治法》《中華人民共和國水污染防治法》《中華人民共和國噪聲污染防治法》《中華人民共和國清潔生產促進法》等國家相關法律法規的基礎上，制定了《環境保護管理制度》《清潔生產管理制度》《水污染防治管理制度》《大氣污染防治管理制度》《危險廢物污染防治管理制度》等內部管理制度，不斷建立健全環境管理制度體系，規範日常生產運營中的排放物管理工作，降低排放物對環境造成的不利影響。二零二四年，本集團無生態環境領域違法違規情況發生。

本集團的排放物主要是在生產過程中產生，主要包括廢水、廢氣、固體廢棄物及噪音。二零二四年，本集團主要生產單位產生的污染物情況請參見本報告附錄，廢水、廢氣等污染物排放濃度均滿足國家或當地的污染物排放標準。對於各類污染物，本集團採取了一系列嚴格的管控措施。

3. 綠水青山 生態長存

Waste gas management 廢氣管理



The Group mainly generates waste gas during the production process (mainly generated from the production line of industrial entities), including volatile organic compounds (VOCs) and dust; boiler exhaust gas (mainly contains nitrogen oxides, carbon dioxide, carbon monoxide, sulfur dioxide and smoke); and waste gas from the sewage station (mainly contains odour, hydrogen sulfide and ammonia).

本集團產生的廢氣主要有生產廢氣(主要產生環節為工業單位生產線)包括VOCs、粉塵;鍋爐廢氣包括氮氧化物、二氧化碳、一氧化碳、二氧化硫、煙塵;污水站廢氣包括臭氣、硫化氫、氨氣。

All major production entities have built waste gas treatment facilities to conduct decontamination treatment of waste gas before discharging them when they reach the discharge standards.

各主要生產單位均建設廢氣處理設施,將產生的廢氣進行無害化處理,達到排放標準後再排入大氣環境中。

The Group uses energy saving and environmentally friendly boiler equipment such as natural gas boiler, energy storage or electric boiler, and replaces coal with clean energies such as natural gas and steam to minimise the emission of hazardous waste gas.

同時,本集團使用天然氣鍋爐、儲能或電鍋爐等節能環保型的鍋爐設備,並採用天然氣、蒸汽等清潔能源替代燃煤,盡可能地減少有害廢氣的排放。

Wastewater management 廢水管理



All major production entities are equipped with sewage treatment facilities to conduct decontamination treatment of sewage generated in production and operation before discharging it into the municipal sewage pipeline after reaching the discharge standards, to prevent hazardous pollutants in the wastewater from seeping into the ground or flowing into the river.

各主要生產單位均會配備污水處理設施,將生產經營中產生的污水進行無害化處理,達到排放標準後再統一排入市政污水管道,避免廢水中有害污染物滲入地下或匯入河流。

3. Environmental Protection and Ecological Conservation

Hazardous waste management 有害廢棄物管理



The Group generates hazardous wastes including laboratory waste liquid (generated in experiments), abandoned drugs and medicinal materials (mainly disposed laboratory test samples), activated carbon used to absorb pollutants, etc.

本集團產生的有害廢棄物有實驗室廢液(實驗中產生)、報廢藥品及藥材(主要為實驗室檢驗留樣處置)、用於吸附污染物的活性炭等。

The Group collects and stores hazardous waste by classification and strengthens the daily management and maintenance of equipment and facilities in storage sites to avoid scattering, loss and leakage of hazardous solid waste. The Group strictly prohibits dumping, stacking, discarding or omitting hazardous waste without authorisation, and posts clear signs at the collection and storage sites as a warning.

本集團將有害廢棄物進行分類收集和儲存，並加強儲存場所設備設施的日常管理與維護，避免有害固體廢棄物揚散、流失、滲漏等。本集團嚴禁擅自傾倒、堆放、丟棄、遺漏有害廢棄物，並在收集和儲存的場所張貼明顯標識進行警示。

Besides, the Group has established management ledgers and emergency plans, entrusts third-party companies that have the corresponding disposal qualifications with central treatment of hazardous waste, and strictly implements waste transfer procedures and keeps transfer documents and other documents as record.

同時，本集團建立管理台賬和應急預案，將有害廢棄物委託給具有處置資質的第三方單位進行統一處理，並嚴格執行廢棄物轉移流程，保存轉移聯單等文件。

Non-hazardous waste management 無害廢棄物管理



The Group mainly generates non-hazardous wastes including waste packaging materials, such as drug instructions. We collect and store non-hazardous wastes by classification and entrust units that have the corresponding disposal qualifications with central recycling and treatment on a regular basis.

本集團產生的無害廢棄物主要為各類廢棄包材，例如藥品說明書等。我們將無害廢棄物進行分類收集和儲存，並定期委託具有處置資質的單位進行統一回收和處理。

At the same time, the Group strives to use recyclable and degradable green materials, and continuously optimises production processes to increase the first-time pass rate, reduce packaging material consumption and minimise the generation of non-hazardous waste.

同時，本集團盡量採用可回收、可降解的綠色循環材料，並不斷優化生產工藝以提高一次合格率，降低包材損耗，盡可能減少無害廢棄物的產生。

3. 綠水青山 生態長存

Dust and noise pollution management 粉塵與噪音污染管理



The Group rents water trucks, dust collectors and other equipment and facilities to prevent air pollution caused by dust scattering.

本集團租用灑水車、除塵機等設備設施，防止粉塵飛散造成空氣污染。

The Group installs effective denoisers, sound-absorbing equipment, etc. in the factory area, reasonably arranges operation time to minimise noise pollution and the impact on the surrounding environment and employees.

本集團在廠區內安裝有效的降噪、吸音等設備，合理安排作業時間，盡可能降低噪音污染，最大限度地減少對周邊環境及員工的影響。

In terms of emergency drills for sudden environmental incidents, the Company's four main production units, Liujiayao branch factory, Yizhuang branch factory, Daxing branch factory, and Tongzhou branch factory, carried out emergency drills for sudden environmental incidents based on their own characteristic environmental risks, including desktop simulation, emergency response, and post recovery three stages. Through this drill, not only did it further strengthen the safety and environmental responsibility awareness of employees at all levels, but it also significantly improved their ability to respond to sudden environmental incidents and emergency situations, providing a solid guarantee for the Company to build a stable and safe operating environment.

在突發環境事件應急演練方面，本公司劉家窯分廠、亦莊分廠、大興分廠和通州分廠四個主要生產單位根據自身特徵性環境風險，分別開展包括桌面推演、應急響應、事後恢復三個階段在內的突發環境事件應急演練工作。通過此次演練，不僅進一步強化了各級員工的安全環保責任意識，還顯著提升了員工在應對突發環境事件時的聯動響應與應急處置能力，為本公司構建穩定、安全的運營環境提供了堅實保障。



On-site Rehearsal Communication
現場預演溝通



Emergency Drill Site
應急演練現場

3. Environmental Protection and Ecological Conservation

3.3 Addressing Climate Change 應對氣候變化

Climate change has become the focus of widespread concern in society. The frequency and intensity of extreme weather has increased, and it has severely affected industries such as agriculture, forestry and animal husbandry. Traditional Chinese medicinal materials are special agricultural resources whose cultivation, growth, distribution, and harvesting are also affected by climate change. As an enterprise mainly engages in the manufacturing of Chinese patent medicine, the Group has identified risks and opportunities related to climate change based on its current status and needs, improved risk management and control mechanisms and explored measures to address climate change to ensure the sustainable development and utilization of traditional Chinese medicines. Referring to the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the Group describes our efforts and future plans in addressing climate change.

氣候變化問題已成為社會廣泛關注的焦點，極端天氣的發生頻次及強度有所增加，已對農、林、牧等產業造成了嚴重影響。中藥材資源作為特殊的農業資源，其栽培、生長、分佈和採收也會受到氣候變化的影響。本集團作為中成藥製造為主的企業，已結合自身現狀與需求，識別有關氣候變化的風險和機遇，並完善風險管控機制，探索應對氣候變化的措施，以保障中藥資源的可持續發展與利用。本集團參照氣候相關財務信息披露工作組(TCFD)建議，闡述我們在應對氣候變化方面已做的努力和未來的計劃。

Governance 管治

In terms of governance, we have established an ESG governance framework to cover ESG-related comprehensive governance, including the governance of addressing climate change. The Group's Board deliberates and makes decisions on major ESG topics as the Group's highest decision-making body on ESG work. The Strategy and Planning Committee is responsible for monitoring the Group's ESG performance and reporting to the Board on a regular basis. The ESG Working Group is responsible for advancing the formulation and implementation of the Group's ESG policies, strategies, goals and measures, and organising and coordinating the Group's ESG work.

在管治方面，我們已建立 ESG管治架構，以覆蓋對 ESG相關工作的全面管治，其中包括應對氣候變化的管治。本集團董事會作為ESG工作的最高決策機構，對氣候變化相關的重大議題進行審議和決策；戰略與規劃委員會負責監察本集團在應對氣候變化方面的表現，並定期向董事會進行匯報；ESG工作小組則負責推進本集團各項目標、措施的制定與落實，組織協調各項工作的持續開展。

3. 綠水青山 生態長存

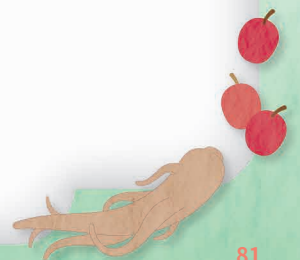
To fully implement the decisions and deployments of the Party Central Committee, the State Council, Beijing Municipality, and Tong Ren Tang Holdings on carbon peak and carbon neutrality, practice the new development concept, integrate the carbon peaking and carbon neutrality goal into the overall development of the Company, take green and low-carbon transformation as the guide, and ensure the smooth achievement of the carbon peaking and carbon neutrality goal. The Company has established a carbon peak action leadership group, which includes senior management personnel and major leaders of industrial units.

為全面貫徹落實黨中央、國務院、北京市和集團公司關於碳達峰、碳中和的決策部署，踐行新發展理念，將「雙碳」目標融入本公司發展全局，以綠色低碳轉型為引領，確保「雙碳」目標順利達成，本公司已成立碳達峰行動領導小組，成員包括本公司高級管理人員及工業單位主要負責人。

Strategy 策略

Climate-related risks include those associated with the transition to a low-carbon economy (“**transition risks**”) and those associated with the physical impacts of climate change (“**physical risks**”). Among them, transition risks can be divided into policy and legal risks, technology risks, market risks, reputation risks, and physical risks including acute risks (such as typhoons, floods and other extreme weather) and chronic risks (climate pattern shifts such as persistent high temperatures).

氣候相關風險包括與低碳經濟轉型相關的風險（以下簡稱「**轉型風險**」）和與氣候變化的物理影響相關的風險（以下簡稱「**物理風險**」），其中轉型風險可分為政策與法律風險、技術風險、市場風險、聲譽風險，實體風險包括急性風險（如颱風、洪水等極端天氣）和慢性風險（氣候模式轉變如持續性高溫）。



3. Environmental Protection and Ecological Conservation

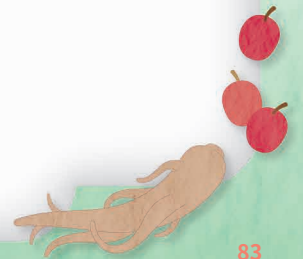
Physical risk impact assessment and response:

