

翰思艾泰生物醫藥科技（武漢）股份有限公司
Hanx Biopharmaceuticals (Wuhan) Co., Ltd.

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

(於中華人民共和國註冊成立之股份有限公司)

Stock Code 股份代號：3378

Environmental, Social and
Governance Report
環境、社會及管治報告
2025

Environmental, Social and Governance Report

環境、社會及管治報告

FOREWORD

Hanx Biopharmaceuticals (Wuhan) Co., Ltd. (the “**Company**”) and its subsidiaries (together, the “**Group**”) presents its annual Environmental, Social and Governance (“**ESG**”) Report (the “**Report**”) for the year ended 31 December 2025, which has been prepared in accordance with the ESG Reporting Guide set out in Appendix C2 to the Listing Rules of The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”). The Group has complied with the disclosure requirements under the comply or explain provisions as stipulated in the ESG Reporting Guide.

This Report aims to disclose the Group’s key policies, strategies and measurable progress in various ESG initiatives in an open and transparent manner.

REPORTING PERIOD

This Report sets out the Group’s environmental and social initiatives and performance for the year ended 31 December 2025.

報告序言

翰思艾泰生物醫藥科技(武漢)股份有限公司(「**本公司**」)連同其附屬公司(「**本集團**」)提呈其截至二零二五年十二月三十一日止年度之年度環境、社會及管治(「**ESG**」)報告(「**報告**」)，乃根據香港聯合交易所有限公司(「**聯交所**」)證券上市規則附錄C2的ESG報告指引而編製。本集團已遵守ESG報告指引所載「不遵守就解釋」條文的披露規定。

本報告旨在公開透明地披露本集團在各項ESG措施方面的主要政策、策略方法及取得的可量度進展。

報告期

ESG報告闡述本集團截至二零二五年十二月三十一日止年度的有關環境及社會層面的舉措及表現。

REPORTING SCOPE AND BOUNDARIES

報告範圍及界限

This Report covers the Group’s offices, laboratories and warehouses in Shanghai, Hangzhou and Wuhan. Adhering to the core principles of Materiality, Quantification, Balance and Consistency, the Group systematically presents its performance in corporate and social responsibility. The Report follows the four fundamental reporting principles stipulated in the Code on ESG Reporting, details of which are set out below:

本ESG報告涵蓋包括上海、杭州及武漢的辦公室、實驗室及倉庫。我們秉持「重要性、量化性、平衡性及一致性」的核心原則，系統呈現集團在企業與社會責任領域的實踐成效。本報告遵循《環境、社會及管治報告守則》所載的四個基本報告原則，詳情列載如下：

Reporting Principle 匯報原則	Definition 釋義	Application in this Report 如何用於本報告
Materiality 重要性	Disclosures shall reflect the material impacts of the Group on the environment and society. 所披露內容需體現我們對環境與社會產生的實質性影響。	Based on the actual operation of the group itself, identify the core issues that are of substantive significance in the current stage. 結合集團自身的運營實際，識別出當前階段下具有實質性意義的核心議題。
Quantification 量化	Disclosures shall present core performance indicators in a quantifiable form. 所披露內容需採用可量化的形式，對核心績效指標進行信息披露。	The Group has quantified the key performance indicators (KPIs) for environmental and social dimensions. 我們已對環境、社會維度的關鍵績效指標進行了量化呈現。
Balance 平衡	Disclosures shall objectively and fairly present the Group’s overall sustainable development performance without one-sided inclination. 所披露內容應客觀、公允地展現我們在可持續發展層面的整體表現。	The disclosed content covers both the achieved practical results and the current actual challenges faced. 披露內容既涵蓋已取得的實踐成果，也包含當前面臨的實際挑戰。
Consistency 一致性	Disclosures shall follow a unified principle of information disclosure. 所披露內容應遵循統一的信息披露原則。	The Group will ensure the overall consistency of the Report’s disclosure scope and preparation methods across fiscal years. 我們將保障報告的信息披露範圍與編製方法，在各年度之間能夠維持整體層面的一致性。

DISCLOSURE SOURCES

All information disclosed in this Report is sourced from the Group's formal internal documents, operational and management statistics, and publicly disclosed materials. The Board of Directors of the Group assumes full responsibility for the truthfulness, accuracy and completeness of the contents of this Report.

REPORT ACCESS AND FEEDBACK

This Report is available for viewing and download on the HKEXnews website (www.hkexnews.hk). It is published in both Chinese and English versions. In the event of any inconsistency or ambiguity between the Chinese and English versions, the English version shall prevail.

ABOUT THE GROUP

Hanx Biopharmaceuticals (Wuhan) Co., Ltd. is a clinical-stage biotech enterprise deeply engaged in the research and development of therapies for immuno-oncology and autoimmune diseases, with a core focus on the R&D and industrialization of innovative biopharmaceuticals. As a biopharmaceutical enterprise with a mission to safeguard life and health, the Group deeply recognizes that the practice of ESG sustainable development is the core foundation for the Group's steady and long-term development, and the essential embodiment of biopharmaceutical enterprises fulfilling their social responsibilities. During the Reporting Period, the Group has deeply integrated the ESG philosophy into the entire process of the enterprise's R&D, operations and management: consolidating the bottom line for development through compliant governance, fulfilling the social responsibility of patient-centricity through R&D and innovation, protecting the ecological environment through green and low-carbon practices, and gathering momentum for development through people-oriented management. While driving the high-quality and innovative development of the enterprise, the Group continues to create long-term value for patients, employees, shareholders, partners and all sectors of society.

披露來源

本報告內的所有披露信息，均來源於本集團的內部正式文檔、經營管理統計數據及公開披露資料。本集團董事會對本報告內容的真實性、準確性及完整性負責。

報告存取及反饋

本報告載於香港聯合交易所有限公司披露易網站(www.hkexnews.hk)以供閱覽及下載。本環境、社會及管治(ESG)報告同步提供中文與英文雙語文本。如報告中、英文本的內容存在任何不一致或歧義之處，均以英文版本內容為準。

關於本集團

翰思艾泰生物醫藥科技(武漢)股份有限公司是一家深耕免疫腫瘤與自身免疫疾病治療領域，聚焦創新生物藥研發與產業化的臨床階段生物科技企業。作為一家肩負生命健康使命的生物醫藥企業，本集團深刻認知到，環境、社會及管治(ESG)的可持續發展實踐，是企業行穩致遠的核心根基，更是生物醫藥企業履行社會責任的核心要義。本報告期內，我們始終將 ESG 理念深度融入企業研發、運營、管理全流程，以合規管治築牢發展底線，以研發創新踐行患者至上的社會責任，以綠色低碳守護生態環境，以人本管理凝聚發展動能，在推動企業高質量創新發展的同時，持續為患者、員工、股東、合作夥伴及社會各界創造長期價值。

MATERIALITY ASSESSMENT

The Group attaches great importance to the materiality assessment of ESG issues, aiming to systematically and comprehensively identify the material impacts of various ESG issues on the Group's business development, and accurately grasp the core concerns and expectations of stakeholders. Through a scientific assessment mechanism, the Group optimizes the quality of ESG information disclosure and continuously enhances the management efficiency of key issues. During the Reporting Period, the Group's materiality assessment of ESG issues was carried out in accordance with the following steps:

Step 1 步驟1

In accordance with the ESG report disclosure requirements and combined with the Group's business characteristics of innovative drug R&D, clinical trials and operational management, the Group sorted out and identified 15 ESG issues. All these issues are associated with the Group's business activities and determined to be important matters that may have corresponding impacts on the environment or society.

依據 ESG 報告披露要求，結合本集團創新藥研發、臨床試驗及運營管理的業務特點，我們梳理並確定以下 15 項議題。該等議題均與集團營運活動相關聯，且被判定為可能對環境或社會產生相應影響的重要事項。

Step 2 步驟2

Based on an in-depth understanding of stakeholders' core demands and expectations in daily operations, the Group further defined the materiality levels of each ESG issue by integrating the key points and development trends of peer ESG practices in the industry.

在深入理解持份者於日常營運中的核心訴求與期望基礎上，本集團進一步結合行業內同行 ESG 實踐的關鍵要點與發展趨勢，綜合界定各項 ESG 議題的重要性等級。

Step 3 步驟3

In light of the conclusions of the materiality assessment, the Group identified the core disclosure contents for the Reporting Period, and clarified the improvement priorities and implementation paths for the Group's ESG work in the next stage.

結合重要性評估結論，本集團確定了報告期內的核心披露內容，並同步釐清了下一階段 ESG 工作的提升要點與實施路徑。

重要性評估

本集團高度重視環境、社會及管治(ESG)議題的重要性評估工作，旨在系統且全面地識別各項 ESG 議題對集團經營發展的實質性影響，精準把握各持份者的核心關切與期望。通過科學的評估機制，本集團得以優化 ESG 信息披露質量，持續提升對關鍵議題的管理效能。報告期內，本集團開展的 ESG 議題重要性評估工作，具體遵循以下實施步驟：

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The material ESG issues of the Group during the Reporting Period are set out below:

報告期內，本集團的重要性 ESG 議題如下：

Environmental Aspects 環境層面		Social Aspects 社會層面		
1. GHG emissions 1. 溫室氣體排放	5. Environmental protection 5. 環境保護	7. Employee health and safety 7. 僱員健康與安全	11. Supply Chain Management 11. 供應鏈管理	15. Community investment 15. 社區投資
2. Waste Management 2. 廢棄物管理	6. Climate-related risks 6. 氣候相關風險	8. Employee benefits 8. 員工福利	12. Patient safety 12. 患者安全	
3. Energy consumption 3. 能源消耗		9. Diversification 9. 多元化	13. Product quality and safety 13. 產品質量安全	
4. Water consumption 4. 水資源消耗		10. Labor Standards 10. 勞工準則	14. Anti-corruption 14. 反貪污	

Based on the conclusions of the materiality assessment, four core issues (bolded) have been identified as the top priorities jointly concerned by the Group and its stakeholders. On the basis of fulfilling environmental and social responsibilities, the Group will further focus on the above key areas, strive to drive its continuous optimization and achieve the sustainable development of its business.