物理風險影響評估及應對：

Physical risk types 物理風險類型	Physical risk classification 物理風險分類	Main influences 主要影響	The assessment of the impact on the Group 評估情況	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Acute 急性	Drought 乾旱	<ul style="list-style-type: none"> Some of the authentic medicinal herbs used by the Group grow in paddy fields or are suitable for growing in moist and well-drained soil, requiring sufficient moisture. The decrease in precipitation or drought caused by climate change may affect its growth or quality decline. 本集團所使用的部分道地藥材生長在水田或適合在濕潤、排水良好的土壤中生長，需要充足的水分。氣候變化導致的降水減少或乾旱可能影響其生長或質量下降。 	<ul style="list-style-type: none"> The growth of some authentic medicinal herbs requires sufficient water, and drought can easily hinder the growth of medicinal herbs, reduce yield, and ultimately lead to an increase in procurement prices. The precipitation in the medicinal herb production areas of northern China is relatively low, and the risk of drought is high. 部分道地藥材的生長需要充足的水分，乾旱易導致藥材生長受阻，產量下降，進而導致採購價格上升。中國北方藥材產區降水量偏少，乾旱風險較高。 	Short, medium, and long-term 短中長期	Operation 運營 Upstream 上游	<ul style="list-style-type: none"> Increase in operating costs 運營成本增加 	<ul style="list-style-type: none"> Closely monitor forecast and warning information, pay attention to the annual precipitation trend in the real estate areas, and observe the different impacts of El Niño and La Niña phenomena on the real estate areas in northern and southern China; 密切關注預報和預警信息，關注道地產區的年度降水量變化趨勢，關注厄爾尼諾及拉尼娜現象對於中國北方及南方的道地產區的不同影響； Collaborate closely with suppliers to timely understand raw material production and price trends. 與供應商緊密協作，及時了解原材料產量及價格趨勢。
	Rainstorm 暴雨	<ul style="list-style-type: none"> Some genuine medicinal materials used by the Group are drought resistant but not waterlogged, and rainstorm may cause root rot and affect their growth. 本集團所使用的部分道地藥材耐旱但不耐澇，暴雨可能導致根部腐爛，影響其生長； Rainstorm may also cause the production units of the Group to stop production or reduce production, and it is difficult to transport products. 暴雨亦可能導致本集團生產單位停產或減產、產品運輸困難等。 	<ul style="list-style-type: none"> The precipitation in some southern medicine producing areas is relatively large, and the risk of extreme natural disasters such as floods caused by rainstorm is relatively high. 部分南方藥材產區降水量較大，因暴雨導致的洪澇等極端自然災害的風險較大。 	Short, medium, and long-term 短中長期	Operation 運營 Upstream 上游 Downstream 下游	<ul style="list-style-type: none"> Increase in operating costs 運營成本增加 Decrease in operating income 營業收入減少 	<ul style="list-style-type: none"> Closely monitor forecast and warning information, collaborate closely with suppliers, and timely understand raw material production and price trends. 密切關注預報和預警信息，與供應商緊密協作，及時了解原材料產量及價格趨勢； By optimizing inventory management, we aim to increase inventory turnover while retaining safety stock, ensuring supply chain stability even in the event of logistics disruptions. 通過優化庫存管理，在提高庫存周轉率的同時保留安全存貨，以便在物流運輸受阻時，仍能保證供應鏈的穩定。
	Tropical cyclones 熱帶氣旋	<ul style="list-style-type: none"> Tropical cyclones (primarily typhoons) may blow down trees or billboards, resulting in damage to the external structures of retail pharmacies operated by the Group or dealers of the Group, thereby posing a threat to store safety. The heavy rainfall brought by tropical cyclones may cause water accumulation on roads and surrounding areas, which could affect customer traffic and lead to disruptions in retail operations. 熱帶氣旋(主要為颱風)可能吹倒樹木或廣告牌等，導致本集團或經銷商的零售藥店外部結構受損，威脅店鋪安全。熱帶氣旋帶來的大量降雨，可能導致道路和周邊區域積水，從而影響客流量，導致零售業務中斷。 It may impact the logistics transportation system, thereby resulting in supply chain disruptions and hampering raw material procurement and product sales. 可能影響物流運輸系統，導致供應鏈中斷，原材料採購及產品銷售受阻。 	<ul style="list-style-type: none"> The primary distribution channel for our Group's products is the over-the-counter (OTC) market. Dealers' retail pharmacies in southern and coastal cities of China face a higher risk of typhoons during the summer and autumn seasons, which could potentially impact sales. 本集團產品的主要銷售渠道為非處方藥(OTC)市場，經銷商位於中國南方及沿海城市的零售藥店在夏秋季節面臨颱風的風險較高，可能對產品銷售造成一定影響。 	Short, medium, and long-term 短中長期	Operation 運營 Upstream 上游 Downstream 下游	<ul style="list-style-type: none"> Increase in operating costs 運營成本增加 Decrease in operating income 營業收入減少 	<ul style="list-style-type: none"> Closely monitor forecast and warning information, and adjust product sales plans in a timely manner based on predicted extreme weather conditions; Establish stable cooperative relationships with distributors to ensure timely replenishment of goods in case of supply chain disruptions. 密切關注預報和預警信息，根據預測的極端天氣及時調整產品銷售計劃； 與經銷商建立穩定的合作關係，確保在供應鏈中斷時能夠及時補充商品。 Strengthen cooperation with distributors, timely grasp product flow rate and channel inventory. 加強與經銷商的協作力度，及時掌握產品流速及渠道庫存。

3. 綠水青山 生態長存

Physical risk types 物理風險類型	Physical risk classification 物理風險分類	Main influences 主要影響	The assessment of the impact on the Group 評估情況	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Chronic 慢性	Extremely high temperature 極端高溫	<ul style="list-style-type: none"> The average temperature rise in some medicinal herb production areas has led to a reduction in the production of Chinese medicinal herbs required by our group, a decrease in the quality of Chinese medicinal herbs, and fluctuations in market prices, which in turn has a certain impact on the group's production, supply, and procurement costs. 部分藥材產區的平均氣溫升高，使得本集團生產所需中藥材減產、中藥材質量下降、市場價格波動等，進而對本集團生產供應及採購成本造成一定影響。	Some southern medicinal herb production areas face a greater risk of extreme high temperatures in summer. 部分南方藥材產區在夏季面臨極端高溫的風險較大。	Medium and long-term 中長期	Operation 運營 Upstream 上游	<ul style="list-style-type: none"> Increase in operating costs 運營成本增加 Decrease in operating income 營業收入減少 	<ul style="list-style-type: none"> Timely pay attention to the possible impact of high temperatures on authentic medicinal herbs, monitor market price changes, and adjust business strategies in a timely manner. 及時關注道地藥材可能受到的高溫影響，關注市場價格變化，及時調整經營策略。
	Shortage of water 水資源短缺	<ul style="list-style-type: none"> The shortage of water resources in medicinal herb production areas has a negative impact on the growth, yield, and quality of Chinese medicinal herbs, which in turn has a certain impact on the production, supply, and procurement costs of the group. 藥材產區水資源短缺，對中藥材的生長、產量和質量造成負面影響，進而對本集團生產供應及採購成本造成一定影響。	Some northern medicinal herb production areas are at high risk of water scarcity. 部分北方藥材產區面臨水資源短缺風險較高。	Medium and long-term 中長期	Operation 運營 Upstream 上游	<ul style="list-style-type: none"> Increase in operating costs 運營成本增加 Decrease in operating income 營業收入減少 	<ul style="list-style-type: none"> Collaborate closely with suppliers to timely understand raw material production and price trends. 與供應商緊密協作，及時關注藥材產量及價格趨勢。



3. Environmental Protection and Ecological Conservation

Transformation risk impact assessment and response:

轉型風險影響評估及應對：

Transformation risk types 轉型風險類別	Description 描述	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Policy and Legal 政策和法律	<ul style="list-style-type: none"> With the improvement and introduction of policies, regulatory authorities will inevitably adopt increasingly strict greenhouse gas emission restrictions and strengthen greenhouse gas emission disclosure requirements; 隨著政策的完善和出台，監管部門必將採取愈加嚴格的溫室氣體限排措施，並強化溫室氣體排放披露要求； China is accelerating the development of a carbon trading market and improving the policies on international carbon tariffs, carbon emission compliance in the future may lead to increasing costs; Policy changes may also lead to early retirement of existing fixed assets, such as high energy-consuming facilities. 隨著我國碳排放權交易市場的加速推進和國際碳關稅等政策的陸續完善，後續為滿足碳排放合規要求，可能會導致成本的增加；政策的變動也可能導致高耗能設備等現有固定資產的提前淘汰； There may be a risk of the Group being prosecuted or subject to fines and financial losses due to non-compliance with relevant climate-related policies or laws. 可能出現由於未符合相關氣候政策或法律被依法追究法律責任或面臨罰款、出現財務損失的風險。 	Medium and long-term 中長期	Operation 運營	Increase in operating expenses 運營開支增加	<ul style="list-style-type: none"> Continuously monitor the introduction and updates of relevant policies and regulations, timely study and implement requirements, and develop response measures. 持續關注相關政策及法規的出台和更新情況，及時研究執行要求並制定響應措施。 The Company has formulated the "Tong Ren Tang Technologies Company Limited Carbon Peak Action Plan" and based on the actual situation of each production unit, we have developed a clear, reasonable, implementable, and cost controllable carbon reduction path. 本公司制定了《北京同仁堂科技發展股份有限公司碳達峰行動方案》，根據各生產單位的實際情況，制定了清晰、合理、可落地、成本可控的碳減排路徑。
Technology 技術	<ul style="list-style-type: none"> Investments in new technologies may increase due to innovations in production technology in response to environmental requirements and product R&D findings, or front-end costs may rise to adopt/ deploy new operations and processes. 生產技術革新迭代以應對環保要求和新產品的研發創新過程中可能會帶來對新技術投資，或採用／部署新操作和流程的前端成本的增加。 	Short, medium, and long-term 短中長期	Operation 運營	Increase in asset investment 資產投資增加	<ul style="list-style-type: none"> Actively promote the development of green manufacturing 積極推動綠色製造發展 Vigorously promote the development and utilization of renewable energy 大力推動可再生能源開發利用 Accelerate the construction of a comprehensive energy and carbon control platform 加快綜合能碳管控平台建設
Market 市場	<ul style="list-style-type: none"> Under policy and market guidance, and as customers are increasingly aware of lower-carbon alternatives and the importance of environmental protection, they will opt for greener products, such as certified low-carbon products, which may have an impact on the Group's products. 隨著政策和市場的引導，以及客戶低碳環保意識的逐步提升，消費者可能會轉向使用更綠色的產品，如帶有低碳認證的產品等，使本集團在產品方面受到影響； As a leading enterprise in the TCM industry chain, changing market sentiment will affect the behaviour of end consumers, and finally affect the sales of the Group's products. 作為中醫藥行業產業鏈中的領先企業，市場氛圍的變化會影響終端消費者的行為，進而可能影響本集團產品的銷售。 	Short, medium, and long-term 短中長期	Downstream 下游	Decrease in operating income 營業收入減少	<ul style="list-style-type: none"> Establish a healthy and smooth regular communication with consumers, timely understand their needs and preferences, and meet their needs for related products. 與消費者建立良性順暢的常態化溝通，及時了解消費者的需求偏好，滿足消費者對相關產品的需要。
Reputation 聲譽	<ul style="list-style-type: none"> Stakeholders are increasingly concerned about issues in response to climate changes, the Group may suffer from reputation risk if it fails to meet stakeholder expectations or there is any behaviour in violation of relevant laws and regulations. 隨著各利益相關方對應氣候變化相關問題關注度的持續提高，若本集團未能滿足利益相關方期待或出現與此相關違法違規行為，可能會造成聲譽損害。 	Short, medium, and long-term 短中長期	Operation 運營	Increase in operating expenses 運營開支增加	<ul style="list-style-type: none"> Establish a good communication mechanism with all stakeholders and respond to concerns through various means. 與各利益相關方建立良好的溝通機制，並通過多種方式回應關切問題。

3. 綠水青山 生態長存

Climate opportunity impact assessment and response :

氣候機遇影響評估及應對：

Area 領域	Description 描述	Impact cycle 影響週期	Incidence 影響範圍	Potential financial impact 潛在財務影響	Strategies, mitigation and adaptation measures 策略、緩解及適應措施
Self operation 自身運營	Building climate resilient infrastructure 打造具有氣候韌性的基礎設施	Short, medium, and long-term 短中長期	Operation 運營	Decrease in operating costs 運營成本減少	<ul style="list-style-type: none"> Promote the construction of key projects for distributed photovoltaic power generation and innovate the application scenarios of "photovoltaic+". Explore the application scenarios of multi energy microgrids with "photovoltaic and energy storage and energy control" as the core technology. 推進分佈式光伏發電重點項目建設，創新「光伏+」應用場景。探索「光伏+儲能+能源管控」為核心技術的多能源微電網應用場景。 Explore the construction of a comprehensive energy and carbon control platform that integrates energy monitoring, data analysis, optimized scheduling, remote control, carbon emission management, and other functions. 探索建設集能源監測、數據分析、優化調度、遠程控制、碳排放管理等功能於一體的綜合能碳管控平台。
Supply chain 供應鏈	Promote green logistics packaging 推動綠色物流包裝	Short and medium-term 短中期	Upstream 上游	Decrease in operating costs 運營成本減少	<ul style="list-style-type: none"> Adhere to the use of recyclable and biodegradable environmentally friendly packaging materials, and actively promote the upgrading of packaging automation and intelligence. 堅持使用可循環、可降解的環境友好型包裝材料，積極推動包裝自動化、智能化升級。 Recycling materials such as packaging, cardboard boxes, and cardboard has extended the lifecycle of packaging materials and improved the comprehensive utilization rate of resources. 對包裝、紙箱、紙皮等材料進行回收利用，延長了包裝物的生命週期，提高資源綜合利用率。

3. Environmental Protection and Ecological Conservation

Risk Management

風險管理

The Group has identified and assessed the management process of climate-related risks in light of the characteristics of the Group's industry and actual situation. Based on the identification of climate change risks, the Group has set out "Comprehensive Risk Management Regulations" to tackle climate change risks. We have adopted a three-level risk management and incorporated natural and environmental factors such as natural disasters and environmental conditions in the risk identification scope, to strengthen the ability to address climate change risks. The Group has refined the process of risk identification, assessment and management, and set up processes for risk monitoring, reporting and early warning, risk assessment processing, risk management supervision and evaluation, formulation and implementation of countermeasures to actively prevent and tackle possible climate change risks.

The Group has strengthened the identification, evaluation and supervision of the impacts and risks of severe climate changes on the Group's various businesses, paid attention to market conditions and changes in related industrial policies in due time, strengthened the close connection between procurement, production and sales, and maintained a reasonable inventory structure and appropriate strategic reserves to maximise the supply of required materials and to avoid the risk that their prices rise due to supply and demand mismatch. At the same time, we keep updated of the resource availability of traditional Chinese medicinal materials, analyse the dynamic change and carry out the artificial cultivation and breeding of precious and endangered animal and plant-based medicinal materials resources in accordance with the law, with a view to effectively prevent and mitigate the adverse effects of climate change on traditional medicinal materials resources. We actively advocate low-carbon and green production and lifestyles, improve energy efficiency, reduce pollution emissions, and alleviate climate change.

根據本集團所處行業特性，結合實際情況，我們識別和評估了氣候相關風險的管理流程。在氣候變化風險識別的基礎上，本集團制定了《全面風險管理規定》，建立健全三道防線，將自然災害、環境狀況等自然環境因素納入風險識別範圍，強化氣候變化風險的應對能力。本集團細化了風險識別、評估及管理的流程，設置了風險監控報告與預警、風險評估處理、風險管理的監督與評價、應對措施的制定與實施等環節，積極防範與應對可能發生的氣候變化風險。

本集團加強重大氣候變化對本集團各項業務產生的影響及風險的識別、評估和監管，及時關注市場行情及相關產業政策變化，強化採購與生產、銷售之間的緊密銜接，保持合理庫存結構和適當的戰略性儲備，最大限度保障所需物料的供應，避免其價格因供需矛盾失衡而持續上升的風險。同時，及時了解和掌握中藥資源數量，進行動態分析，依法開展動植物中藥材資源的人工培養、繁育，預防和減緩氣候變化對所需中藥材資源產生的負面影響；積極倡導低碳化、生態化的生產生活方式，提高能源利用率，減少污染排放及緩解氣候變化。

3. 綠水青山 生態長存

To effectively cope with climate risks, the Group continues to monitor environmental changes and climate trends, follows up information about the origin of medicinal materials on a daily basis, understands the origin and market of medicinal materials by paying visits to local markets, and collects first-hand information in a timely manner. By doing so, we aim to make more reliable forecast on the medicinal materials harvesting, the procurement price of medicinal materials and other market trends, so that we can plan in advance, maintain reasonable inventory according to production needs, and take effective identification, assessment and response measures to ensure the quality, security and supply stability of our products.

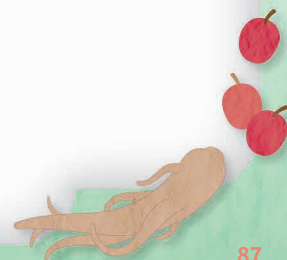
The Group regularly monitors the market situation of raw materials with high demand and significant price fluctuations, and focus on the production of new varieties and raw material varieties with decreasing prices affected by climate factors. The Group purchases raw materials in due time, taking multiple factors into consideration, including raw material inventory, average annual usage, annual procurement plan, raw material variety and quality. The Group makes appropriate reserves to minimise the adverse impact of climate and market fluctuations.

In addition, the Group has taken the initiative to join industry associations. For example, it is one of the governing bodies of the Beijing Society of Energy, with a view to jointly promote effective response to climate change with peer enterprises.

本集團為了有效應對氣候風險，持續監測環境變化和氣候趨勢，日常關注藥材產地信息，並深入藥材產地及市場，實地了解行情，及時掌握一手信息，以加強對藥材產收情況、藥材價格等行情的預判，提前謀劃，按生產需求進行合理儲備，同時採取有效的識別、評估和應對措施，確保藥品的質量、安全性和供應穩定性。

本集團定期關注需求量較大、價格波動較大的原材料的市場行情，對產新品種、價格走低趨勢品種受氣候因素影響產量的原材料品種進行重點關注。本集團會結合原材料庫存情況、年均使用量、年度採購計劃、原材料品種質量特性等多重因素及時進行採購，並做適當儲備，盡可能降低氣候及市場波動造成的不利影響。

此外，本集團主動加入行業協會，為北京能源學會理事單位，以期與同行業內其他企業共同推動氣候變化的有效應對。



3. Environmental Protection and Ecological Conservation

Metrics and Targets

指標與目標

To measure the climate change transition, it is important to select appropriate parameters and metrics and set corresponding targets. The Group has identified metrics related to the environmental, social and climate-related risks, including:

為了讓氣候變化過程能夠被度量，選擇合適的參數和指標，並設立相應的目標至關重要。本集團識別了與環境、社會及氣候相關風險有關的指標，並每年進行相關數據的統計與披露，例如：

- Consumption of energies (natural gas, electricity, steam)
能源(天然氣、電力、蒸汽)使用量；
- GHG emissions (including Scope 1 and Scope 2)
溫室氣體排放量(包括範圍一和範圍二)；

To thoroughly implement the requirements of a series of "carbon peaking and carbon neutrality actions" in the "Beijing Carbon Peaking Implementation Plan", "Beijing Managed Enterprise Carbon Peaking Action Plan", and "China Beijing Tong Ren Tang Group Co., Ltd. Carbon Peaking Action Plan", accelerate the Company's green and low-carbon transformation, and effectively do a good job in carbon peaking work, the Company has formulated the "Tong Ren Tang Technologies Co. Ltd. Carbon Peaking Action Plan", which includes two preliminary goals in two stages:

為深入貫徹《北京市碳達峰實施方案》《市管企業碳達峰行動方案》《中國北京同仁堂(集團)有限責任公司碳達峰行動方案》中一系列「雙碳」行動的要求，加快本公司綠色低碳轉型，切實做好碳達峰工作，本公司制定了《北京同仁堂科技發展股份有限公司碳達峰行動方案》，其中包括兩個階段的初步目標：

- During the 14th Five-Year Plan period, green, low-carbon and circular development has taken shape, energy utilization efficiency has apparently improved, the proportion of renewable energy consumption has gradually increased, and the growth of fossil fuel consumption has been strictly controlled, laying a solid foundation for achieving carbon peak.
「十四五」期間，綠色低碳循環發展初步形成，能源利用效率明顯提升，可再生能源消費比重逐步上升，化石消費增長得到嚴格控制，為實現碳達峰奠定堅實基礎。
- During the 15th Five-Year Plan period, we will continue to explore renewable energy sources such as photovoltaics and green electricity, achieve significant results in green, low-carbon and circular development, further optimize industrial structure and layout, continuously reduce comprehensive energy consumption intensity and greenhouse gas carbon emissions intensity, and successfully achieve the 2030 carbon peak target.
「十五五」期間，持續探索「光伏」、「綠電」等可再生能源，綠色低碳循環發展取得顯著成效，產業結構與佈局進一步優化，綜合能源消耗強度、溫室氣體碳排放強度持續下降，順利實現二零三零年碳達峰目標。

3. 綠水青山 生態長存

The Company's carbon emissions are mainly concentrated in traditional Chinese patent medicines and simple preparations production units such as Daxing branch factory, Liujiayao branch factory and Yizhuang branch factory. Improving the electrification level of terminal energy consuming equipment, upgrading and transforming key power consuming equipment, vigorously developing new energy construction, and enhancing the development and utilization of "green electricity" are key measures for the Company's future carbon reduction work.

本公司的碳排放量主要集中在大興分廠、劉家窯分廠、亦莊分廠等中成藥生產單位。提升終端用能設備的電氣化水平，開展重點耗電設備的升級改造，大力發展新能源建設，提高「綠電」開發利用是本公司未來減碳工作的關鍵舉措。

CASE 案例

Case: The Company's Liujiayao branch factory carried out carbon peak data collection work

案例：本公司劉家窯分廠開展碳達峰數據收集工作

In July 2024, with the assistance of a third-party professional organization, the Company's Liujiayao branch factory carried out carbon peak data collection and on-site data collection work. During this period, a third-party professional organization conducted on-site research in core areas such as the public facility distribution room, circulating water room, boiler room, air compressor room, sewage station, and warehouse of Liujiayao branch factory, successfully completing the on-site data collection work during the initial carbon peak period, laying a data foundation for achieving sustainable development goals.

二零二四年七月，本公司劉家窯分廠在第三方專業機構的協助下，開展碳達峰數據收集及現場數據採集工作。期間，第三方專業機構深入劉家窯分廠的公共設施配電室、循環水房、鍋爐房、空壓機房、污水站、庫房等核心區域進行實地調研，順利完成了碳達峰初期現場數據收集工作，為實現可持續發展目標奠定數據基礎。



In view of the changing nature of the operating and marketing environment, the Group conducts on-going review of the implementation, and adjusts the target and proposed measures when necessary. Going forward, the Group will continue to improve strategy development, risk management and identification and management of metrics and targets, to tackle climate change in pursuit of sustainable development with various sectors of society.

面對所處的運營和市場環境變化，本集團持續審視實踐活動並適時調整目標與擬採取的措施。未來，本集團將進一步完善策略制定、風險管理、指標和目標識別與管理，攜手各界一起應對氣候變化，實現共同的可持續發展。

People Orientation
and Group Solidarity
以人為本 同心共濟



4. 以人為本 同心共濟

4.1 Employees' Rights and Interests

員工權益

The Group has been treating employees as one of its core competitiveness in sustainable development, and the people-oriented concept in development and operation is a necessary condition to ensure the sustainable development of the Group. We respect and protect our employees' rights and interests, provide them with fair and reasonable path for career development, pay attention to their physical and mental health, so that both the Company and employees grow and proper together. In 2024, there were no violations of laws and regulations relating to remuneration and dismissal, recruitment and promotion, working hours, holidays, equal opportunities, diversity, anti-discrimination as well as other benefits and welfare.

員工是企业可持續發展的核心競爭力之一，堅持以人為本的發展經營理念是保障本集團可持續發展的重要前提。我們尊重並保障員工的各項權益，提供公平合理的職業發展通道，關注員工身心健康，攜手員工共同奮鬥，共同成長。二零二四年，本集團未發生有關薪酬及解僱、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違法違規情況。

Staff Employment

員工僱傭

In strict compliance with the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Protection of Minors*, the *Law of the People's Republic of China on the Protection of Rights and Interests of Women*, and other relevant national laws and regulations, the Group formulated the "Employee Recruitment Management System", the "Employee Turnover and Retirement Management System", and the "Employee Labour Contract Management System". General recruitment and campus recruitment have been adopted to attract talent needed by the Company according to the principles of openness, equality, voluntariness and consensus. We sign labour contracts in written form with recruits.

We pursue a fair, just and non-discriminatory employment policy. During the recruitment process, there is no discrimination against any candidates due to gender, region, ethnicity, religion, age, marital status or other factors. The proportion of female employees has also been raised when selecting relevant candidates, with the ultimate goal of achieving a balanced ratio of male and female employees. We respect and protect the legal rights and interests of all employees.

本集團嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》《中華人民共和國未成年人保護法》《中華人民共和國婦女權益保障法》等國家相關法律法規，制定《員工招聘錄用管理制度》《員工離職、退休管理制度》《員工勞動合同管理制度》等內部制度，並嚴格執行，本集團採取社會招聘和校園招聘等途徑，根據公開、平等、自願、協商一致的原則，引進本公司所需人才，並與其簽訂勞動合同。

本集團奉行公平、公正、無歧視的用工政策，招聘過程中不會因應聘者的性別、地域、民族、宗教、年齡、婚姻狀況等因素產生任何歧視，並在選聘相關人選時逐步提高女性員工的比例，以達至男女性別比例之平衡為最終目標，尊重並保障所有員工的合法權益。

4. People Orientation and Group Solidarity

Employment Rules

用工準則

The Group strictly abides by the "Attendance and Vacation Management System". We implement a working hour system of 8 hours a day and 5 days a week for office employees and a work shift and alternative holiday system for frontline workers. The arrangements for rest days and statutory holidays of employees are consistent with those provided in the national labour laws and regulations. In addition, child labour and forced labour are strictly prohibited. In case of any suspected violation of the above laws, the Group will immediately assist the victim in reporting to the police or relevant labour authorities in strict compliance with national laws and regulations, and will strive to cooperate with the investigation. Should the violation be confirmed, the Group will promptly hold the relevant person liable. During the Reporting Period, no employment of child labour, forced labour or any other violations occurred.

The Group adheres to the people-oriented philosophy, strives to build a harmonious working environment, maintains employee relations and handles conflicts through two-way communication. We have revised and improved the "Staff Manual" by referring to laws, regulations and rules to ensure that the Manual is accurate and comprehensive, and consistent with the Company's policies and rules, which can be referred to and relied on in case of disputes. The Group is concerned about employees' psychological dynamics and keeps on improving the channels for two-way communication. We try to understand staff dynamics by carrying out regular satisfaction surveys, counselling, coaching and other forms of communication. When there are disputes between employees, employees are encouraged to adopt internal communication and coordination and appeal to the Company. The Company immediately understands and investigates the details relating to the appeal, handles the disputes with the employees' entities and gives feedback to the parties concerned. All materials and results of dispute resolution will be retained for record. In addition, to better serve retired employees, the Group has established online channels to facilitate timely communication with retired employees.

本集團嚴格遵守《考勤及假期管理制度》，辦公室員工實行每日8小時、每週5天的工作時間制度，生產員工或實行輪班、輪休制度，員工的休息日及法定節假日與國家勞動法規一致。同時，嚴禁使用童工和強制勞動事件發生，如若發生相關事件，本集團將嚴格按照國家相關法律法規立即協助受害員工向警方或相關勞動部門報告，並全力配合調查，如若屬實，本集團將立即追究違規辦事人員責任。於報告期內，未有聘用童工、強迫勞工等事件發生。

本集團秉持以人為本的工作理念，努力構建和諧工作環境，通過雙向溝通維護員工關係，處理矛盾。我們參照法律法規和規章制度，修訂完善員工手冊，確保手冊內容準確、全面，並與本公司的政策和規定保持一致，在發生糾紛時有理可依，有據可循。本集團關注職工心理動態，不斷完善雙向溝通渠道。適時開展滿意度調查、談心談話等工作，了解職工動態。在員工發生糾紛時，鼓勵員工採取內部溝通協調以及向本公司申訴的處理方式，我們會在第一時間了解訴求並調查情況，同員工所在單位一起處理糾紛事宜並向當事人做出反饋，同時對材料和處理結果進行留存。此外，為更好地服務退休職工，本集團已建立了退休職工線上溝通渠道，方便及時的溝通。

4. 以人為本 同心共濟

Employee Diversity¹

員工多元化¹

The Group understands and recognises the benefits of employee diversity and regards it as an important element to maintain the Group's long-term competitive advantage. A multicultural company should include employees of different genders, ages, skills, educational backgrounds, industry experience and other qualities to achieve the optimum structure and balance.

At the Board level, the Company has also formulated the "Board Diversity Policy". The Board has been increasing the proportion of female directors when selecting directors to ensure that the proportion of the Board's male and female members is properly balanced, with the ultimate goal of achieving a balanced ratio of male and female directors. As of the end of the Reporting Period, the Company had 9 directors, 4 of them are female directors.

During the Reporting Period, the Group had a total of 3,991 regular employees (2023: 4,101 employees), of which 1,931 are the Company's regular employees (2023: 2,003 employees). Besides, the Company had a total of 115 dispatched employees (2023: 186 employees). Please refer to the appendix of this Report for details of the composition of the Group's employees.

Brain drain is a universal problem in corporate talent management. The Group actively summarises the reasons for employee turnover and makes targeted optimisation and improvement to try its best to retain outstanding talent. In 2024, 217 employees (excluding retired employees) had departed from the Group with a turnover rate of 5.44%. Please refer to the appendix to this Report for details of the turnover rate.