基於重要性評估的結論，4項核心議題（以粗體標註）被認定為本集團與持份者共同關注的首要議題。在踐行環境責任與社會責任的基礎上，本集團將進一步聚焦上述關鍵領域，全力推動自身持續優化，實現業務的可持續發展。

SUSTAINABILITY GOVERNANCE

The Board of Directors assumes ultimate governance responsibility for the Group's ESG matters. To enhance the professionalism and effectiveness of governance, the Group has engaged professional external EHS service providers. Under the supervision of the Board of Directors, the external EHS service providers collaborate with the senior management to conduct full-process EHS compliance management and supervision, and oversee the implementation of EHS-related laws, regulations and internal control measures. Meanwhile, the Group has established a regular ESG risk assessment mechanism. The external EHS service providers conduct independent ESG special risk assessments or entrust independent third parties to do so at least once a year, conducting a comprehensive review of the Group's ESG strategies, management and control targets, and internal control system. The relevant results and improvement suggestions are reported directly to the Board of Directors.

The Board of Directors has authorized the senior management, in collaboration with external EHS service providers, to strictly implement the national and Group's relevant systems on work safety and environmental protection, and promptly respond to and implement all requirements of local regulatory authorities on fire protection, safety supervision and environmental protection, and iteratively optimize the Group's work safety policies and standardized operating procedures. The Group has established a full-level EHS work responsibility system, driving managers at all levels and all employees to perform their job duties in strict accordance with EHS-related laws, regulations and internal control requirements, to ensure that ESG governance requirements are fully integrated into the entire process of R&D, production and operations. The Board of Directors continuously supervises the optimization of the ESG management and control system, promotes the implementation of special rectifications for problems identified in the assessment, effectively prevents and mitigates ESG risks, and safeguards the sustainable development of the Group.

可持續性管治

董事會對集團環境、社會及管治(ESG)事務承擔最終管治責任。為強化管治專業性與有效性，集團委聘專業外部 EHS 服務提供商，在董事會監督下，聯合高級管理層開展 EHS 合規全流程管控，監督 EHS 相關法律法規及內部管控措施的落地執行。同時，建立常態化 ESG 風險評估機制，外部 EHS 服務提供商至少每年一次獨立或委託獨立第三方開展 ESG 專項風險評估，全面審查集團 ESG 策略、管控目標及內部控制體系，相關結果與改進建議直接向董事會匯報。

董事會授權高級管理層聯合外部 EHS 服務提供商，嚴格執行國家及集團安全生產、環境保護相關制度，及時響應落實地方監管部門關於消防、安全監督、環境保護的各項要求，迭代優化集團安全生產政策與標準化操作程序。集團建立全層級 EHS 工作責任制度，推動各級管理人員及全體員工嚴格遵照 EHS 相關法規及內部管控要求履行崗位職責，確保 ESG 管治要求全面嵌入研發、生產、運營全流程。董事會持續督導 ESG 管控體系優化，針對評估發現的問題推動落地專項整改，切實防範化解 ESG 風險，保障集團可持續發展。

ENVIRONMENTAL PROTECTION INITIATIVES

The Group regards environmental protection as a core component of its ESG strategy, and has established an environmental management system featuring Board-led overall planning, EHS department-led coordination and full employee participation. The Group has engaged professional external EHS service providers, which collaborate with the senior management to conduct full-process EHS compliance management and supervision, and oversee the implementation of environment-related laws, regulations and internal control measures, ensuring the standardized and regulated advancement of environmental protection work. Meanwhile, with the Hazardous Waste Management Regulations as the core, the Group has formulated management systems covering energy use, resource consumption, waste disposal, emission monitoring and other links, clarifying the environmental protection responsibilities of each department.

Greenhouse Gas (GHG) Emissions

The Group is committed to reducing GHG emission intensity and contributing to the global low-carbon economic transition and sustainable development. In the entire business operation process, the Group strictly practices the 3R environmental protection philosophy (Reduce, Reuse, Recycle), and continuously reduces the environmental impact of operational activities through measures such as reducing waste generation, optimizing the reuse of resources, and promoting the recycling and reuse of waste materials.

環境保護行動

本集團將環境保護作為 ESG 戰略核心組成部分，建立了董事會統籌、EHS 部門牽頭、全員參與的環境管理體系。我們委聘專業外部 EHS 服務提供商，聯合高級管理層開展全流程 EHS 合規管控，監督環境相關法律法規及內部管控措施的落地執行，確保環保工作標準化、規範化推進。同時，以《危險廢棄物管理規程》等為核心，制定了覆蓋能源使用、資源消耗、廢棄物處置、排放監測等環節的管理制度，明確各部門環保職責。

溫室氣體排放

本集團致力於降低溫室氣體排放強度，為全球低碳經濟轉型與可持續發展貢獻力量。在全業務運營流程中，我們嚴格踐行減量化(Reduce)、再利用(Reuse)、資源化(Recycle)的「3R」環保理念，通過減少廢棄物產生、優化資源重複利用、推動廢舊材料回收再利用等舉措，持續降低運營活動對環境的影響。

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Prior to the Reporting Period, the Group's Scope 1 emissions mainly came from the fuel combustion of one owned fuel vehicle, which was purchased in the early stage of the Company's establishment, decommissioned in 2023 and disposed of in 2025. During the Reporting Period, the Group did not purchase any new gasoline or diesel-powered vehicles, and there were no other Scope 1 emissions from the operation of fuel vehicles. To reduce future Scope 1 emissions, the Group will give priority to purchasing new energy vehicles as a replacement, optimize vehicle scheduling routes to reduce empty driving mileage, and conduct regular maintenance of fuel vehicles to improve fuel combustion efficiency.

Scope 2 and Scope 3 emissions are the core components of the Group's GHG emissions. Among them, Scope 2 emissions mainly come from the consumption of purchased electricity for the daily operation of offices and scientific research activities in laboratories, providing energy support for core scenarios such as the operation of scientific research equipment and power supply for safety facilities; Scope 3 emissions mainly come from fixed asset procurement, employees' business travel, and the disposal of hazardous waste in the R&D process.

To effectively advance the low-carbon transition, the Group will continuously reduce GHG emissions through multi-dimensional measures, including: (i) Conducting special training and advocacy on energy efficiency, popularizing the concept of energy conservation and low carbon among all employees, and enhancing their awareness and practical ability of efficient energy utilization; (ii) Posting prominent water and electricity conservation tips in key places such as office areas and laboratories, imperceptibly cultivating employees' daily environmental awareness and behavioral habits; (iii) Promoting the paperless transformation of office scenarios, encouraging the priority use of electronic documents instead of printed paper documents, popularizing double-sided printing, and

報告期前，本集團範圍一排放主要來源於1輛自有燃油車輛的燃料燃燒，該車輛於公司成立初期購置，累計使用至2023年停用，並於2025年完成處置。報告期內，本集團未新增汽油或柴油動力車輛購置，亦無其他燃油車輛運行產生的範圍一排放。為減少將來範圍一排放，我們將優先採購新能源汽車替代，優化車輛調度路線、減少空駛里程，定期開展燃油車輛保養維護、提升燃油燃燒效率。

範圍二與範圍三排放是本集團溫室氣體排放的核心構成部分。其中，範圍二排放主要源於辦公室日常運營及實驗室科研活動的外購電力消耗，為科研器械運轉、安全設施供電等核心場景提供能源支撐；範圍三排放則主要來自固定資產採購、員工公務商旅出行及研發過程中有害廢棄物處置等環節。

為切實推進低碳轉型，本集團將通過多維度舉措持續減少溫室氣體排放，具體包括：(i)開展能源效率專項培訓與宣導，向全體僱員普及節能低碳理念，提升對能源高效利用的認知與實踐能力；(ii)在辦公區域、實驗室等關鍵場所的醒目位置張貼節水、節電提示標識，潛移默化培養僱員的日常環保意識與行為習慣；(iii)推動辦公場景無紙化轉型，鼓勵優先使用電子文檔替代紙質印刷件，推廣雙面打印模式，對無機密信息的單面印刷紙張進行二次利用，減少紙張消耗與資源浪費；(iv)倡導綠色辦公行為，引導僱員在非使用狀態下及時關閉電腦、打印機、實

reusing single-sided printed paper without confidential information to reduce paper consumption and resource waste; (iv) Advocating green office behaviors, guiding employees to turn off computers, printers, experimental auxiliary equipment and other electrical appliances in a timely manner when not in use, and eliminating ineffective energy consumption; and (v) Strictly implementing the waste classification and management policy, strengthening the compliant full-process disposal and resource utilization of hazardous waste, and reducing emission impacts through end-of-pipe management and control.