本集團了解並認同多元化員工結構的裨益，並視之為維持本集團長久競爭優勢的重要元素之一。一個具備多元文化的公司應包括不同性別、年齡、技能、教育背景、行業經驗及其他素質的員工，以達到最適合的結構與平衡。

在董事會層面，本公司亦已制定《董事會成員多元化政策》，董事會將會藉著甄別及推舉適當董事人選時的機會逐步提高女性董事的比例，以確保董事會男女成員比例取得適當平衡，並以董事會邁向性別均等為最終目標。截至報告期末，本公司現有董事9名，其中，女性董事4名。

報告期內，本集團共有正式員工3,991人(二零二三年：4,101人)，其中，本公司共有正式員工1,931人(二零二三年：2,003人)，此外，本公司另有派遣員工115人(二零二三年：186人)。本集團員工組成詳情，請參見本報告附錄。

人才流失是企業人才管理的普遍問題，本集團積極總結員工流失原因，並針對性地進行優化改善，盡力留住優秀人才。二零二四年，本集團正式員工流失人數(不包括退休人數)為217人，流失率為5.44%，流失率詳情請參見本報告附錄。

¹ Unless otherwise specified, Tong Ren Tang Chinese Medicine Group is included in the statistics of the number of employees. 如未特別指明，員工人數統計範圍已包括同仁堂國藥集團。

4. People Orientation and Group Solidarity

Besides, the Group strives to create an open, transparent, equal and diversified environment by effectively protecting the legitimate rights and interests of employees such as the right to know and the right to speak. The Group has established labour union organisations at all levels in accordance with the *Trade Union Law of the People's Republic of China* to provide employees with smooth channels of information communication. The Group advocates collaborated thinking and cohesion, organises and guides employees to promote democratic corporate management, employee quality, economic development, cohesion and resilience. At the same time, we regularly organise the "Democratic Reception Day" to carefully listen to employees' opinions and suggestions, and adopt targeted solutions to problems of high concern to employees to protect their interests.

此外，本集團努力營造開放、透明、平等、多元的工作環境，重視並切實保護員工的知情權、話語權等合法權益。本集團已按照《中華人民共和國工會法》成立了各級工會組織，為員工提供暢通的信息溝通渠道。本集團統一思想、凝心聚力，組織引導員工推動企業民主管理、推進職工素質工程、推進企業經濟發展，增強企業凝聚力和戰鬥力。同時，本集團定期開展「民主接待日」活動，積極聽取員工的意見與建議，針對員工關注度較高的問題及時採取相應的解決措施，保障廣大員工的利益。

4.2 Employee Development 員工發展

Employees' continuous growth is the foundation and motivation for the Group to maintain healthy and long-term development. The Group attaches great importance to the growth and development of each employee. With the aim of "Building a Growth Path for Employees", the Group has diligently selected, fostered, used and retained talent. It has formulated the "Employee Grade and Rank Management System" and the "Job Title and Promotion Management System" and has been gradually establishing a training mechanism that can bring employees' potential into full play. We strive to provide employees with a complete learning and promotion platform, expecting them to realise self-value and career development goals.

The Group continued to take great care of employees' development. In line with the Group's "14th Five-Year Plan", and based on a market-oriented, precise and professional approach focusing on talent cultivation, introduction, utilisation, incentive and supervision, the Group continuously encourages employees to take more initiative, and strives to build a structurally reasonable team of talent that are politically compliant, sufficient in number and highly competent, which will ensure a reliable supply of talent the Group needs to achieve high-quality development goals and contribute to its healthy and sustainable development.

員工的不斷成長是本集團保持健康、長遠發展的根基與動力。本集團重視每一位員工的成長與發展，以「為員工創造成長之路」為宗旨，注重人才的「選、育、用、留」，已制定《員工職系職級管理制度》《職稱晉升管理制度》等內部制度，並逐步建立起「人盡其才」的培養機制，努力為員工提供完善的學習與晉升平台，期待員工自我價值及職業發展目標的實現。

本集團持續提升對員工發展的關注度，結合本集團「十四五」發展規劃，以「市場化、精細化、專業化」為方向，緊扣人才隊伍培養、引進、使用、激勵、監督五個環節，持續激發員工的主觀能動性，打造一隻政治合格、數量充足、結構合理、素質優良的人才隊伍，為本集團實現高質量發展目標提供堅實的人才保障，助力本集團健康、可持續發展。

4. 以人為本 同心共濟



The Group continued to improve its employee promotion and incentive mechanism, strengthened the “talent magnet” effect, improved its remuneration management system, and flexibly carried out a variety of medium to long term incentives. In terms of remuneration, we have further improved the principle of offering total remuneration package comparable to other employers in the market, and have been linking the remuneration and incentive mechanism closely with economic efficiency and labour productivity. The performance appraisal and remuneration system has been specially designed to standardise the existing system of remuneration management and strictly implement the contractual appraisal requirements of the tenure system. Both incentives and supervisory constraints are stressed.

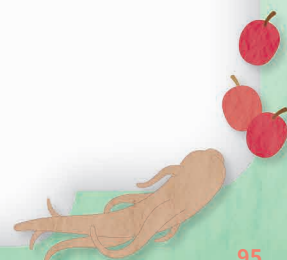
Furthermore, the Group has adopted the principle of central management and training hierarchy for staff education and training and have established a multi-layer system with a diversified format of training in place. Upon joining the Company, new employees must participate in induction training in relation to the Company’s culture, corporate policies and goals, production safety, necessary skills, etc. Meanwhile, the Group offers a wide range of training sessions regularly to all employees covering management, quality standards, skills and professional skills.

To better provide talent support for high-quality development, the Group uses competitions as an important form of training, and regards the Technical Control Competition, the Corporate Trainer Competition and the Team Leader Competition as the three pillars of the Group’s education and training system.

本集團持續完善員工晉升和激勵機制，強化人才「磁石」效應，完善薪酬管理體系，靈活開展多種方式的中長期激勵。薪酬方面，我們進一步健全工資總額與勞動力市場相適應原則，不斷完善經濟效益和勞動生產率緊密掛鉤的薪酬激勵機制。我們開展績效考核與薪酬體系建設專項工作，並規範原有薪酬管理體系，嚴格落實任期制契約化的考核要求，堅持激勵與監督約束並重。

同時，本集團對員工的教育培訓採取統一管理，依據分級培訓的原則，建立了多層次、多形式的培訓體系。針對新入職員工，自其入職之日起即接受公司文化、方針目標、安全生產和崗位入職等培訓。同時，針對全體員工定期進行各種類別的培訓，涵蓋管理類、質量標準類、專業技能類等諸多方面。

為了更好地為企業高質量發展提供人才支持，本集團以賽代訓，以技控大賽、企業培訓師大賽、班組長大賽為本集團教育培訓管理體系的三個支柱。



4. People Orientation and Group Solidarity

During the year, the Company carried out in-depth digital applications, used AI enabled intelligent training, and introduced AI technology to develop intelligent training videos. The generated videos can quickly cover traditional Chinese patent medicines and simple preparations basic knowledge, product characteristics, clinical applications and other aspects of content, greatly improving the efficiency and flexibility of content production.

年內，本公司深入開展數字化應用，運用AI賦能智能化培訓，引入AI技術開發智能化培訓視頻，生成的視頻能夠快速涵蓋中成藥基礎知識、產品特點、臨床應用等多方面內容，極大地提高了內容製作的效率與靈活性。

CASE 案例

Case: The 4th Technical Control Competition was successfully held

案例：第四屆技控大賽圓滿舉辦

On 23 September 2024, the Company held the 4th Technical Control Competition, committed to reducing costs and increasing efficiency. More than 150 employees registered for this competition and submitted 58 technical control projects. The final scores were given by internal and external expert judges of the Company, and 1 first prize, 2 second prizes, 3 third prizes, and 21 excellent awards were selected.

二零二四年九月二十三日，本公司舉辦第四屆技控大賽，致力於降本增效。本次大賽共有150餘名員工參賽報名，提報技控課題58項，最終由本公司內外部的專家評委打分，評選出一等獎1個、二等獎2個、三等獎3個、優秀獎21個。



4. 以人為本 同心共濟

CASE 案例

Case: The 4th "Caring Cup" Health Education Lecturer Competition was successfully held

案例：第四屆「關愛杯」健康教育講師大賽圓滿舉辦

In September 2024, the marketing branch of the Company held the 4th "Caring Cup" Health Education Lecturer Competition. After four stages of learning and training, work preparation, preliminary selection, and semi-final competition, 8 outstanding internal trainers was selected. The competition aimed to promote training through competition, enhance the overall business level and practical skills of trainers within the marketing team, and help improve the sales volume of varieties and marketing work indicators.

二零二四年九月，本公司營銷分公司舉辦了第四屆「關愛杯」健康教育講師大賽，通過學習培訓、作品準備、初賽選拔、複賽角逐等階段，我們評選出8位具有卓越才華的內訓師。該比賽旨在「以賽促訓」，提升營銷團隊內訓師整體業務水平與實戰技能，助力品種銷售上量、營銷工作指標提升。



4. People Orientation and Group Solidarity

CASE 案例

Case: The 5th "Gold Medal Store Manager Training Camp" was successfully held
案例：第五屆「金牌店長訓練營」活動圓滿舉辦

The OTC department of the Company's marketing subsidiary, in collaboration with the regional sales team, held the 5th Hunan Province "Gold Medal Store Manager Training Camp" programme in Changsha. The programme invited traditional Chinese medicine expert and senior trainer to give lectures, focusing on the premium product line of traditional Chinese medicine. They analysed the advantages and sales selling points of the Company's products from multiple aspects such as material selection, functional indications, and combination therapy, deepening the participants' understanding of the Company and its products and providing assistance for sales work.

本公司營銷分公司OTC部聯合區域銷售團隊於長沙舉辦「湖南省第五屆金牌店長訓練營」活動。活動邀請中醫專家和資深培訓師授課，聚焦國藥精品產品線，從選材、功能主治、聯合用藥等多方面剖析本公司產品優勢與銷售賣點，加深了與會者對本公司及其產品的認知，為銷售工作提供助力。



In 2024, the Group held 807 training sessions, and all employees participated in these trainings. Please refer to the appendix of this Report for employees' participation in training by gender and rank.

二零二四年，本集團共舉辦各類培訓活動807場，全體員工均參加了相應的培訓，按性別、職級劃分的員工參與培訓情況請參見本報告附錄。

4. 以人為本 同心共濟

4.3 Occupational Health and Safety

職業健康安全

The Group attaches importance to employees' health and safety. It pays close attention and takes a series of measures to fully protect employees' health and safety by strictly complying with the *Production Safety Law of the People's Republic of China*, the *Fire Protection 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 other relevant laws and regulations. In 2024, there was no violation of safety and health related laws and regulations that had a significant impact on the Group.

In the past three years, there had been 1 fatality (Caused by sudden illness on the way home from work in 2022). In 2024, the Group's percentage of work-related death was 0% (2023: 0%). In 2024, the Group had no major work injury accident, and the workdays lost within the Group due to work-related injuries totalled 605.

本集團重視員工健康安全，密切關注每一位員工的安全健康，在嚴格遵守《中華人民共和國安全生產法》《中華人民共和國消防法》《中華人民共和國職業病防治法》等相關法律法規的基礎上，採取了一系列措施以充分保障員工的健康和安全。二零二四年度，未發生對本集團有重大影響的違反安全健康相關法律法規的情況。

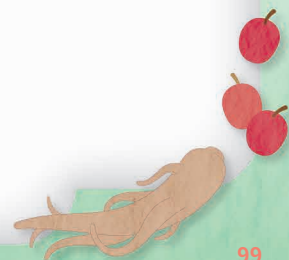
過去三年，本集團員工因工身故事故1起（二零二二年下班途中突發疾病所致）。二零二四年，本集團因工亡故比例0%（二零二三年：0%）。二零二四年，本集團未發生重大工傷事故，因工受傷員工損失的工作天數總計605天。

Employees' Health and Safety

員工健康與安全

The Group strictly implements the relevant provisions in the *Occupational Disease Prevention and Control Law of the People's Republic of China* and relevant labour protection regulations, and has formulated the "Enterprise Employee Health Management Regulations" and other documents. We regularly organise employees to take health checkups every year. For employees engaged in jobs with occupational hazards, measures such as regular health checkups and providing labour protection appliances are adopted to reduce the incidence of occupational diseases. In addition, the Group regularly monitors and evaluates occupational hazards in production sites.

本集團嚴格執行《中華人民共和國職業病防治法》和相關勞動保護條例等有關規定，制定了《企業職工健康管理規程》等文件，每年定期組織員工進行健康體檢。對於從事具有職業危害工作的員工，本集團通過定期進行健康檢查、發放勞動保護用品等方式降低職業疾病發生率。此外，本集團亦定期對生產場所進行職業病危害因素監測與評價。



4. People Orientation and Group Solidarity

In 2024, the Group fulfilled the responsibility of preventing, controlling and eliminating occupational hazards, preventing and treating occupational diseases and protecting the health of employees and had all personnel that were exposed to occupational hazards including staff of outsourced services and outgoing staff taking the special body check for occupational health. The Group met the standard requirements in terms of year-round hazard detection for jobs with hazard factors and occupational health body checks.

In 2024, the Group has always been concerned about employee occupational health and has maintained a steady and responsible investment strategy in the field of occupational injury insurance. During the Reporting Period, the coverage rate of occupational injury insurance reached 100%, demonstrating the Group's high attention and comprehensive care for employee occupational safety protection.

二零二四年，本集團以預防、控制和消除職業病危害，防治職業病，保護員工健康為職責，對包括勞務用工在內的所有接觸職業危害作業人員和離崗人員進行了職業健康專項體檢，全年危害因素崗位檢測和職業健康體檢均符合標準要求。

二零二四年，本集團始終關注員工職業健康，於職業傷害保險領域始終秉持穩健且負責的投入策略。報告期內，職業傷害保險覆蓋率達100%，彰顯本集團對員工職業安全保障的高度重視與全面關懷。

Safe Production 安全生產

The Group has continued to promote safe production, and formulated three-level safety inspection regulations and standards at the factory level, workshop level and group level, to continuously strengthen the construction of safe production standardisation and to protect employees. Furthermore, dedusting, denoising and poison-proof devices are furnished at production workshops, where standard safety signs for hazardous articles are in place and inflammables and explosives are stored and used according to strict requirements. Frontline workers are provided with PPE — personal protective equipment such as protective articles to minimise the adverse impact on employees' health.