驗輔助設備等電器，杜絕無效能耗；及(v) 嚴格落實廢棄物分類管理政策，強化有害廢棄物全流程合規處置與資源化利用，從末端管控減少排放影響。

The GHG emission data of the Group during the Reporting Period and the same period in 2024 are set out below:

於報告期間及二零二四年同期，溫室氣體排放量情況如下：

GHG emissions 溫室氣體排放	Unit 單位	FY 2025 2025 財年	FY 2024 2024 財年
Scope 2 – Indirect GHG emissions 範圍二 – 間接溫室氣體排放	Tonnes of CO ₂ equivalent 噸二氧化碳當量	137.76	118.73
Scope 3 – Other indirect GHG emissions 範圍三 – 其他間接溫室氣體排放	Tonnes of CO ₂ equivalent 噸二氧化碳當量	132.96	108.27
Total GHG emissions (Scopes 2 and 3) 溫室氣體總排放量(範圍二及三)	Tonnes of CO ₂ equivalent 噸二氧化碳當量	270.72	227.00

Waste Management

In the course of R&D and operations, the Group strictly complies with applicable global EHS-related laws and regulations, including but not limited to the Solid Waste Pollution Prevention and Control Law of the People's Republic of China, the Measures for the Administration of Hazardous Waste Operation Permits.

廢棄物管理

本集團在研發及運營過程中嚴格遵守全球範圍內適用的環境、健康及安全(EHS)相關法律法規，包括但不限於中國《固體廢物污染環境防治法》《危險廢物經營許可證管理辦法》。

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Company has signed long-term cooperation contracts with professionally qualified third-party institutions, entrusting them to conduct harmless disposal of hazardous waste and other waste requiring professional treatment. The specific treatment process includes:

- Source classification and storage: Specialized classified storage facilities are set up in laboratories and R&D areas to identify and store different types of waste separately to prevent cross-contamination; hazardous waste storage facilities comply with safety standards such as anti-leakage, anti-volatilization, fire and explosion prevention, and a complete storage ledger is established;
- Transshipment and disposal: The cooperating third-party institutions collect waste regularly on-site in accordance with legal requirements and contract agreements; the transshipment process strictly complies with relevant provisions on the transportation of dangerous goods to ensure full-process traceability; the third-party institutions conduct incineration, harmless treatment or resource recycling of waste in accordance with relevant standards;
- Recording and traceability: A full-process recording system for waste generation, storage, transshipment and disposal is established, and documents such as disposal contracts, third-party qualification certificates, transfer manifests and disposal reports are retained to ensure the traceability and verifiability of the treatment process of each batch of waste.

公司已與具備相應資質的第三方專業機構簽訂長期合作合約，將危險廢物及其他需專業處理的廢棄物委託其進行無害化處置。具體處理流程包括：

- 源頭分類與儲存：在實驗室及研發區域設置專用分類儲存設施，對不同類型廢棄物進行標識區分、單獨存放，防止交叉污染；危險廢物儲存設施符合防滲漏、防揮發、防火防爆等安全標準，並建立完整的儲存台賬；
- 轉運與處置：由合作第三方機構按照法定要求及合約約定，定期上門收取廢棄物，轉運過程嚴格遵守危險貨物運輸相關規定，確保全程可追溯；第三方機構依據相關標準對廢棄物進行焚燒、無害化處理或資源回收利用；
- 記錄與追溯：建立廢棄物產生、儲存、轉運、處置全流程記錄體系，留存處置合同、第三方資質證明、轉移聯單、處置報告等文件，確保每一批次廢棄物的處理過程可追溯、可核查。

To address potential risks, the Company has adopted the following control measures:

- Risk prevention: Conduct regular training for employees on waste classification, safe operation and emergency treatment to ensure that relevant personnel are familiar with waste management requirements and risk prevention key points; periodically inspect the compliance of storage facilities and treatment processes, and promptly identify potential safety hazards;
- Emergency response: Formulate emergency response plans for sudden incidents such as waste leakage and pollution, clarifying the emergency disposal process, responsibility division and protective measures; equip with corresponding emergency protection equipment and leakage treatment materials to ensure rapid response and effective risk control in the event of an accident;
- Insurance coverage: The Company has purchased insurance covering EHS-related liabilities to provide risk protection for potential damages and cleanup costs related to waste treatment, but it does not exclude the possibility that some potential liabilities are beyond the scope of insurance coverage.

Despite the establishment of a standardized management system, the nature of R&D activities means that the risks of accidental pollution, biological or chemical hazards cannot be completely eliminated. In the event of such accidents, the Company may be liable for cleanup costs, administrative liabilities or reputational impacts. The Company undertakes to strictly perform its waste management obligations, continuously improve the level of management and control, and promptly take rectification measures and cooperate with regulatory authorities in handling in the event of compliance risks.

為應對潛在風險，公司採取以下管控措施：

- 風險預防：定期對員工進行廢棄物分類、安全操作及應急處理培訓，確保相關人員熟悉廢棄物管理要求及風險防控要點；定期檢查儲存設施及處理流程的合規性，及時排查安全隱患；
- 應急響應：制定廢棄物泄漏、污染等突發情況的應急預案，明確應急處置流程、責任分工及防護措施；配備相應的應急防護設備及泄漏處理物資，確保在發生意外時能夠快速響應、有效控制風險；
- 保險保障：公司已投保涵蓋環境、健康及安全相關責任的保險，為可能發生的廢棄物處理相關損害及清理費用提供風險保障，但不排除部分潛在責任超出保險覆蓋範圍的情況。

儘管公司已建立標準化管理體系，但研發活動的特性決定了無法完全消除意外污染、生物或化學危害的風險，若發生此類事故，可能導致公司承擔清理費用、行政責任或聲譽影響。公司承諾將嚴格履行廢棄物管理義務，持續提升管控水平，如發生合規風險將及時採取整改措施並配合監管部門處理。

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Waste discharge 廢棄物排放	Unit 單位	FY 2025 2025財年	FY 2024 2024財年
The amount of hazardous waste discharged 有害廢棄物排放量	Tonnes 噸	0.72	0.41

Energy and Resource Consumption

The Group's energy consumption mainly comes from the electricity consumption for the operation of laboratory equipment, the basic electricity use of office areas and the operation of supporting facilities. The stable power supply is also required for the operation of equipment in links such as preclinical research, clinical trial-related data processing and experimental sample storage, to ensure the continuity of R&D activities and the accuracy of data. Purchased electricity consumption has always been the main emission source in the Group's operation process. Similar to the same period of the previous year, purchased electricity accounts for more than 50% of the total GHG emissions.

The Group's water consumption mainly includes experimental water for laboratories and daily water for office areas. Experimental water strictly complies with the water quality standards for biological laboratories to ensure the scientificity and reliability of R&D experiments. The Company strictly abides by relevant provisions such as the Water Law of the People's Republic of China and the Water Quality Standard for Sewage Discharge into Urban Sewerage Systems, and has established a water resource recycling mechanism. Experimental wastewater is classified and treated before being discharged up to standard to avoid water resource waste and environmental pollution. All laboratory water is sourced from compliant water supply channels, and no special water sources such as groundwater are used.

能源及資源消耗

本集團的能源消耗主要來自實驗室設備運行、辦公區域基礎用電及配套設施運轉的用電消耗，臨床前研究及臨床試驗相關數據處理、實驗樣本存儲等環節的設備運行亦需穩定電力支持，以保障研發活動的連續性和數據準確性。外購電力消耗一直是我們運營過程中的主要排放源，與上一年同期相似，外購電力占溫室氣體總排放量的50%以上。

本集團的用水消耗主要包括實驗室實驗用水及辦公區域日常用水。實驗用水嚴格遵循生物實驗室水質標準，保障研發實驗的科學性和可靠性。公司嚴格遵守《中華人民共和國水法》《污水排入城鎮下水道水質標準》等相關規定，建立水資源循環利用機制，對實驗廢水進行分類處理後達標排放，避免水資源浪費及環境污染。實驗室用水均來自合規供水渠道，未採用地下水等特殊水源。

The Group's goal is to continuously transition energy use to clean energy within the next five years, and to ensure no major violations in energy and water consumption. The Group has integrated the concept of sustainable development into daily operations and R&D activities through the following measures:

- Continuously optimizing R&D processes and equipment configuration, giving priority to the selection of energy-saving and environment-friendly instruments and equipment to reduce ineffective consumption of energy and water resources;

— Strengthening training on employees' awareness of energy and water conservation, establishing a regular resource consumption management and control mechanism, and periodically inspecting the operation status of electricity and water use equipment to reduce the risk of waste;

— In the future, with the expansion of business and R&D scale, the Group will further refine the accounting of energy and resource consumption, track the changing trend of relevant consumption, and continuously improve resource utilization efficiency in conjunction with the upgrading of R&D facilities to ensure a compliant and sustainable resource use model.
- 我們的目標是未來五年內能源使用持續向清潔能源轉型，能源消耗及水資源消耗沒有重大違規事件。我們將可持續發展理念融入日常運營及研發活動中：

— 持續優化研發流程及設備配置，優先選用節能環保型儀器設備，減少能源及水資源無效消耗；

— 加強員工節能節水意識培訓，建立常態化資源消耗管控機制，定期排查用電用水設備運行狀況，降低浪費風險；

— 未來隨著業務拓展及研發規模擴大，將進一步細化能源及資源消耗核算，跟蹤相關消耗變動趨勢，結合研發設施升級持續提升資源利用效率，確保合規且可持續的資源使用模式。

Energy and resource

consumption	Unit	FY 2025	FY 2024
能源及資源消耗	單位	2025財年	2024財年
Electricity consumption 外購電力	KWH 千瓦時	256,722.27	221,254.61
Water consumption 總用水量	Tonnes 噸	2,066	619

Climate Change

The Group follows the TCFD Framework for Climate-related Financial Disclosures, and takes the combined scenario system of Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs) from the IPCC Sixth Assessment Report (AR6) as the core methodology. The Group conducts a comprehensive assessment of its exposure to physical and transition risks under different climate development paths, as well as the potential impacts and response capabilities, providing decision support for the formulation of the Group's low-carbon strategy and risk management and control.

Transition Risks

This analysis adopts three sets of standard scenario combinations recognized by IPCC AR6, covering three major scenarios: orderly transition, baseline development, and high-risk disorderly transition, clarifying the climate characteristics, socio-economic constraints and assessment time dimensions under different scenarios, as set out below:

Scenario Type 情景類型	Scenario Combination 情景組合	Characteristics 特徵
Orderly Transition Scenario 有序轉型情景	SSP1-2.6	Global temperature rise is limited to within 1.5°C by 2100; countries around the world collaboratively implement carbon neutrality targets; low-carbon policies are rolled out in an orderly manner; renewable energy is rapidly popularized; the socio-economy transitions steadily to a sustainable model; the increase in extreme climate events is controllable. 2100 年全球溫升控制在 1.5°C 以內，全球各國協同落實碳中和目標，低碳政策有序落地，可再生能源快速普及，社會經濟向可持續模式平穩轉型，極端氣候事件增幅可控。

氣候變化

我們遵循 TCFD 氣候相關財務信息披露框架，以 IPCC 第六次評估報告 (AR6) 的典型濃度路徑 (RCPs) 與共享社會經濟路徑 (SSPs) 組合情景體系為核心方法論，全面評估本集團在不同氣候發展路徑下的物理風險與轉型風險敞口、潛在影響及應對能力，為集團低碳戰略制定與風險管控提供決策支撐。

轉型風險

本次分析採用 IPCC AR6 公認的 3 組標準情景組合，覆蓋有序轉型、基準發展、高風險無序轉型三大場景，明確不同情景下的氣候特徵、社會經濟約束與評估時間維度，具體如下：

Scenario Type 情景類型	Scenario Combination 情景組合	Characteristics 特徵
Moderate Risk Scenario 中度風險情景	SSP2-4.5	Global temperature rise stabilizes at around 2°C by 2100; socio-economic development follows the historical model; the progress of climate policies is unbalanced; regional transition differences are significant; the frequency and intensity of extreme climate events have increased significantly compared with the historical baseline period (1995-2014). 2100年全球溫升穩定在 2°C 左右，社會經濟發展遵循歷史模式，氣候政策推進節奏不均衡，區域間轉型差異顯著，極端氣候事件的發生頻率、強度較歷史基準期 (1995-2014 年) 明顯上升。
High-Risk Disorderly Transition Scenario 無序轉型情景	SSP5-8.5	Global temperature rise exceeds 3°C by 2100; economic development is highly dependent on fossil energy; global climate governance is absent; low-carbon policies are lagging and fragmented; extreme climate events occur frequently with significantly increased intensity; the later period faces drastic policy shifts and rigid transition shocks. 2100 年全球溫升突破 3°C，經濟發展高度依賴化石能源，全球氣候治理缺位，低碳政策滯後且碎片化，極端氣候事件頻發、強度顯著加劇，後期面臨政策劇烈轉向與剛性轉型衝擊。

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This analysis takes the socio-economic development model of the SSPs pathways as the core variable to assess the Group's exposure to transition risks, which are divided into three core categories:

— Carbon Pricing and Carbon Emission Control Risks

- **SSP1–2.6 Scenario:** Global and domestic carbon markets achieve full industry coverage; carbon prices rise steadily to RMB200 per tonne of CO₂e in 2030 and RMB500 per tonne of CO₂e in 2050. Core impacts: The Group faces direct carbon costs for Scope 2 and Scope 3 emissions; if emission reduction targets are not met, carbon allowances need to be purchased to offset emissions, pushing up operational costs.
- **SSP2–4.5 Scenario:** The domestic carbon market is gradually expanded; carbon prices stabilize at RMB100–150 per tonne of CO₂e in 2030. Core impacts: The Group's core emission links face certain carbon cost pressure, and continuous energy-saving transformation is required to control total emissions.
- **SSP5–8.5 Scenario:** Low-carbon policies are absent in the early stage; carbon prices remain at a low level for a long time; global climate crisis intensifies after 2040, leading to drastic policy shifts; high-intensity carbon taxes and mandatory carbon neutrality requirements are introduced in a short period; emission control policies are fully tightened. Core impacts: Due to insufficient investment in low-carbon transition in the early stage, the Group faces huge carbon tax expenditures and quota gaps, and there is a major risk of failing to meet compliance requirements; high-emission assets become stranded rapidly; laboratory equipment and office facilities need large-scale emergency transformation, resulting in a sharp increase in short-term capital expenditure and significant pressure on cash flow.

本次分析以 SSPs 路徑的社會經濟發展模式為核心變量，評估集團轉型風險敞口，核心風險分為三大類。

— 碳定價與碳排放管控風險

- **SSP1–2.6 情景：**全球與國內碳市場實現全行業覆蓋，碳價穩步上升至2030年200元 / 噸 CO₂e、2050年500元 / 噸 CO₂e。核心影響：集團範圍二、範圍三排放面臨直接碳成本支出，若未完成減排目標，需購買碳配額抵消，推高運營成本。
- **SSP2–4.5 情景：**國內碳市場逐步擴容，2030年碳價穩定在100–150元 / 噸 CO₂e。核心影響：集團核心排放環節面臨一定碳成本壓力，需持續推進節能改造以控制排放總量。
- **SSP5–8.5 情景：**前期低碳政策缺位，碳價長期處於低位，2040年後全球氣候危機加劇，政策出現劇烈轉向，短期內出台高強度碳稅、強制碳中和要求，控排政策全面收緊。核心影響：集團因前期低碳轉型投入不足，面臨巨額碳稅支出與配額缺口，存在無法滿足合規要求的重大風險；高排放資產快速擱淺，實驗室設備、辦公設施需大規模緊急改造，短期資本開支劇增，現金流面臨重大壓力。

— Supply Chain Low-Carbon Access Risks

- SSP1-2.6 Scenario: Upstream and downstream enterprises fully implement carbon neutrality targets; low-carbon access to the supply chain becomes a core cooperation requirement; customers and investors take carbon emission performance as the core evaluation indicator for cooperation and investment. Core impacts: The Group faces a significant increase in the pressure of Scope 3 emission management and control, and needs to conduct low-carbon screening and management of fixed asset and raw material suppliers; if carbon emission performance fails to meet the standards, the Group faces the risks of customer loss and increased financing costs.
- SSP2-4.5 Scenario: Leading customers and investment institutions incorporate ESG and carbon emission performance into their evaluation systems; low-carbon requirements for the supply chain are gradually raised. Core impacts: The Group needs to improve the accounting of supply chain carbon emissions and promote low-carbon management of suppliers to meet the ESG requirements of partners and avoid cooperation restrictions.
- SSP5-8.5 Scenario: Market demand for low carbon is weak in the early stage; social public opinion and market demand shift suddenly in the later stage; low carbon becomes a market access threshold; due to poor carbon emission performance, the Group faces the major risks of large-scale customer loss and restricted financing channels.

— 供應鏈低碳准入風險

- SSP1-2.6情景：上下游企業全面落實碳中和目標，供應鏈低碳准入成為核心合作要求，客戶、投資方將碳排放表現作為合作、投資的核心評估指標。核心影響：集團範圍三排放管控壓力大幅上升，需對固定資產、原材料供應商進行低碳篩選與管理，若碳排放表現不達標，將面臨客戶流失、融資成本上升的風險。
- SSP2-4.5情景：頭部客戶、投資機構將 ESG與碳排放表現納入評估體系，供應鏈低碳要求逐步提升。核心影響：集團需完善供應鏈碳排放核算，推進供應商低碳管理，以滿足合作方的 ESG要求，避免合作受限。
- SSP5-8.5情景：前期市場低碳需求較弱，後期社會輿論與市場需求突發轉向，低碳成為市場准入門檻，集團因碳排放表現不佳，面臨大規模客戶流失、融資渠道受限的重大風險。

— Reputational and Legal Risks

- **SSP1–2.6 Scenario:** The attention of the public, media and investors to enterprises' low-carbon performance remains at a high level; the requirement for transparency of carbon emission information is extremely high. Core impacts: If the Group fails to achieve its emission reduction targets or its carbon emission performance is lower than the industry average, it will face the risks of reputational damage and declining investor confidence, which in turn will affect the Company's valuation and financing capacity.
- **SSP2–4.5 Scenario:** ESG and low-carbon performance become important components of corporate reputation; negative climate-related public opinion will have an impact on the Company's brand image. Core impacts: The Group needs to continuously disclose emission reduction progress and improve the transparency of climate information to avoid negative public opinion caused by ineffective emission reduction.
- **SSP5–8.5 Scenario:** Social attention is low in the early stage; after the intensification of the climate crisis in the later stage, the public's tolerance for high-emission enterprises drops significantly; climate-related lawsuits occur frequently; due to the lag in early transition, the Group faces the major risks of class actions and serious damage to brand image.