The Group also investigated and handled safety risks and hidden hazards comprehensively. In 2024, the Group organised more than 20,000 safety inspections, during which more than 400 risks and hidden hazards were detected and rectified. As of the end of the Reporting Period, all of the risks and hidden hazards had been rectified, and there were no production safety accidents occurred.

本集團持續推進安全生產，制定分廠級、車間級、班組級的三級安全檢查制度與標準，不斷加強安全生產規範化建設，以保護生產員工安全。此外，本集團生產車間均裝有除塵、除噪、防毒等設備，並規範設置危險品識別標誌，規範使用、儲存易燃易爆物品，並為生產員工提供防護用品，最大限度地降低對員工健康的傷害。

本集團亦對安全風險和隱患進行全方位排查與處理，二零二四年，本集團組織安全檢查2萬餘次，其中查處風險和隱患400餘項，截至報告期末，風險隱患整改率達到100%，安全生產事故發生0次。

4. 以人為本 同心共濟

In active response to the special rectification actions of hazardous chemicals by pharmaceutical companies in Beijing, the Group conducted a statistical analysis of all hazardous chemicals involved and installed hazardous chemical storage cabinets to ensure the compliance and safety of hazardous chemicals storage.

此外，本集團積極響應北京市醫藥企業危險化學品專項整治行動，對自身涉及的全部危險化學品進行了統計梳理，並設置危險化學品儲存櫃，保障危險化學品存儲的合規性與安全性。

Safety Drills

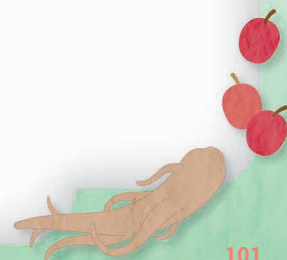
安全演練

The Group regularly conducts fire-fighting evacuation, self-rescue and escape drills every year, as well as relevant training on the use of hazardous chemicals, laboratory safety, emergency first aid, etc. to continuously strengthen employees' awareness of safety and improve the ability to protect themselves. In 2024, a total of 43 safety drills were organised.

To enhance employees' knowledge reserve in production safety and improve the overall safety awareness of all staff, our Group has conducted safety promotion and training programs. In 2024, our Group conducted a total of 86 employee safety training sessions, with 19,895 participants, achieving a 100% coverage rate for production safety training.

本集團每年定期舉行消防疏散、自救、逃生等演練，開展危險化學品使用、實驗室安全、應急急救等相關培訓，不斷強化員工的安全意識，提高員工的自我保護能力，二零二四年共舉行安全演練43次。

本集團為完善員工安全生產知識儲備，提高全員安全意識，開展了安全宣貫與培訓工作。二零二四年，本集團開展員工安全培訓86次，參與員工安全培訓共計19,895人次，安全生產培訓覆蓋率達100%。



4. People Orientation and Group Solidarity

CASE 案例

Case: Shaheku and local fire rescue station jointly carry out fire extinguishing drills

案例：沙河庫與屬地消防救援站聯合開展滅火演練

In 2024, the Company's storage entity Shaheku conducted a fire extinguishing drill. According to the drill plan, Shaheku quickly responded to the danger disposal order and went to the fire scene for disposal. The dedicated team arrived at the fire scene and laid a main water hose to control the virtual fire point. They then joined forces with the higher education park fire rescue team that arrived at the location of Shahe Reservoir to extinguish the fire. This firefighting drill has steadily improved the professional skills and comprehensive quality of the dedicated team in Shahe Reservoir, effectively enhancing their collaborative combat capabilities and effectively improving their ability to coordinate comprehensive rescue, laying a solid foundation for the fire safety of Shahe Reservoir.

二零二四年，本公司倉儲單位沙河庫開展滅火演練。沙河庫按照演練方案，接到險情處置命令後迅速出警，前往火場進行處置，專職隊到達火場後鋪設幹線水帶控制虛擬火點，並與隨後趕到的沙河庫所在地的高教園消防救援隊聯合撲滅火災。此次滅火演練，使沙河庫專職隊的業務技能、綜合素質有了穩步的提高，有效地提高了協同作戰能力，切實提高了聯動綜合救援的能力，為沙河庫的消防安全打下堅實的基礎。



4. 以人為本 同心共濟

4.4 Employee Care

員工關愛

The Group pays great attention to the needs of employees by creating a caring and equal atmosphere and working environment and carrying out a wealth of cultural and sports activities to help employees balance work and life. We provide employees with practical care and protection, and continuously improve employees' sense of happiness and belonging.

本集團高度關注員工的需求，營造關愛、平等的氛圍與工作環境，開展豐富的文體活動，幫助員工平衡工作與生活，為員工提供切實的關愛與保障，持續提升員工的幸福感和歸屬感。

Employee Benefits

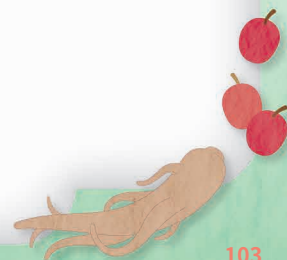
員工福利

All employees of the Group are entitled to statutory holidays prescribed in China, as well as paid leave for ethnic minority events such as Lesser Bairam Day, preschool children vaccination and participation in parents' meetings, etc. Employees are entitled to paid leave according to the applicable regulations of the State and the Company. For female employees, in addition to the statutory 98-day maternity leave stipulated in the *Special Provisions on Labour Protection for Female Employees*, they can also enjoy an additional maternity leave of three months granted by the Company. The Company also has Baby Care Room in some of the workplace to fulfil female employees' demand for lactation, and to effectively protect their health rights and interests.

The Company has had a corporate annuity plan in place since 2021. The contribution base of the corporate annuity is the average monthly salary of the employees in the previous year, but shall be capped at five times the average monthly salary of the previous year in Beijing. The employee's contribution rate is 2%, and the Company's contribution rate is 4% to 6%, subject to the annual assessment results of the Company, to further protect and improve employees' post-retirement benefits, encourage them to take initiative, and promote the Company's healthy and sustainable development.

本集團員工均享受帶薪休假，除享有國家規定的法定節假日外，適逢開齋節等少數民族節日、學齡前子女接種疫苗、參加子女家長會等，均會相應給予假期，員工帶薪休假之薪酬福利等按國家及本公司有關制度發放。針對女性員工，除享有國家《女職工勞動保護特別規定》中法定的98天產假之外，還可享受有本公司額外獎勵的3個月產假，此外，於部分工作場所建立母嬰關愛室，滿足哺乳期女員工需求，切實保護女性員工健康權益。

本公司自二零二一年起實施企業年金計劃，企業年金的繳費基數以員工上一年度月平均工資為基數，唯不得超過北京市上一年度月平均工資的五倍，其中，員工繳費比例為2%，本公司繳費比例為4%至6%，依據本公司年度考核結果核定繳費水平，進而持續保障和提高員工退休後的待遇水平，調動其積極性，促進本公司健康持續發展。



4. People Orientation and Group Solidarity

Care for Employees

員工關懷

The Group actively offered assistance to employees, providing subsidies to hospitalised employees or employees in need so as to address their financial difficulties. Besides, a mechanism is also in place to provide a certain percentage of medical expense reimbursement for family members of qualified employees to ease their burden. During the Reporting Period, the Company distributed condolence items to employees before the Spring Festival, with a total of more than 2,300 employees receiving condolences, and also provided condolences to employees in need, with a total of 70 employees receiving condolences.

The Group is committed to improving the working and living environment of front-line employees. The labour union of all units have established staff libraries, heart-warming stations and Baby Care Rooms for employees, and purchased refrigerators, fresh-keeping cabinets, microwave ovens, first-aid kits, tables and chairs, storage boxes, umbrellas and other materials to ensure and improve the production and living conditions of front-line employees. In summer, we distribute products such as mosquito repellent, heatstroke prevention and cooling products to front-line employees.

本集團積極開展員工互助幫扶工作，為住院員工或困難員工提供相應的補助，解決員工後顧之憂。同時，本公司還為滿足條件的員工家屬提供一定比例的醫療費用報銷，以減輕員工負擔。報告期內，本公司於春節前夕向員工發放慰問品，共計慰問2,300餘人次，並對困難職工進行了慰問，共計70人次。

本集團致力於改善生產一線員工的工作與生活環境。各單位工會已為員工建立多個職工書屋、暖心驛站及母嬰關愛室，併購置冰箱、保鮮櫃、微波爐、職工急救藥箱、桌椅、儲物盒、雨傘等物資，保障和改善一線員工的生產生活條件。同時，本集團於夏季積極開展送清涼活動，為一線員工發放驅蚊、防暑降溫等用品。

Cultural Dissemination and Contributions to Society

文化傳播 回饋社會



5. Cultural Dissemination and Contributions to Society

As the inheritor and disseminator of Tong Ren Tang culture, the Group adheres to the concept of giving back to society. We actively devote ourselves to public undertakings, integrate business development with social responsibility, and demonstrate our social value and responsibility. Tapping its own professional knowledge and platform resources, the Group maintains its focus on health-preserving medication and other fields to improve people's well-being. During the Reporting Period, our Group completed over 500 public education sessions on pharmaceutical knowledge, over 100 community health lectures, over 50 live streams on health education, and over 1,000 free medical consultation events.

作為同仁堂文化的繼承者和傳播者，本集團始終秉持回饋社會的理念，積極投身公共事業，將經營發展與社會責任相融合，展現社會價值和責任擔當。本集團利用自身專業知識及平台資源，持續聚焦醫藥健康等領域，為增進民生福祉貢獻力量。報告期內，本集團完成藥品知識科普500餘場、社區健康講座100餘場、健康知識直播50餘場以及義診活動1,000餘場。

5.1 Brand Building 品牌建設

Brand Building and Protection of Products 品牌建設與產品維權

The Group attaches great importance to the rights protection of our brand and products. We have formulated systems such as the "Brand Management System", "Market Inspection Management System" and the "Product Anti-counterfeiting Management System" to understand the market performance and quality of the Company's products in due time, find out the possible acts of making and selling fake products in the market, and effectively protect the Group's legitimate rights and interests. In 2024, focusing on Tong Ren Tang's core competitive advantages of "brand, variety and quality", the Group implemented the brand management work plan to strengthen its ability to protect the brand.

The Group strengthened the protection of intellectual property rights and prevented legal risks. It tracks the progress of trademark registration, monitors similar trademarks and formulates timely countermeasures, while promoting trademark renewal. Meanwhile, to demonstrate our emphasis on intellectual property protection, we have completed the registration of product inventions, product appearance design and utility model patents.

本集團高度重視品牌及產品的維權工作，制定《品牌管理制度》《市場巡查管理制度》和《產品打假工作管理制度》等制度，及時了解公司產品的市場表現、質量情況，發現市場上可能存在的制假、售假行為，切實保護本集團的合法權益。二零二四年，本集團聚焦同仁堂「品牌、品種、品質」核心競爭優勢，貫徹落實品牌管理工作方案，提升品牌保護能力。

本集團強化知識產權保護，防範法律風險。持續跟蹤商標註冊進度，監測近似商標，及時制定應對措施，同步推進商標續展工作。同時，注重知識產權保護，完成產品發明、外觀設計、實用新型專利註冊相關工作。

5. 文化傳播 回饋社會

The Group has put strict internal management in place and forged a strong brand. A brand-related management system has been established to further standardise brand management. we have a reserve of trademark strategies to promote the construction of a framework of brands and sub-brands. Brand authorisation management is improved to promote brand collaboration mechanism and optimise the approval process. A series of related training activities, including the “Brand specific training” have been carried out provide general legal advice on trademark authorisation and use, and guidance on brand-related work.

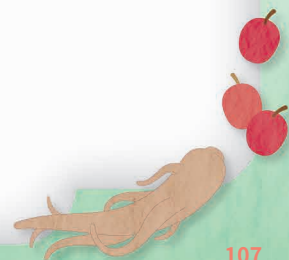
During the Reporting Period, the Group continued our anti-counterfeiting effort and fought against violations to empower the rule of law. An anti-counterfeiting centre was established to improve the normal mechanism for combating counterfeits and eliminating violations. The centre aims to assist the Tong Ren Tang Holdings in combating counterfeits and safeguarding rights, verifying the ownership of relevant products and stores, and urging relevant entities to complete rectification. Brand-related management is integrated with the integrity and compliance system to prepare a log of brand-related anti-counterfeiting and violation eliminations and ensure the operation compliance of brand management. The Group insists on market inspection, cooperating with relevant departments, tracing the clues of counterfeit products, establishing a long-term and stable communication mechanism with government authority, and firmly maintaining our corporate image and brand value. We also strive to prevent and control public opinion risk and maintain the normal condition of public opinion.

During the Reporting Period, the Group performed market investigations in an orderly manner, and completed the investigations of markets in Henan province, Hebei province, Jiangsu province, Zhejiang province and Anhui province, and conducted market research on key varieties including Liuwei Dihuang Pills (六味地黃丸), etc. After the above market investigations and the terminal store inspections, no counterfeit Tong Ren Tang drugs were identified.