— 聲譽與法律風險

- **SSP1–2.6情景：**社會公眾、媒體、投資者對企業低碳表現的關注度持續處於高位，碳排放信息透明度要求極高。核心影響：若集團減排目標未達成、碳排放表現不及行業平均水平，將面臨聲譽受損、投資者信心下降的風險，進而影響公司估值與融資能力。
- **SSP2–4.5情景：**ESG與低碳表現成為企業聲譽的重要組成部分，負面氣候相關輿情將對公司品牌形象造成影響。核心影響：集團需持續披露減排進展，提升氣候信息透明度，避免因減排不力引發負面輿情。
- **SSP5–8.5情景：**前期社會關注度較低，後期氣候危機加劇後，公眾對高排放企業的容忍度大幅下降，氣候相關訴訟頻發，集團因前期轉型滯後，面臨集體訴訟、品牌形象嚴重受損的重大風險。

Physical Risks

This analysis takes the temperature rise level of the RCPs pathways as the core variable, dividing physical risks into two categories: acute sudden risks and chronic gradual risks.

— Extreme High Temperature and Heatwave Risks

- RCP2.6 Scenario: The number of extreme high temperature days increases by 3–5 days in the short term compared with the baseline period, and the increase is controlled within 5–8 days in the medium and long term, with limited impact on the Group’s operations. It is only reflected in a slight increase in the load of the laboratory temperature control system and a small rise in energy consumption in office areas, with no risk of major operational interruptions.
- RCP4.5 Scenario: The number of extreme high temperature days increases by 8–12 days in the short term and 15–20 days in the medium and long term. Core impacts: Precision laboratory instruments and biological sample cold chain systems operate under continuous high load, with potential risks of equipment failure and sample damage; air conditioning energy consumption in office and R&D premises increases significantly, pushing up Scope 2 GHG emissions and operational costs.

物理風險

本次分析以 RCPs 路徑的溫升水平為核心變量，分為急性突發風險與慢性漸變風險兩類。

— 極端高溫熱浪風險

- RCP2.6 情景：短期極端高溫天數較基準期增加 3–5 天，中長期增幅控制在 5–8 天，對集團運營影響有限。僅表現為實驗室溫控系統負荷小幅上升，辦公區域能耗略有增加，無重大運營中斷風險。
- RCP4.5 情景：短期極端高溫天數增加 8–12 天，中長期增加 15–20 天。核心影響包括：實驗室精密儀器、生物樣本冷鏈系統持續高負荷運行，存在設備故障、樣本損毀的潛在風險；辦公與研發場所空調能耗顯著上升，推高範圍二溫室氣體排放與運營成本。

- RCP8.5 Scenario: The number of extreme high temperature days increases by 15–20 days in the short term and more than 30 days in the medium and long term, with frequent regional continuous heatwaves. Core impacts: Laboratory temperature control and cold chain systems are frequently overloaded, with a major risk of large-scale failure of biological samples and interruption of R&D trials, directly affecting the progress of the R&D pipeline; the peak load of the power system is too high, with the risk of regional power rationing and blackouts, leading to the interruption of core R&D and office operations.

— Risks of Sustained Rise in Average Temperature

- RCP2.6 Scenario: Global average temperature rise stabilizes within 1.5°C; the supply of electricity and water resources required for the Group's operations is stable; only minor optimization of the temperature control system is needed, with no long-term structural impact.
- RCP4.5 Scenario: Average temperature rise stabilizes at 2°C; the summer cooling period in the region is extended by 2–3 months; the annual electricity consumption of offices and laboratories increases by 15%–20%; Scope 2 emissions continue to rise, and operational costs go up; the supply and demand of water resources in the region are unbalanced; the stability of the supply of purified water and cooling water for laboratories declines, affecting the continuity of R&D trials.

- RCP8.5情景：短期極端高溫天數增加15–20天，中長期增加30天以上，區域性持續高溫熱浪頻發。核心影響包括：實驗室溫控與冷鏈系統頻繁過載，存在大規模生物樣本失效、研發試驗中斷的重大風險，直接影響研發管線進度；電力系統峰值負荷過高，存在區域性限電、停電風險，導致核心研發與辦公運營中斷。

— 平均氣溫持續上升風險

- RCP2.6情景：全球平均溫升穩定在1.5°C以內，集團運營所需的電力、水資源供應穩定，僅需小幅優化溫控系統，無長期結構性影響。
- RCP4.5情景：平均溫升穩定在2°C，區域夏季製冷週期延長2–3個月，辦公與實驗室年度電力消耗上升15%–20%，範圍二排放持續增加，運營成本上行；區域水資源供需失衡，實驗室純化水、冷卻用水供應穩定性下降，影響研發試驗連續性。

- RCP8.5 Scenario: Average temperature rise exceeds 3°C; the cooling period is extended by more than 4 months; the annual electricity consumption increases by more than 30%; energy costs and carbon emission pressure surge; regional water shortage becomes normalized; laboratory water quotas are restricted; core R&D activities face long-term constraints; changes in biodiversity lead to a decline in the stability of the supply of biological raw materials for R&D, with a continuous rise in procurement costs.
- RCP8.5情景：平均溫升突破3°C，製冷週期延長4個月以上，年度電力消耗上升30%以上，能源成本與碳排放壓力劇增；區域性水資源短缺常態化，實驗室用水配額受限，核心研發活動面臨長期約束；生物多樣性變化導致研發用生物原材料供應穩定性下降，採購成本持續上行。

Climate Risk Response Strategies

In response to physical risks, the Group will establish an emergency response mechanism for extreme weather, optimize the supply chain layout, and reduce the risk of supply chain interruptions caused by extreme weather. In response to transition risks, the Group will advance the emission reduction of Scope 1, 2 and 3 emissions in phases, actively expand the proportion of green electricity procurement, promote energy-saving transformation of laboratories and office premises, continuously incorporate carbon emission performance into supplier access and evaluation standards, and conduct systematic management and control of Scope 3 emissions.

氣候風險應對策略

針對物理風險，建立極端天氣應急響應機制，優化供應鏈佈局，降低極端天氣帶來的供應鏈中斷風險。針對轉型風險，分階段推進範圍一、二、三排放減排，積極擴大綠電採購比例，推進實驗室與辦公場所節能改造，持續將碳排放表現納入供應商准入與評估標準，系統性管控範圍三排放。

EMPLOYMENT MATTERS

The Group strictly complies with all applicable employment laws and regulations, including but not limited to:

Labor Law of the People's Republic of China;
Labor Contract Law of the People's Republic of China;
Law of the People's Republic of China on the Protection of Women's Rights and Interests;
Provisions on the Prohibition of Child Labor;
Employment Ordinance (Cap. 57) of the Laws of Hong Kong;
Sex Discrimination Ordinance (Cap. 480) of the Laws of Hong Kong; and
Race Discrimination Ordinance (Cap. 602) of the Laws of Hong Kong.

During the Reporting Period, the Group has complied with all relevant employment laws and regulations in Mainland China, Hong Kong and Macau in all material aspects.

Employee Benefits and Diversification

The Group deeply recognizes that employees are the core assets of the enterprise's sustainable development. Through a comprehensive welfare security system, an inclusive and diverse workplace environment and all-round development support, the Group protects employees' rights and interests, stimulates team vitality, and promotes the common growth of employees and the enterprise.

僱傭事宜

本集團嚴格遵守所有適用僱傭法律及法規，包括但不限於以下各項：

《中華人民共和國勞動法》；
《中華人民共和國勞動合同法》；
《中華人民共和國婦女權益保障法》；
《禁止使用童工規定》；
香港法例第57章《僱傭條例》；
香港法例第480章《性別歧視條例》；及
香港法例第602章《種族歧視條例》。

於報告期內，本集團在所有重大方面均遵守中國內地、香港及澳門所有相關僱傭法律及法規。

員工福利與多元化

本集團深刻認知到員工是企業可持續發展的核心資產，通過完善的福利保障體系、多元包容的職場環境及全方位的發展支持，保障員工權益、激發團隊活力，推動員工與企業共同成長。

In terms of welfare security, the Group implements a position-based salary system with salaries determined according to positions. The salary structure includes multiple components such as basic salary, position salary and performance salary to ensure salary fairness and incentive effects. The Group fully pays the five social insurances and one housing fund for all employees with signed labor contracts, strictly complying with labor security laws and regulations. Meanwhile, the Group provides free dormitories and catering subsidies for employees in need to reduce their living pressure. In terms of the leave system, the Group fully implements national statutory holidays, additionally provides exclusive holidays for female employees and employees with minor children, and sets up special holidays such as marriage leave, bereavement leave, maternity leave and paid annual leave.

In the construction of diverse and inclusive culture, the Group creates a discrimination-free and diverse working environment. In the recruitment process, professional ability and potential are taken as the core evaluation dimensions, and no discriminatory conditions are set based on gender, age and other factors; a relative avoidance system is implemented to ensure fair competition. The Group protects female employees' rights to equal employment and development, clarifies special benefits such as maternity leave and breastfeeding leave, and provides convenient conditions for breastfeeding employees. The Group opposes all forms of workplace discrimination and bullying, establishes unobstructed channels for opinions and feedback, encourages employees to respect different thinking and working styles, and promotes win-win cross-departmental cooperation.

在福利保障方面，我們實行因崗定薪的崗位工資制，薪資結構涵蓋基本工資、崗位工資、績效工資等多元組成，確保薪酬公平與激勵性。我們為全體簽訂勞動合同的員工足額繳納五險一金，嚴格遵守勞動保障法規。同時，為有需求的員工提供免費宿舍及餐飲補貼，減輕生活壓力。假期制度方面，我們全面落實國家法定節假日，額外為女員工及有未成年子女的員工提供專屬假期，並設立婚假、喪假、產假、帶薪年假等專項假期。

在多元包容文化建設上，我們打造無歧視、多元化的工作環境。招聘過程中以專業能力與潛力為核心評估維度，不因性別、年齡等因素設置歧視性條件，實行親屬迴避制度，保障公平競爭。保障女性員工平等就業與發展權利，明確產假、哺乳假等特殊待遇，為哺乳期員工提供便利條件。我們反對任何形式的職場歧視與霸凌，建立暢通的意見反饋渠道，鼓勵員工尊重不同思維與工作風格，促進跨部門協作共贏。

Environmental, Social and Governance Report

環境、社會及管治報告

Employee 僱員	Unit 單位	FY 2025 2025財年	FY 2024 2024 財年
By Gender			
按性別劃分			
Male 男性	Person 人	21	20
Female 女性	Person 人	34	34
By Age Group			
按年齡段劃分			
Below 30 30歲及以下	Person 人	17	21
31-40 31至40歲	Person 人	20	18
41-50 41至50歲	Person 人	10	8
Over 51 51歲以上	Person 人	8	7
By Geographical Region			
按地區劃分			
Mainland China 中國內地	Person 人	49	50
Hong Kong and Macau 香港及澳門	Person 人	6	4
Employee turnover rate			
僱員流失比率			
Male employees 男性員工	—	0%	0%
Female employees 女性員工	—	1.81%	1.85%

During the Reporting Period, there were no material violations related to employment by the Group or its employees.

於報告期間，本集團或其僱員概無有關僱傭的重大違規事項。

Employee Development and Training

僱員發展與培訓

The Group's training system covers the entire employee career cycle: (i) A special onboarding training plan is formulated for new employees; (ii) A dynamic training mechanism is established for existing employees. All training requires the completion of a Document Training Record, which is uniformly filed and preserved by the QA Department.

我們的培訓體系覆蓋員工職業全週期，針對新員工制定專項入職培訓計劃。針對現有員工，建立動態培訓機制。所有培訓均需填寫《文件培訓記錄》，由 QA 統一歸檔保存。

Training performance

indicators 培訓績效指標	Unit 單位	FY 2025 2025財年	FY 2024 2024財年
Percentage of trained employees 受培訓員工百分比	% 百分之	70	50
Average training time for employees 員工平均培訓時間	Hour 小時	8	6
By Age Group 按年齡段劃分			
The proportion of trained male employees 受培訓的男性員工佔比	% 百分之	40	30
The average training duration for the trained male employees 受培訓的男性員工平均培訓時間	Hour 小時	8	6
The proportion of trained female employees 受培訓的女性員工佔比	% 百分之	60	70
The average training duration for the trained female employees 受培訓的女性員工平均培訓時間	Hour 小時	8	6
According to the employment level classification 按僱傭級別劃分			
Average training time for trained senior management personnel 受培訓高層平均培訓時間	Hour 小時	—	—
Average training time for trained middle-level personnel 受培訓的中層平均培訓時間	Hour 小時	8	6
Average training time for the trained grassroots personnel 受培訓的基層平均培訓時間	Hour 小時	8	6

Employee Health and Safety

The Group takes the Laboratory Management Regulations as the core, and has built a health and safety system featuring hierarchical responsibility and full-process management and control.

In terms of responsibility division, the hierarchical management and control responsibilities of laboratory staff, regional person-in-charges, departments and the QA Department are clarified, forming a management pattern with full employee participation and layer-by-layer implementation.

In terms of training and supervision, new employees must complete safety training before taking up their posts; departments and the QA Department conduct irregular spot checks and rectifications, forming a closed-loop management system. In the future, the Group will continuously optimize safety specifications, strengthen special training and emergency drills, and consolidate the defense line of employee health and safety.

The key performance indicators related to employee health and safety of the Group during the Reporting Period and the same period in 2024 are set out below:

Employee health and safety indicators 僱員健康與安全指標	Unit 單位	FY 2025 2025財年	FY 2024 2024 財年
The number of deaths related to work 與工作有關的死亡人數	Person 人	0	0
The number of injuries related to work 與工作有關的受傷人數	Person 人	0	0
Workdays lost due to work-related injuries 因工傷損失的工作日	Day 天	0	0

僱員健康與安全

本集團以《實驗室管理規程》為核心，構建分層責任、全流程管控的健康安全體系。

責任劃分上，明確實驗人員、區域負責人、部門及 QA 的分級管控職責，形成全員參與、層層落實的管理格局。

培訓與監督方面，新員工需完成安全培訓方可上崗，部門及 QA 不定期抽查整改，形成閉環管理。未來，我們將持續優化安全規範，強化專項培訓與應急演練，築牢僱員健康安全防線。

下列為於報告期間及二零二四年同期有關僱員健康及安全方面的關鍵績效指標：

SUPPLY CHAIN MANAGEMENT

The Group conducts a comprehensive screening and continuous monitoring of suppliers in terms of qualifications, quality, compliance, and ESG performance:

— Supplier Access and Evaluation System

- 1、 Access review: In the supplier selection process, priority is given to their industry qualifications, quality system certification, compliance records and ESG-related performance.
- 2、 Dynamic evaluation: An annual supplier evaluation mechanism is established to conduct a comprehensive score from the dimensions of product/service quality, delivery timeliness, compliance performance and ESG practice, forming a hierarchical management list.
- 3、 Risk management and control: The Group continuously monitors supply chain risks, establishes a supplier information ledger, and predicts and responds to potential risks such as the stability of raw material supply, geopolitical impacts and changes in policies and regulations.

— Supply Chain Compliance and Quality Control

- 1、 Compliance management: The Group signs compliance agreements with all suppliers, requiring them to strictly comply with relevant laws and regulations.

供應鏈管理

本集團從資質、質量、合規、ESG表現等方面對供應商進行全面篩查與持續監控：

— 供應商准入與評估體系

- 1、 准入審核：供應商遴選時，優先考量其行業資質、質量體系認證、合規記錄及 ESG 相關表現。
- 2、 動態評估：建立供應商年度評估機制，從產品／服務質量、交付及時性、合規表現、ESG 實踐等維度進行綜合評分，形成分級管理清單。
- 3、 風險管控：持續監控供應鏈風險，建立供應商信息台賬，對原材料供應穩定性、地緣政治影響、政策法規變化等潛在風險進行預判與應對。

— 供應鏈合規與質量管控

- 1、 合規管理：與所有供應商簽訂合規協議，要求供應商嚴格遵守相關法律法規。

- 2、 Quality control: A full-process quality traceability system has been established, where incoming inspections, transportation monitoring, and usage reviews are conducted for key raw materials and experimental consumables.
- 3、 Adherence to business ethics: Require suppliers to abide by business ethics standards and jointly maintain a fair and transparent cooperative environment.

— Sustainable Supply Chain Construction

- 1、 Green supply chain collaboration: Green environmental protection requirements are incorporated into supplier cooperation standards, with priority given to the selection of suppliers with complete environmental protection qualifications and green production practices. For supply chain links related to dangerous chemicals and experimental waste, suppliers are required to strictly comply with relevant provisions on hazardous waste disposal to ensure the environmental compliance of transportation and disposal.
- 2、 Advancement of responsible procurement: Focusing on the core needs of biopharmaceutical R&D, the Group promotes the responsible procurement of key raw materials, giving priority to the selection of suppliers with stable quality, environmental compliance and good social responsibility performance.
- 3、 Supplier empowerment and win-win cooperation: The Group establishes long-term strategic cooperative relationships with core suppliers and jointly explores sustainable solutions with suppliers.

- 2、 質量管控：建立了全流程質量追溯系統，對關鍵原材料和實驗耗材實施進料檢驗、運輸過程監控和使用審查。
- 3、 商業倫理堅守：要求供應商遵守商業倫理準則，共同維護公平透明的合作環境。

— 可持續供應鏈建設

- 1、 綠色供應鏈協同：將綠色環保要求納入供應商合作標準，優先選擇環保資質齊全、踐行綠色生產的供應商。針對危險化學品、實驗廢棄物等相關供應鏈環節，要求供應商嚴格遵守危險廢物處置相關規定，確保運輸與處置的環保合規。
- 2、 負責任採購推進：聚焦生物醫藥研發核心需求，推進關鍵原材料的負責任採購，優先選擇質量穩定、環保合規、社會責任表現良好的供應商。
- 3、 供應商賦能與共贏：與核心供應商建立長期戰略合作關係，與供應商共同探索可持續解決方案。

Number of suppliers 供應商數量	Unit 單位	FY 2025 2025財年	FY 2024 2024財年
Mainland China 中國內地	Number 家	283	201
Hong Kong and Macau 香港及澳門	Number 家	0	0
Other 其他	Number 家	0	0

PATIENT SAFETY

The Group places the life, health and safety of clinical trial participants at the core of social responsibility management, and has built a safety management system covering the entire clinical research cycle to effectively protect the health and legitimate rights and interests of participants.