本集團嚴格內部管理，鍛造強勢品牌。建立健全品牌相關管理制度，進一步規範品牌管理工作；做好商標的戰略儲備，推動母子品牌架構建設。提升品牌授權管理，推動品牌協同工作機制，優化審批工作流程；開展「品牌專題培訓」等系列培訓活動，提供商標授權使用等日常法律問題諮詢，加強品牌工作指導。

報告期內，本集團持續開展打假清違，法治賦能固根基。建立打假維權中心，完善加強打假清違常態化機制，持續協助集團公司開展打假維權工作，核實相關產品、店鋪的歸屬情況，督促相關單位完成整改；將品牌管理工作與誠信合規制度體系有機結合，建立品牌打假清違工作台账，確保品牌管理合規運行；堅持做好市場巡檢工作，配合相關部門，跟蹤追查售假線索，建立與政府單位的長效穩定溝通機制，堅決維護企業形象與品牌價值。同時，做好輿情風險防控工作，保持輿情態勢的平穩。

報告期內，本集團市場巡查工作有序進行，完成河南省，河北省，江蘇省，浙江省，安徽省部分地區的市場巡查工作，對六味地黃丸等重點品種進行市場調研。通過巡查以上地區，調查終端店鋪，未發現假冒同仁堂藥品。



5. Cultural Dissemination and Contributions to Society

Brand Promotion and Marketing

品牌宣傳

During this year, the Group actively innovated brand marketing by combining product marketing with Fashion Week and sports events, with a view to reach more consumer groups, create a more diversified brand image, and revitalise our products.

本年度，本集團在品牌營銷方面積極創新，將產品推廣與時裝週、體育賽事聯動，觸達更多消費者群體，塑造更多元的品牌形象，為產品注入新的活力。

CASE 案例

Case: On the banks of the Pujiang River, Tong Ren Tang “National Trend Brand” showcases its charm again

案例：浦江之濱，同仁堂「國貨潮牌」再展風採

In May 2024, the 2024 China Brand Day event with the annual theme of “Chinese Brands, World Sharing; Domestic Trendy Brand Products Building the Future” was held in Shanghai. The Company made a wonderful appearance with a series of products such as big health products and cultural and creative products. At the same time, it launched experience content such as “AI health screening robot”, personalized skin care service experience, “intangible cultural heritage” technology Ejiao cake making, etc., to bring high-quality products and unique experience to consumers, and continue to spread traditional Chinese medicine culture.

2024年5月，以「中國品牌，世界共享；國貨潮牌品築未來」為主題的2024年中國品牌日活動在上海舉行。本公司攜大健康類、文創類等系列產品精彩亮相，同時，推出「AI健康篩查機器人」、個性化護膚服務體驗、「非遺」技藝阿膠糕製作等體驗內容，為廣大消費者帶來優質的產品和獨特的體驗，持續傳播中醫藥傳統文化。



5. 文化傳播 回饋社會

CASE 案例

Case: The Company's Famous Products Showcased at London Fashion Week

案例：本公司知名產品亮相倫敦時裝週

During the Spring/Summer 2025 London Fashion Week, the Company teamed up with JD Health to launch a unique celebration of traditional Chinese medicine. The Company carefully selected star products such as Shengmai Liquor, Concentrated Liuwei Dihuang Pills, and Loquat dew to make a stunning appearance on the international fashion platform of London Fashion Week, showcasing the unique charm and profound heritage of traditional Chinese medicine to guests worldwide.

在2025春夏倫敦時裝週期間，本公司與京東健康攜手，聯袂開啟了一場別具一格的國藥盛典活動，本公司精心挑選生脈飲、濃縮六味地黃丸、枇杷露等明星產品在倫敦時裝週這一國際時尚平台上驚艷亮相，向全球賓客展示傳統中藥的獨特魅力與深厚底蘊。



5. Cultural Dissemination and Contributions to Society

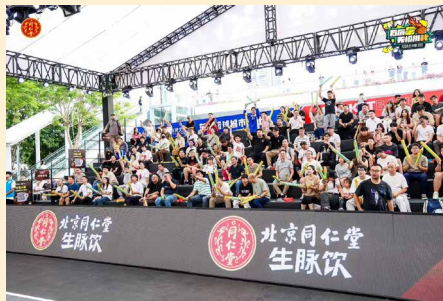
CASE 案例

Case: Tong Ren Tang Shengmai Liquor collaborates with FIBA OPEN 3X3 basketball game to expand communication scenes with young people

案例：同仁堂生脈飲聯手FIBA OPEN 3X3籃球賽拓展與年輕人群的交流場景

Under the unique opportunity of the 2024 Olympic year, the Company's main product, Shengmai Liquor, has decisively opened up a new track in sports marketing. Leveraging the national sports craze of the Olympic year, we have joined hands with the highly popular FIBA OPEN 3X3 event to successfully create a vivid image of "sports tonifying qi" and further expand our interactive scenes with young people. Offline, we carefully create exclusive exhibition booths for provincial-level events, and the large screens in the surrounding commercial districts synchronously roll out event and product information, creating a strong visual impact; Online, inviting sports event KOLs to deeply experience and check-in to share, closely linking the activities with product efficacy, and deepening the target audience's understanding of the correlation between Shengmai Liquor Qi Tonifying and sports. During the event, dealers from various regions also actively participated and worked together to promote the event, achieving a positive interaction between the brand and channels. The event covered 36 cities in 10 provinces of China, attracted 950 teams to participate in the event, and successfully sparked heated discussions on major social media platforms such as TikTok, Weibo, Kwai, Rednote, etc., realizing the full blossom of brand communication.

在2024年奧運年的獨特契機下，本公司的主導產品生脈飲果斷開闢出體育營銷新賽道，借力奧運年的全民運動熱潮，攜手高熱度的FIBA OPEN 3X3賽事，成功打造「運動補氣搭子」的鮮活形象，進一步拓展了與年輕群體的互動場景。線下，我們在省級賽事中精心打造專屬展台，周邊商圈的大屏同步滾動播放賽事及產品信息，形成強勢的視覺衝擊；線上，邀請運動賽事類KOL深入體驗並打卡分享，使活動與產品功效緊密相連，加深了目標受眾對生脈飲補氣與運動關聯性的認知。活動期間，各區域經銷商也積極參與其中，共同助力活動推進，實現了品牌與渠道的良性互動。本次賽事覆蓋中國10個省份的36個城市，吸引了950支隊伍參賽，成功在各大社交媒體平台如抖音、微博、快手、小紅書等掀起熱議，實現了品牌傳播的全面開花。



5. 文化傳播 回饋社會

5.2 Health-preserving Medication

醫藥健康

The Group makes sustained efforts in caring for the people's health. We popularise the culture and health-preserving knowledge of traditional Chinese medicine by means of free clinic services, health consultations and open lectures on medical knowledge to raise people's health awareness and convey the concept of health for all.

本集團持續在關愛百姓健康方面做出努力，通過義診服務、健康諮詢、醫藥知識科普及講座宣傳等方式，普及中醫藥文化及養生知識，提高百姓健康意識，傳遞全民健康理念。

1. Public lectures on scientific knowledge via online and offline channels

一、線上線下相結合，開展公益科普講座

In 2024, the Group actively delivered public lectures on scientific knowledge via online and offline channels, and conveyed the concept of health for all.

- Online, the Marketing Medicine Division organized the "Traditional Chinese Medicine Anti-Cancer Formula — Xihuang Pill Series Science Popularization Live Streaming" event to continue the lecture. Starting from the professional perspective of traditional Chinese and Western medicine, the live stream interprets the secrets of women's health and shares the effective ways of combining Chinese and Western medicine to safeguard women's health. At the same time, through vivid case sharing and practical health tips, the audience can gain health knowledge in a relaxed and enjoyable atmosphere. We improved the diversity and coverage of the "Health Lecture Hall" activity, combining traditional Chinese medicine health preservation with traditional Chinese medicine guidance, and transforming the participating population from the traditional "lecture and listen" teaching form to the "lecture and action" participation form. During the health lecture, innovative popularization and promotion of 24 solar terms of traditional Chinese medicine guidance techniques were carried out, with a cumulative total of 130 lectures on traditional Chinese medicine guidance techniques and health preservation knowledge completed.

二零二四年，本集團以線上線下相結合的方式，積極開展公益科普講座，將健康知識傳遞到家家戶戶。

- 線上，我們組織開展的「中醫藥抗癌有良方 — 西黃丸系列科普直播」活動繼續開講。直播從中西醫的專業角度出發，為大家解讀女性健康的奧秘，分享中西醫聯手護航女性健康的良方。同時通過生動的案例分享、實用的健康小貼士等形式，讓廣大觀眾在輕鬆愉快的氛圍中，收穫健康知識。我們完善「健康大講堂」活動的多樣性及覆蓋面，將中醫養生與中醫導引相結合，讓參與人群從傳統的「講+聽」的授課形式向「講+動」的參與形式上轉變。在健康講座過程中，創新性普及推廣24節氣中醫導引術，累計完成130場次中醫導引術和健康養生知識的宣講。



5. Cultural Dissemination and Contributions to Society

- Offline, the Company has carefully organized various popular science lectures on traditional Chinese medicine health knowledge around the theme of “serving the community”, teaching residents the ways of health preservation. At the same time, professional traditional Chinese medicine pharmacists are invited to provide residents with free medical services, including blood pressure measurement, health consultation, etc., so that residents can enjoy professional medical services at their doorstep.
- 線下，本公司圍繞「服務進社區」的主題，精心組織了各類中醫藥養生知識的科普講座，向居民們傳授健康養生之道。同時邀請專業的中醫藥師為居民提供免費的義診服務，包括血壓測量、健康諮詢等，讓居民們能夠在家門口享受到專業的醫療服務。



Special lecture on “Spring Health Preservation”
「春季養生」專題講座

5. 文化傳播 回饋社會

2. Active promotion of the “Introducing Traditional Chinese Medicine Culture to Schools” programme

二、積極推動北京同仁堂「中醫藥文化進校園」項目

In 2024, the Group established a model of school-enterprise integration with eleven schools, including Beijing University of Posts and Telecommunications, Beijing No. 50 Middle School, Xicheng District Normal School Affiliated Primary School in Beijing, Beijing No. 4 Middle School, to jointly promote the culture of traditional Chinese medicine among young people. This year, the “Introducing Traditional Chinese Medicine Culture to Schools” public welfare series activities of Beijing Tong Ren Tang revolve around the core of Tong Ren Tang’s “Service Year” work and actively fulfil the social responsibility and mission of state-owned enterpriser, using the advantages of traditional Chinese medicine in health preservation and disease prevention to serve schools, teachers and students. Through health consultation, elective courses of Chinese medicine culture, popular science lectures, live interactive classes, community practice and other activities, we have served more than 30,000 teachers, students and parents in total, which has been widely praised by teachers and students at cooperative colleges, and continuously contribute to the inheritance and innovation of traditional Chinese medicine culture.

- We held a series of courses titled “I am a Little Inheritor” and a variety of elective courses on traditional Chinese medicine for students from primary and secondary schools, involving more than 200 primary and secondary school students.
- We organized students from Beijing Electronic Science and Technology Vocational College, to conduct research and study activities in the Yizhuang branch factory of the Company;

二零二四年，本集團與北京郵電大學、北京市第五十中學、北京市西城區師範學校附屬小學、北京四中等十一所院校，建立校企深度融合的校園科普模式，共同推動中醫藥文化在青少年群體中的傳承和弘揚。本年度，「中醫藥文化進校園」公益系列活動圍繞同仁堂「服務年」的工作核心，積極踐行國有企業的社會責任和使命擔當，以中醫藥的養生保健與疾病防治優勢，服務學校，服務師生。我們通過健康諮詢、中醫藥文化選修課、科普講座、直播互動課、社團實踐等活動，累計服務超過3萬名師生及家長，廣受合作院校師生們的好評，持續為中醫藥文化的傳承創新貢獻力量。

- 舉辦面向中小學生的系列課程「我是小小傳承人」，以及豐富多彩的中醫藥特色選修課，涉及200餘名中小學生。
- 組織北京電子科技職業學院學生前往本公司亦莊分廠進行研學活動；



5. Cultural Dissemination and Contributions to Society

- We organized activities with traditional Chinese medicine characteristics such as Teacher's Day condolences, and lectures on science and health consultations etc., covering multiple high schools and universities such as Beijing University of Posts and Telecommunications, Beijing Etown Academy of Beijing National Day School, and Beijing Dongzhimen High School.
- 舉辦具有中醫藥特色的教師節慰問、科普講座、健康諮詢等活動，覆蓋北京郵電大學、十一學校亦莊實驗中學，北京市東直門中學等多所中學和高等院校。



Teachers and students from Beijing Electronic Science and Technology Vocational College visited the Yizhuang branch factory
北京電子科技職業學院師生到亦莊分廠參觀



Students of Beijing No. 14 Middle School learned the classic prescriptions and traditional Chinese patent drug of Tong Ren Tang
北京市第十四中學學生了解同仁堂的經典方劑和中成藥

5. 文化傳播 回饋社會



**Traditional Chinese Medicine Weight Management Theme Class Meeting
at RDFZ Shijingshan School**

在人大附中石景山學校舉辦中醫藥體重管理主題班會



**The senior lecturer of the Company led the students of
Beijing Yizhuang Experimental School to learn how to make big honey pills in
the elective course of Chinese medicine culture**

本公司資深講師帶領北京亦莊實驗學校的學生們
在中醫藥文化選修課上學習製作大蜜丸



5. Cultural Dissemination and Contributions to Society

The “Introducing Traditional Chinese Medicine Culture to Schools” programme has established cooperation with nearly 30 universities and institutions across the country. Through innovative forms such as health lectures, cultural clubs, traditional Chinese medicine culture festivals, and traditional Chinese medicine culture competitions, it has served a total of more than 30 thousand teachers and students, widely covering primary and secondary schools, higher education institutions, and vocational schools, making outstanding contributions to the inheritance and promotion of traditional Chinese medicine culture.

In the future, the Company will use “Introducing Traditional Chinese Medicine Culture to Schools” as a promotional platform, continuously innovate activity forms, expand audience coverage, and deeply integrate traditional Chinese medicine culture and Tong Ren Tang brand image into the teacher and student groups.

「中醫藥文化進校園」活動目前已與全國近30所院校機構建立合作，通過健康講座、文化社團、中醫藥文化節、中醫藥文化競賽等創新形式，累計服務3萬餘名師生，廣泛涵蓋中小學校、高等院校和職業學校，為中醫藥文化的傳承與弘揚做出了突出貢獻。

未來，本公司將以「中醫藥文化進校園」為宣傳推廣陣地，持續創新活動形式，擴大受眾覆蓋面積，讓中醫藥文化和同仁堂品牌形象深入到教師與學生群體之中。

3. Assisted in the 2024 Harbin International Marathon 三、助力2024哈爾濱國際馬拉松

On 25 August 2024, the highly anticipated 2024 Harbin International Marathon was held in Harbin, Heilongjiang Province. At the event, our Group's sales team, in collaboration with relevant enterprises, distributed practical ice sleeves, paper puffs, and trial drinking sets of Shengmai Liquor to the participants. We carefully set up KT board check-in points for “Vitality Shengmai Liquor, running towards the marathon”, bringing a unique and intimate experience to the participants.

二零二四年八月二十五日，備受矚目的2024哈爾濱國際馬拉松活動在黑龍江省哈爾濱市舉行。活動現場，本集團銷售團隊聯合相關企業，為參賽人員發放了實用的冰袖、紙抽以及生脈飲的試飲裝，精心設置了「活力生脈飲，助跑馬拉松」的KT板打卡點，為參賽選手們帶來了獨特而貼心的體驗。



Beijing Tong Ren Tang · 2024 Harbin International Marathon
北京同仁堂·2024哈爾濱國際馬拉松

5. 文化傳播 回饋社會

5.3 Community Service

深入社區

The Group insists on fulfilling its social responsibilities, and it is committed to promoting the development of the targeted regions for assistance, improving local people's livelihood, and contributing to the comprehensive rural revitalisation on the basis of consolidating the achievements of assisting the disadvantaged.

本集團堅持履行社會責任，在鞏固脫貧拓展攻堅成果的基礎上，致力於促進脫貧地區發展和群眾生活改善，全面推進鄉村振興。

Consumption-driven Assistance

消費幫扶

The Group continued to strengthen consumption-driven assistance, increasing procurement efforts. We reserved a share of no less than 30% in the procurement made by canteens and labour unions, which is designated to purchase assistance-related products. Throughout the process, we continuously optimize the practices of consumption assistance. During the year, the Group continued to strengthen communication with the Mass Entrepreneurship and Innovation Centre to expand sales of high-quality agricultural products in the targeted regions for assistance and increase farmers' income. The Group also increased the publicity and promotion of consumption-driven assistance, communicating the spirit of rural revitalisation to cadres and staff members. In 2024, the Group actively responded to the call of rural revitalisation. The canteen of each branch factory purchased more than RMB1.15 million of rice, oil, non-staple food and other products.

本集團持續加強消費幫扶，加大採購力度，預留食堂、工會不低於30%的採購份額採購幫扶產品，在過程中不斷優化消費幫扶實踐：年內，本集團不斷加強與雙創中心的溝通，促進幫扶地區優質特色農副產品擴大銷售、農戶持續增收，同時，加大消費幫扶宣傳推介力度，讓幹部職工了解鄉村振興有關精神。二零二四年，本集團積極響應鄉村振興，各分廠食堂總計採購米、面油、副食等產品共計約115萬元。

Employment-driven Assistance

就業幫扶

The Group actively undertakes social responsibility and implements employment assistance. The Company actively assist disabled individuals in finding employment, with employment ratios ranging from 1% to 1.5%. At the same time, we carry out comprehensive induction training for new employees to help them quickly integrate into the corporate culture and improve their professional skills. Through systematic selection, education, employment and retention, we are able to match talent with posts, and promote the successful completion of employment-driven assistance.

本集團積極承擔社會責任，落實就業幫扶。本公司積極幫扶殘障人士就業，就業比保持在1%到1.5%之間。同時，我們積極為入職人員進行全面的入職培訓，幫助其迅速融入企業文化，提高職業技能。通過科學的選、育、用、留方式，實現人員和崗位的精準匹配，推動就業幫扶的圓滿完成。



5. Cultural Dissemination and Contributions to Society

Community Engagement

社區參與

Our Group has always been committed to introducing the profound traditional Chinese medicine culture into ordinary people's homes, allowing community residents to feel the unique charm of traditional Chinese medicine and deepen their understanding and recognition of Tong Ren Tang products. During the Reporting Period, the Company collaborated with over 30 residents in the Tong Ren Garden community to organize a themed activity called "Entering a Century Old Brand and Experiencing Traditional Chinese Medicine Culture". Community residents were invited to visit the Company's Daxing branch factory. During the activity, they deeply participated in traditional Chinese medicine cultural projects, including attending autumn health lectures, practicing muscle relaxation and fitness exercises, and making calming and qi health sachets. They experienced the rich connotation and unique charm of Tong Ren Tang's traditional Chinese medicine culture.

本集團始終致力於將博大精深的中醫藥文化引入尋常百姓家，讓廣大社區居民感受到中醫藥的獨特魅力，加深對同仁堂產品的了解和認知。報告期內，本公司聯合屬地同仁園社區組織轄區30餘位居民開展「走進百年老字號體驗中醫藥文化」主題活動，邀請社區居民走進本公司大興分廠，活動中，社區居民深度參與了中醫藥文化項目體驗，包括聽秋季養生健康講座、練習舒筋健體運動身法、製作安神靜氣養生香囊等，體驗了同仁堂中醫藥文化的豐厚內涵與獨特魅力。



附錄

Table of ESG KPIs ESG²
關鍵績效指標表²

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2024年	2023年
Energy and resources consumption 能源及資源消耗量			
Total water consumption 總耗水量	10,000m ³ 萬立方米	114	123
Water consumption intensity 耗水強度	m ³ /RMB10,000 (total operating income) 立方米/萬元營收	2	2
Comprehensive energy consumption ³ 綜合能源消耗量 ³	10,000 t of standard coal 萬噸標煤	3.21	3.35
Electricity 電	10,000 kWh 萬千瓦時	7,553	7,294
Natural gas 天然氣	10,000m ³ 萬立方米	1,444	1,450
Steam 蒸汽	10,000 t 萬噸	4.2	6.0
Comprehensive energy consumption intensity 綜合能源消耗強度	t of standard coal/ RMB10,000 (total operating income) 噸標煤/萬元營收	0.06	0.06
Product instructions purchased ⁴ (packaging materials) 產品說明書採購量 ⁴ (包裝材料)	t 噸	257	350

2 Unless otherwise specified, Tong Ren Tang Chinese Medicine Group is not included in data.

數據除非特別註明，均不包含同仁堂國藥集團。

3 In addition to electricity, natural gas and steam, comprehensive energy consumption includes gasoline, diesel and liquefied petroleum gas.

綜合能源消耗量，除電、天然氣、蒸汽外，亦包括汽油、柴油及液化石油氣使用量。

4 The Company produces more than 100 Chinese patent medicine products, and uses more than 1,000 types of packaging materials (such as product manuals, composite films, packaging boxes, etc.), with different specifications and measurement units, so the statistics of the total amount and density of packaging materials used in finished products is not applicable. Product instructions purchased is closely related to the production plan and output.

本公司常年生產的中成藥產品類別超過百種，所用包材種類逾千種(如產品說明書、複合膜、包裝盒等)，且其規格、計量單位均有差異，故，不適用於統計產成品所用包材總量及密度。產品說明書採購量與生產計劃及產量密切相關。

Appendices

Environmental KPIs 環境關鍵績效指標	Unit 指標單位	2024年	2023年
Emissions 排放物			
Waste water discharge 廢水排放量	10,000 t 萬噸	90	98
Chemical oxygen demand 化學需氧量(COD _{Cr})	t 噸	63	79
Biochemical oxygen demand 五日生化需氧量(BOD ₅)	t 噸	23	36
Ammonia nitrogen 氨氮	t 噸	1	1
Suspended solids 固體懸浮物(SS)	t 噸	14	35
NOx emissions 氮氧化物排放量	t 噸	27	27
Total GHG emission ⁵ 溫室氣體排放總量 ⁵	10,000 tCO ₂ -e 萬噸二氧化碳當量	9	9
Direct GHG emission (Scope 1) 直接溫室氣體(範圍1)排放量	10,000 tCO ₂ -e 萬噸二氧化碳當量	3	3
Indirect GHG emission (Scope 2) 間接溫室氣體(範圍2)排放量	10,000 tCO ₂ -e 萬噸二氧化碳當量	6	6
Intensity of GHG emissions 溫室氣體排放強度	tCO ₂ /RMB10,000 (total operating income) 噸二氧化碳當量／ 萬元營收	0.15	0.17
Total hazardous waste ⁶ 有害廢棄物總量 ⁶	t 噸	90	109

- 5 GHG emissions are calculated according to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard issued by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), the Fifth Assessment Report 2013 of the Intergovernmental Panel on Climate Change (IPCC), and the Guidelines for Calculation Methods and Reporting of Greenhouse Gas Emissions from Industrial and Other Industrial Enterprises (Trial). The GHG emission factors related to electricity consumption are converted in accordance with the *Notice on the Management of GHG Emissions Reporting for Power Generation Sector from 2023 to 2025* issued by the Ministry of Ecology and Environment of the People's Republic of China.

溫室氣體排放量依據世界資源研究所(WRI)和世界可持續發展工商理事會(WBCSD)發佈的《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)《第五次評估報告2013》以及《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》核算得出。其中電力部分的溫室氣體排放因子參照中華人民共和國生態環境部印發的《關於做好2023—2025年發電行業企業溫室氣體排放報告管理相關重點工作的通知》進行換算。

- 6 Hazardous wastes mainly include waste chemical reagents, laboratory waste liquid, empty bottles of waste chemical reagents, sludge, waste heat conducting oil, waste mineral oil, waste drugs, activated carbon, etc.
有害廢棄物主要為廢舊化學試劑、實驗室廢液、廢化學試劑空瓶、污泥、廢導熱油、廢礦物油、報廢藥品、活性炭等。

附錄

Environmental KPIs 環境關鍵績效指標		Unit 指標單位	2024年	2023年
Hazardous waste intensity 有害廢棄物產生強度	kg/RMB10,000 (total operating income) 千克／萬元營收		0.16	0.20
Total non-hazardous waste ⁷ 無害廢棄物總量 ⁷	t 噸		4.59	11.41
Non-hazardous waste intensity 無害廢棄物產生強度	kg/RMB10,000 (total operating income) 千克／萬元營收		0.01	0.02
Social KPIs 社會關鍵績效指標		Unit 指標單位	2024年	2023年
Staff employment (including Tong Ren Tang Chinese Medicine Group) 員工僱傭(包括同仁堂國藥集團)				
Number of regular employees 正式員工人數	Person 人		3,991	4,101
Male 男性員工	Person 人		1,848	1,908
Female 女性員工	Person 人		2,143	2,193
Chinese Mainland 中國內地員工	Person 人		3,312	3,396
Hong Kong SAR and Macao SAR 中國港澳員工	Person 人		359	381
Overseas 海外員工	Person 人		320	324
Post-graduate and above 研究生及以上學歷員工	Person 人		318	303
Bachelor degree 本科學歷員工	Person 人		1,795	1,658
College degree 大專學歷員工	Person 人		933	1,057
Senior high school and below 高中及以下學歷員工	Person 人		945	1,083

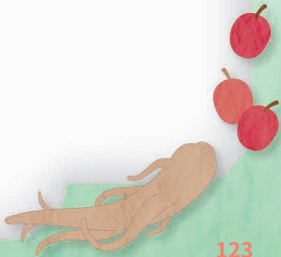
⁷ Non-hazardous waste is mainly waste instructions, and the amount of which is calculated based on the Company's ledger and the unit weight of corresponding instructions.
無害廢棄物主要為廢棄說明書，總量根據本公司統計台賬及相應規格的說明書單位重量核算得出。

Appendices

Social KPIs 社會關鍵績效指標	Unit 指標單位	2024年	2023年
Aged under 30 30歲以下員工	Person 人	705	716
Aged 30 to 39 30至39歲員工	Person 人	1,644	1,696
Aged 40 to 49 40至49歲員工	Person 人	1,029	1,024
Aged 50 and above 50歲及以上員工	Person 人	613	665
Turnover of regular employees 正式員工流失率	%	5.44%	6.90%
Turnover of male employees 男性員工流失率	%	4.87%	6.92%
Turnover of female employees 女性員工流失率	%	5.93%	6.89%
Turnover of Chinese Mainland employees 中國內地員工流失率	%	5.04%	6.48%
Turnover of employees in Hong Kong SAR and Macao SAR 中國港澳員工流失率	%	10.58%	10.76%
Turnover of overseas employees 海外員工流失率	%	3.75%	6.79%
Turnover of employees aged under 30 30歲以下員工流失率	%	7.38%	6.42%
Turnover of employees aged 30 to 39 30至39歲員工流失率	%	4.99%	6.90%
Turnover of employees aged 40 to 49 40至49歲員工流失率	%	5.54%	8.40%
Turnover of employees aged 50 and above 50歲及以上員工流失率	%	4.24%	5.11%
Rate of signing labour contracts 勞動合同簽訂率	%	100%	100%
Social insurance coverage 社會保險覆蓋率	%	100%	100%

附錄

Social KPIs 社會關鍵績效指標	Unit 指標單位	2024年	2023年
Employee trainings 員工培訓			
Number of trainings 培訓總場次	Number 次	807	731
Total training participants 培訓總人次	Attendance 人次	29,372	37,939
Total training hours 員工培訓總學時	Hour 小時	84,522	104,115
Training hours/person 人均學時	Hour 小時	26.34	31.52
Average training hours of male employees 男性員工平均學時	Hour 小時	26.30	31.73
Average training hours of female employees 女性員工平均學時	Hour 小時	26.38	31.31
Average training hours of middle and above employees 中層及以上員工平均學時	Hour 小時	25.79	30.69
Average training hours of general employees 普通員工平均學時	Hour 小時	26.42	31.65
Percentage of employees trained 受訓員工比例	%	100%	100%
Percentage of male employees trained 男性員工受訓比例	%	100%	100%
Percentage of female employees trained 女性員工受訓比例	%	100%	100%
Percentage of middle and above employees trained 中層及以上員工受訓比例	%	100%	100%
Percentage of general employees trained 普通員工受訓比例	%	100%	100%