In the entire clinical research process, the Group has established a rigorous participant care mechanism: if a participant experiences any discomfort, new changes in their condition or accidents, regardless of whether they are related to the trial drug, the researchers will provide necessary medical treatment in a timely manner and continuously track their health status closely to ensure that participants receive timely and proper health support during the research period.

In response to serious adverse events that may occur during the research, the Group has formulated a standardized emergency response process: in the event of a serious adverse event, the researchers will immediately organize a professional team to conduct a comprehensive inspection and evaluation, provide appropriate treatment interventions, and report the relevant situation in strict accordance with regulatory requirements to fully safeguard the life safety of participants.

患者安全

本集團將臨床試驗受試者的生命健康與安全置於社會責任管理的核心位置，構建覆蓋臨床研究全週期的安全管理體系，切實保障受試者的健康與合法權益。

在臨床研究全流程中，我們建立了嚴密的受試者關懷機制：若受試者出現任何不適、病情新變化或意外情況，無論是否與試驗藥物相關，研究者均會第一時間提供必要的醫療救治，並持續密切追蹤其健康狀況，確保受試者在研究期間得到及時、妥善的健康支持。

針對研究期間可能發生的嚴重不良事件，本集團制定了標準化的應急響應流程：一旦出現嚴重不良事件，研究者將立即組織專業團隊進行全面檢查評估，提供適宜的治療干預，同時嚴格按照法規要求上報相關情況，全力保障受試者的生命安全。

In terms of risk protection, the Group has established a sound compensation mechanism for damages: if any damage is caused to participants due to clinical research, the Group will make reasonable compensation to participants through the purchased clinical trial liability insurance in strict accordance with relevant laws and regulations and the sponsor's responsibility commitments.

PRODUCT QUALITY AND SAFETY

In terms of data privacy protection, the Group strictly complies with relevant laws and regulations such as the Personal Information Protection Law of the People's Republic of China, the Data Security Law of the People's Republic of China and the Good Clinical Practice (GCP). The Group formulates special agreements for the protection of patient data privacy, strictly implements internal guidelines for the acquisition, management, storage and retrieval of patients' personal and medical data, and follows the principle of minimal necessary collection, only collecting core data required for product R&D. The Group uses a localized secure information system to store clinical data, and formulates a comprehensive data security management system and operating procedures, implements a series of technical security measures, strictly controls data access rights, establishes a network and data security monitoring mechanism, and takes preventive measures against acts that may endanger network security and data integrity, effectively avoiding security risks such as data leakage, tampering and loss.

The Group signs confidentiality agreements with employees who have access to patients' sensitive data, clarifying their statutory confidentiality obligations: they are prohibited from abusing confidential data during their employment, must return all confidential data when resigning, and continue to perform confidentiality obligations after the termination of employment. Meanwhile, the Group adopts strict approval procedures to grant or withdraw employees' data access rights, strictly restricting the use of data to the intended purposes agreed with patients and in accordance with the provisions of informed consent forms.

在風險保障層面，我們建立了完善的損害賠償機制：若因臨床研究造成受試者任何損害，將嚴格依據相關法律法規及申辦者的責任承諾，通過已購買的臨床試驗責任保險對受試者進行合理賠償。

產品質量安全

在數據隱私保護方面，本集團嚴格遵守《中華人民共和國個人信息保護法》《數據安全法》《藥物臨床試驗質量管理規範》(GCP)等相關法律法規。我們制定保護患者資料隱私的專項協議，嚴格執行獲取、管理、儲存及檢索患者個人及醫療數據的內部準則，遵循最小必要採集原則，僅收集產品研發所需的核心數據。我們利用本地化的安全信息系統存儲臨床數據，同時制定全面的數據安全管理制度及操作程序，實施一系列技術安全措施，嚴格控制數據訪問權限，建立網絡及數據安全監控機制，對可能危害網絡安全及數據完整性的行為採取預防措施，有效避免數據泄露、篡改、丟失等安全風險。

我們與有權存取患者敏感資料的僱員訂立保密協議，明確其法定保密義務，規定在職期間不得濫用保密資料，辭職時須歸還所有保密資料，並在終止僱傭後繼續履行保密義務，同時採取嚴格的核准程序授予或撤回員工的數據存取權，將數據使用嚴格限制在與患者協定的預期目的內，並符合知情同意書的規定。

As at the end of the Reporting Period, the Group had no products to be recalled for health and safety reasons, and had not received any complaints about products and services.

ANTI-CORRUPTION AND ANTI-BRIBERY

The Group follows strict ethical guidelines and anti-corruption policies, and adopts a zero-tolerance policy for bribery and any improper payments in the scope of business operations, applicable to all business transactions worldwide, whether involving interactions with public officials or medical service providers. The Group is committed to maintaining accurate and detailed financial records to accurately reflect its transactions and asset disposals, and any form of deception, omission or falsification in financial records is strictly prohibited.

The Group conducts regular anti-corruption compliance training covering all employees and core partners to strengthen the awareness of honest practice and risk identification ability of all staff. The Group encourages employees to refuse and immediately report any requests for forged invoices or for abnormal, excessive or inadequately documented payments. In addition, the Group strives to ensure that its employees comply with all relevant promotion and advertising regulations, including but not limited to the strict prohibition of promoting drugs for unapproved uses or drugs unsuitable for specific patient groups, and the restriction of industry-sponsored scientific and educational activities. The Group comprehensively prevents corruption risks from the institutional and behavioral levels and maintains a fair and transparent business environment.

截至報告期內，我們沒有因安全與健康理由而須回收的產品數量，亦無接收到產品及服務的投訴。

反貪污反賄賂

我們遵循嚴格的道德準則及反腐敗政策，對業務營運範圍內的賄賂及任何不當付款採取零容忍政策，全球範圍內的所有業務往來均是如此，不論是否涉及與公職人員或醫療服務商的交流互動。我們致力維持精確且詳細的財務記錄，以準確反映出我們的交易及資產處置情況，財務記錄嚴禁任何形式的欺騙、遺漏或造假行為。

我們定期開展反貪污合規培訓，覆蓋全體員工及核心合作方，強化全員廉潔從業意識與風險識別能力。我們鼓勵拒絕並立即報告任何偽造發票或作出異常、超額或未充分記錄的付款的要求。此外，我們努力確保我們的僱員遵守所有相關推廣及廣告法規，包括但不限於嚴禁推廣未經批准用途的藥物或不適合患者群體的藥物，以及限制行業主辦的科學及教育活動，從制度與行為層面全面防範貪污腐敗風險，維護公平透明的商業環境。

COMMUNITY INVESTMENT

The Group actively pays attention to community development and people's livelihood needs, and takes the initiative to fulfill corporate responsibilities in major public incidents. In 2025, after the fire disaster in Hong Kong, the Group responded rapidly and donated US\$100,000 to relevant rescue and support institutions, which is used to support fire scene rescue work, temporary resettlement and living support for disaster-affected people, as well as community recovery and reconstruction in disaster-stricken areas, helping the community tide over difficulties and restore normal order with practical actions.

In the future, the Group will continue to pay attention to the development needs of the community, actively participate in community public welfare undertakings such as charitable donations and public emergency support, deepen the interdependent and prosperous relationship with the community, and repay social trust and support with small actions.

社區投資

本集團積極關注社區發展與民生需求，在重大公共事件中主動踐行企業擔當。2025年，香港地區發生火災災害後，本集團迅速響應，向相關救援及幫扶機構捐贈10萬美元，用於支持火災現場救援工作、受災群眾臨時安置與生活幫扶，以及受災區域的社區恢復與重建，以實際行動助力社區渡過難關、恢復正常秩序。

未來，本集團將持續關注社區發展需求，積極參與公益捐贈、公共應急支援等社區公益事業，深化與社區的共生共榮關係，以點滴行動回饋社會信任與支持。

APPENDIX 1 INDEX TO THE ESG REPORTING GUIDE 附錄一 ESG報告指引內容索引

Core Categories, Aspects, General Disclosures and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標	Chapter 章節	
A. Environment		
A.環境		
Aspect A1 : Emissions		
層面A1 : 排放物		
General Disclosure 一般披露	Policies on and information on compliance with relevant laws and regulations material to the issuer in respect of: (a) air emissions; (b) discharges to water and land; and (c) generation of hazardous waste 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。	Environmental Protection Initiatives, Waste Management 環境保護行動、廢棄物管理
KPI A1.1 關鍵績效指標 A1.1	Types of emissions and relevant emission data. 排放物種類及相關排放數據。	Greenhouse Gas Emissions 溫室氣體排放
KPI A1.3 關鍵績效指標 A1.3	Total amount of hazardous waste generated (in tonnes) and, if applicable, density (e.g. per unit of production, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計)。	Waste Management 廢棄物管理
KPI A1.4 關鍵績效指標 A1.4	Total amount of non-hazardous waste generated (in tonnes) and, if applicable, density (e.g. per unit of production, 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)。	Waste Management 廢棄物管理
KPI A1.5 關鍵績效指標 A1.5	Description of emission reduction targets set and steps taken to achieve such targets. 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。	Greenhouse Gas Emissions 溫室氣體排放
KPI A1.6 關鍵績效指標 A1.6	Description of the methods for handling hazardous and non-hazardous waste, and description of waste reduction targets set and steps taken to achieve such targets. 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。	Waste Management 廢棄物管理