Appendices

Social KPIs 社會關鍵績效指標	Unit 指標單位	2024年	2023年
Health and safety 健康與安全			
Number of work-related deaths 因工亡故人數	Person 人	0	0
Percentage of work-related deaths 因工亡故比率	%	0	0
Lost days due to work injury 因工傷損失工作日數	Day 天	605	466
After-sales service 售後服務			
Total number of enquiries and complaints 諮詢及投訴數量總計	Case 件	2,372	2,789
Complaint resolution rate 投訴解決率	%	100%	100%
Percentage of product recalls due to safety and health problems 產品由於安全健康問題回收的百分比	%	0	0
Distribution of suppliers 供應商分佈			
Total number of qualified suppliers 合格供應商總數	Number 家	240	241
Northern China Region 華北區域	Number 家	117	127
Other provinces, cities, and autonomous regions in Chinese Mainland 中國內地其他省、市、自治區	Number 家	123	114

附錄

HKEx ESG Reporting Code Index 香港聯交所環境、社會及管治報告守則內容索引

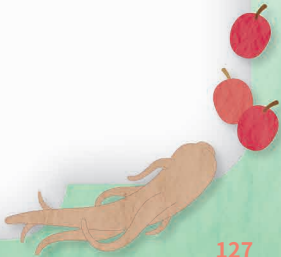
Aspect 層面	Content 內容	Location in the Report 在報告中的位置
Part B: Mandatory Disclosure Requirements B部分：強制披露規定		
	Governance Structure 管治架構	Board Statement 董事會聲明
	Reporting Principles 匯報原則	About This Report 關於本報告
	Reporting Boundary 匯報範圍	About This Report 關於本報告
Part C: “Comply or Explain” Provisions C部分：「不遵守就解釋」條文		
A1 Emissions 排放物	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. <i>Note:</i> Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 一般披露 有關廢氣排放、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。 註：廢氣排放包括氮氧化物、硫氧化物及其他受國家法律及規例規管的污染物。有害廢棄物指國家規例所界定者。	3.2 Emission Management 3.2 排放物管理
	A1.1 The types of emissions and respective emissions data. A1.1 排放物種類及相關排放數據。	Table of ESG KPIs ESG 關鍵績效指標表
	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). [Repealed 1 January 2025] A1.2 直接（範圍1）及能源間接（範圍2）溫室氣體總排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。[於2025年1月1日刪除]	Table of ESG KPIs ESG 關鍵績效指標表
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). A1.3 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）。	Table of ESG KPIs ESG 關鍵績效指標表
	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）。	Table of ESG KPIs ESG 關鍵績效指標表

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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
	A1.5 Description of emission 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。	3.2 Emission Management 3.2 排放物管理
	A1.6 Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	3.2 Emission Management 3.2 排放物管理
A2 Use of Resources 資源使用	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials. <i>Note:</i> Resources may be used in production, in storage, transportation, in buildings, electronic equipment, etc. 一般披露 有效使用資源(包括能源、水及其他原材料)的政策。 註：資源可用於生產、儲存、運輸、樓宇、電子設備等。	3.1 Use of Resources Management 3.1 資源使用管理
	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). A2.1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)。	Table of KPIs 關鍵績效指標表
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume per facility). A2.2 總耗水量及密度(如以每產量單位、每項設施計算)。	Table of ESG KPIs ESG 關鍵績效指標表
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them. A2.3 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Use of Resources Management 3.1 資源使用管理
	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. A2.4 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Use of Resources Management 3.1 資源使用管理
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. A2.5 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。	Table of ESG KPIs ESG 關鍵績效指標表

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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
A3 The Environment and Natural Resources 環境及天然資源	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources. 一般披露 減低發行人對環境及天然資源造成重大影響的政策。	1.2 Ecosystem and Natural Resources Conservation 1.2生態環境及天然資源保護
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. A3.1 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。	1.2 Ecosystem and Natural Resources Conservation 1.2生態環境及天然資源保護
A4 Climate Change 氣候變化	General Disclosure Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. [Repealed 1 January 2025] 一般披露 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。[於2025年1月1日刪除]	3.3 Addressing Climate Change 3.3應對氣候變化
	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. [Repealed 1 January 2025] A4.1 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。[於2025年1月1日刪除]	3.3 Addressing Climate Change 3.3應對氣候變化

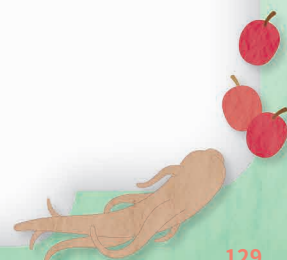


Appendices

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B1 Employment 僱傭	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>一般披露 有關薪酬及解雇、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：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	<p>4.1 Employees' Rights and Interests 4.1 員工權益</p>
	<p>B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region. B1.1 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。</p>	<p>Table of ESG KPIs ESG關鍵績效指標表</p>
	<p>B1.2 Employee turnover rate by gender, age group and geographical region. B1.2 按性別、年齡組別及地區劃分的僱員流失比率。</p>	<p>Table of ESG KPIs ESG關鍵績效指標表</p>

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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B2 Health and Safety 健康與安全	<p>General Disclosure Information on:</p> <p>(a) the policies; and</p> <p>(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.</p> <p>一般披露 有關提供安全工作環境及保障僱員避免職業性危害的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	4.3 Occupational Health and Safety 4.3職業健康安全
	<p>B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.</p> <p>B2.1 過去三年(包括匯報年度)每年因工亡故的人數及比率。</p>	4.3 Occupational Health and Safety 4.3職業健康安全
	<p>B2.2 Lost days due to work injury.</p> <p>B2.2 因工傷損失工作日數。</p>	4.3 Occupational Health and Safety 4.3職業健康安全
	<p>B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.</p> <p>B2.3 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。</p>	4.3 Occupational Health and Safety 4.3職業健康安全

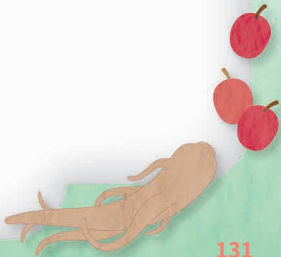


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Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B3 Development and Training 發展及培訓	<p>General Disclosure</p> <p>Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.</p> <p><i>Note:</i> Training refers to vocational training. It may include internal and external courses paid by the employer.</p> <p>一般披露</p> <p>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。</p> <p>註：培訓指職業培訓，可包括由僱主付費的內外部課程。</p>	4.2 Employee Development 4.2 員工發展
	<p>B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).</p> <p>B3.1 按性別及僱員類別（如高級管理層、中級管理層等）劃分的受訓僱員百分比。</p>	Table of ESG KPIs ESG關鍵績效指標表
	<p>B3.2 The average training hours completed per employee by gender and employee category.</p> <p>B3.2 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。</p>	Table of ESG KPIs ESG關鍵績效指標表
B4 Labour Standards 勞工準則	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.</p> <p>一般披露</p> <p>有關防止童工或強制勞工的：</p> <p>(a) 政策；及</p> <p>(b) 遵守對發行人有重大影響的相關法律及規例的資料。</p>	4.1 Employees' Rights and Interests 4.1 員工權益
	<p>B4.1 Description of measures to review employment practices to avoid child and forced labour.</p> <p>B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。</p>	4.1 Employees' Rights and Interests 4.1 員工權益
	<p>B4.2 Description of steps taken to eliminate such practices when discovered.</p> <p>B4.2 描述在發現違規情況時消除有關情況所採取的步驟。</p>	4.1 Employees' Rights and Interests 4.1 員工權益

附錄

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B5 Supply Chain Management 供應鏈管理	General Disclosure Policies on managing environmental and social risks of the supply chain. 一般披露 管理供應鏈的環境及社會風險政策。	1.3 Supply Chain Management 1.3 供應鏈管理
	B5.1 Number of suppliers by geographical region. B5.1 按地區劃分的供貨商數目。	Table of ESG KPIs ESG 關鍵績效指標表
	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. B5.2 描述有關聘用供貨商的慣例，向其執行有關慣例的供貨商數目、以及有關執行及監察方法。	1.3 Supply Chain Management 1.3 供應鏈管理
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. B5.3 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。	1.3 Supply Chain Management 1.3 供應鏈管理
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. B5.4 描述在揀選供貨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。	1.3 Supply Chain Management 1.3 供應鏈管理

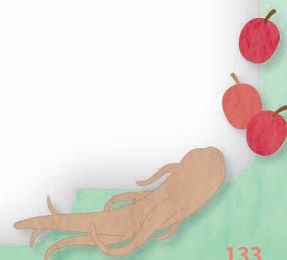


Appendices

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B6 Product Responsibility 產品責任	General Disclosure 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. 一般披露 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。	2 Quality Commitment and Responsibility First 2 品質擔當 責任至上
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons. B6.1 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。	2.1 Quality Control 2.1 質量控制
	B6.2 Number of products and service related complaints received and how they are dealt with. B6.2 接獲關於產品及服務的投訴數目以及應對方法。	2.3 Customer Service 2.3 客戶服務
	B6.3 Description of practices relating to observing and protecting intellectual property rights. B6.3 描述與維護及保障知識產權有關的慣例。	2.2 Innovation and R&D 2.2 創新研發
	B6.4 Description of quality assurance process and recall procedures. B6.4 描述質量檢定過程及產品回收程序。	2.1 Quality Control 2.1 質量控制
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored. B6.5 描述消費者數據保障及私隱政策，以及相關執行及監察方法。	2.3 Customer Service 2.3 客戶服務

附錄

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
B7 Anti-corruption 反貪污	General Disclosure 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. 一般披露 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 反腐敗
	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. B7.1 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Anti-corruption 反腐敗
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. B7.2 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-corruption 反腐敗
B8 Community Investment 社區投資	B7.3 Description of anti-corruption training provided to directors and staff. B7.3 描述向董事及員工提供的反貪污培訓。	Anti-corruption 反腐敗
	General Disclosure 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. 一般披露 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。	5 Cultural Dissemination and Contributions to Society 5 文化傳播 回饋社會
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). B8.1 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	5.2 Health-preserving Medication 5.2 醫藥健康 5.3 Community Service 5.3 深入社區
	B8.2 Resources contributed (e.g. money or time) to the focus area. B8.2 在專注範疇所動用資源(如金錢或時間)。	5.3 Community Service 5.3 深入社區



Appendices

Aspect 層面	Content 內容	Location in the Report 在報告中的位置
Part D: Climate-related Disclosures D部分：氣候相關披露		
D - I Governance D-I 治理	The governance body(s) responsible for oversight of climate-related risks and opportunities. 負責監督氣候相關風險和機遇的治理機構	3.3 Addressing Climate Change 3.3應對氣候變化
D - II Strategy D-II 策略	Climate-related risks and opportunities. 氣候相關風險和機遇	3.3 Addressing Climate Change 3.3應對氣候變化
D - III Risk Management D-III 風險管理	Processes and related policies for identifying, assessing, prioritising and monitoring climate-related risks. 用於識別、評估氣候相關風險，以及釐定當中輕重緩急並保持監察的流程及相關政策	3.3 Addressing Climate Change 3.3應對氣候變化
D - IV Metrics and Targets D-IV 指標及目標	Greenhouse gas emissions 溫室氣體排放	3.3 Addressing Climate Change 3.3應對氣候變化

附錄

Readers' Feedback 讀者反饋

Dear readers, Thank you for reading this Report. To continuously improve the Group's sustainability management, we sincerely hope to listen to your valuable opinions and suggestions. Please help us complete this page and send back your feedback in following ways.

尊敬的讀者：您好！感謝您閱讀本報告。為了不斷提高和改進本集團可持續發展管理，我們真誠地希望聽取您的寶貴意見和建議。請您協助完成本頁內容並選擇以下方式反饋給我們。

Email : ir@tongrentangkj.com

郵箱 : ir@tongrentangkj.com

1. Your general evaluation of this report :

您對本報告的總體評價是：

☐ Excellent ☐ Good ☐ Average

☐ 好 ☐ 較好 ☐ 一般

2. How do you think the clarity, accuracy and completeness of the information and data disclosed in this Report?

您認為本報告在信息和數據披露的清晰度、準確性和完整性上表現如何？

☐ Excellent ☐ Good ☐ Average

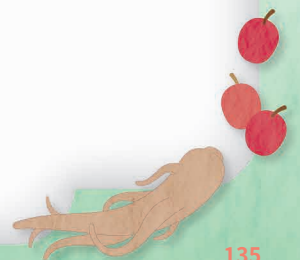
☐ 好 ☐ 較好 ☐ 一般

3. How do you think this Report's presentation of the Group's impact on the economy, society and environment?

您認為本報告在反映本集團對經濟、社會和環境的重大影響方面表現如何？

☐ Excellent ☐ Good ☐ Average

☐ 好 ☐ 較好 ☐ 一般



Appendices

4. How do you think the Group's performance in safeguarding the stakeholders' interests?

您認為本集團在維護相關方利益方面做得如何？

☐ Excellent ☐ Good ☐ Average

☐ 好 ☐ 較好 ☐ 一般

5. Your opinions and suggestions on the Group's sustainability management :

您對本集團可持續發展管理的意見和建議：

☐ Excellent ☐ Good ☐ Average

☐ 好 ☐ 較好 ☐ 一般

If you do not mind, please leave your contact information :

如果方便，請留下您的聯繫方式：

Name :

姓名：

Occupation

職業：

Workplace

工作單位：

Postal code

郵編：

Email :

郵箱：

Contact

聯繫電話：

Address :

聯繫地址：

We will fully consider your opinions and suggestions and keep your information in good care.

我們將充分考慮您的意見和建議，並承諾妥善保管您的信息。



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