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Chapter

章節

Aspect A2 : Resource Use

層面A2：資源使用

General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Energy and Resource Consumption 能源及資源消耗
KPI A2.1 關鍵績效指標 A2.1	Total consumption of direct and/or indirect energy (e.g. electricity, gas, oil) by type (in 1,000 kWh) and, if applicable, density (e.g. per unit of production, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Energy and Resource Consumption 能源及資源消耗
KPI A2.2 關鍵績效指標 A2.2	Total water consumption and, if applicable, density (e.g. per unit of production, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Energy and Resource Consumption 能源及資源消耗
KPI A2.3 關鍵績效指標 A2.3	Description of energy efficiency targets set and steps taken to achieve such targets. 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。	Energy and Resource Consumption 能源及資源消耗
KPI A2.4 關鍵績效指標 A2.4	Description of any issues in sourcing water and description of water efficiency targets set and steps taken to achieve such targets. 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。	Energy and Resource Consumption 能源及資源消耗
KPI A2.5 關鍵績效指標 A2.5	Total amount of packaging materials used for finished products (in tonnes) and, if applicable, per unit of production. 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。	Not Applicable

Aspect A3 : Environmental and Natural Resources

層面A3：環境及天然資源

General Disclosure 一般披露	Policies on mitigating the issuer's significant impacts on the environment and natural resources. 減低發行人對環境及天然資源造成重大影響的政策。	Energy and Resource Consumption 能源及資源消耗
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Core Categories, Aspects, General Disclosures and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標	Chapter 章節	
Aspect A4 : Climate Change		
層面A4 : 氣候變化		
B. Social		
B. 社會		
Employment and Labour Standards		
僱傭及勞工規則		
Aspect B1 : Employment		
層面B1 : 僱傭		
General Disclosure 一般披露	Information on (a) policies; and (b) compliance with relevant laws and regulations material to the issuer, in respect of remuneration and dismissal, recruitment and promotion, working hours, leave, equal opportunity, diversity, anti-discrimination and other terms and conditions of employment. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employment Matters, Employee Benefits and Diversification 僱傭事宜、員工福利與 多元化
KPI B1.1 關鍵績效指標 B1.1	Total number of employees by gender, type of employment (e.g. full-time/part-time), age group and region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	Employment Matters, Employee Benefits and Diversification 僱傭事宜、員工福利與 多元化
KPI B1.2 關鍵績效指標 B1.2	Employee turnover rate by gender, age group and region. 按性別、年齡組別及地區劃分的僱員流失比率。	Employee Benefits and Diversification 員工福利與多元化
Aspect B2 : Health and Safety		
層面B2 : 健康與安全		
General Disclosure 一般披露	Information on (a) policies; and (b) compliance with relevant laws and regulations material to the issuer, in respect of providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Employee Health and Safety 僱員健康與安全

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KPI B2.1 關鍵績效指標 B2.1	Number and rate of work-related fatalities in each of the past three years (including the reporting year). 過去三年(包括匯報年度)每年因工亡故的人數及比率。	Employee Health and Safety 僱員健康與安全
KPI B2.2 關鍵績效指標 B2.2	Number of working days lost due to work-related injuries. 因工傷損失工作日數。	Employee Health and Safety 僱員健康與安全
KPI B2.3 關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, and the related implementation and monitoring methods. 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。	Employee Health and Safety 僱員健康與安全
Aspect B3 : Development and Training		
層面B3：發展與培訓		
General Disclosure 一般披露	Policies on enhancing employees' knowledge and skills for performing their job duties. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Employee Development and Training 僱員發展與培訓
KPI B3.1 關鍵績效指標 B3.1	Percentage of trained employees by gender and employee category (e.g. senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	Employee Development and Training 僱員發展與培訓
KPI B3.2 關鍵績效指標 B3.2	Average hours of training completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Employee Development and Training 僱員發展與培訓
Aspect B4 : Labour Standards		
層面B4：勞工準則		
General Disclosure 一般披露	Information on (a) policies; and (b) compliance with relevant laws and regulations material to the issuer, in respect of preventing child labour and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料	Employment Matters, Employee Benefits and Diversification 僱傭事宜、員工福利與多元化
KPI B4.1 關鍵績效指標 B4.1	Description of measures to review recruitment practices to avoid child labour and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Employment Matters, Employee Benefits and Diversification 僱傭事宜、員工福利與多元化

Core Categories, Aspects, General Disclosures and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Chapter 章節
KPI B4.2 關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when violations are identified. 描述在發現違規情況時消除有關情況所採取的步驟。	Employment Matters, Employee Benefits and Diversification 僱傭事宜、員工福利與 多元化
Aspect B5 : Supply Chain Management		
層面B5：供應鏈管理		
General Disclosure 一般披露	Policies on managing environmental and social risks in the supply chain. 管理供應鏈的環境及社會風險政策。	Supply Chain Management 供應鏈管理
KPI B5.1 關鍵績效指標 B5.1	Number of suppliers by region. 按地區劃分的供應商數目。	Supply Chain Management 供應鏈管理
KPI B5.2 關鍵績效指標 B5.2	Description of supplier engagement practices, the number of suppliers to which such practices are applied, and the related implementation and monitoring methods. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法	Supply Chain Management 供應鏈管理
KPI B5.3 關鍵績效指標 B5.3	Description of practices for identifying environmental and social risks at each stage of the supply chain, and the related implementation and monitoring methods. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理
KPI B5.4 關鍵績效指標 B5.4	Description of practices for promoting the use of environmentally friendly products and services in supplier selection, and the related implementation and monitoring methods. 描述在揀選供應商時促使用環保產品及服務的慣例，以及相關執行及監察方法。	Supply Chain Management 供應鏈管理

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Chapter

章節

Aspect B6 : Product Responsibility

層面B6：產品責任

General Disclosure

一般披露

Information on

- (a) policies; and
- (b) compliance with relevant laws and regulations material to the issuer, in respect of the health and safety of products and services provided, advertising, labelling, privacy matters and redress methods.

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。

Patient Safety, Product Quality and Safety

患者安全、產品質量安全

KPI B6.1

關鍵績效指標 B6.1

Percentage of products sold or delivered that have to be recalled for health and safety reasons.

已售或已運送產品總數中因安全與健康理由而須回收的百分比。

Patient Safety, Product Quality and Safety

患者安全、產品質量安全

KPI B6.2

關鍵績效指標 B6.2

Number of complaints received regarding products and services and the response methods.

接獲關於產品及服務的投訴數目以及應對方法。

Patient Safety, Product Quality and Safety

患者安全、產品質量安全

KPI B6.3

關鍵績效指標 B6.3

Description of practices related to the protection and enforcement of intellectual property rights.

描述與維護及保障知識產權有關的慣例。

Patient Safety, Product Quality and Safety

患者安全、產品質量安全

KPI B6.4

關鍵績效指標 B6.4

Description of quality assurance processes and product recall procedures.

描述質量檢定過程及產品回收程序。

Patient Safety, Product Quality and Safety

患者安全、產品質量安全

KPI B6.5

關鍵績效指標 B6.5

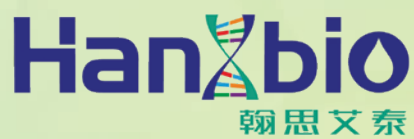
Description of consumer data protection and privacy policies, and the related implementation and monitoring methods.

描述消費者資料保障及私隱政策，以及相關執行及監察方法。

Patient Safety, Product Quality and Safety

患者安全、產品質量安全

Core Categories, Aspects, General Disclosures and Key Performance Indicators 主要範疇、層面、一般披露及關鍵績效指標		Chapter 章節
Aspect B7 : Anti-Corruption		
層面B7：反貪污		
General Disclosure 一般披露	Information on (a) policies; and (b) compliance with relevant laws and regulations material to the issuer, in respect of preventing bribery, extortion, fraud and money laundering. 有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Anti-Corruption and Anti-Bribery 反貪污反賄賂
KPI B7.1 關鍵績效指標 B7.1	Number and outcome of corruption-related legal cases filed against the issuer or its employees and concluded during the reporting period. 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 and Anti-Bribery 反貪污反賄賂
KPI B7.2 關鍵績效指標 B7.2	Description of preventive measures and reporting procedures, and the related implementation and monitoring methods. 描述防範措施及舉報程序，以及相關執行及監察方法。	Anti-Corruption and Anti-Bribery 反貪污反賄賂
KPI B7.3 關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and employees. 描述向董事及員工提供的反貪污培訓。	Anti-Corruption and Anti-Bribery 反貪污反賄賂
Aspect B8 : Community Investment		
層面B8：社區投資		
General Disclosure 一般披露	Policies on understanding the needs of the communities where the issuer operates through community engagement and ensuring that the issuer's business activities take into account community interests. 有關以社區參與來了解營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Community Investment 社區投資
KPI B8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental matters, labour needs, health, culture, sports). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Community Investment 社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources deployed (e.g. money, time) in the focus areas of contribution. 在專注範疇所動用資源(如金錢或時間)。	Community Investment 社區投資



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Hanx Biopharmaceuticals (Wuhan) Co., Ltd.