



**創美藥業股份有限公司**  
CHARMACY PHARMACEUTICAL CO., LTD.

股份代號 2289.HK  
Stock Code

於中華人民共和國註冊成立之股份有限公司  
A joint stock limited liability company established in the People's Republic of China



# 2025 環境、社會及管治報告

Environmental, Social and Governance Report

## 目錄

頁碼

## Contents

Pages

關於本報告	1
About the Report	
董事會聲明	2
Board Statement	
關於我們	6
About Us	
持份者參與及重要性評估	8
Stakeholders' Engagement and Materiality Assessment	
環境	12
Environment	
應對氣候變化	17
Tackling climate change	
僱傭及勞工常規	30
Employment and Labour Practices	
供應鏈管理	40
Supply Chain Management	
產品質量與安全	44
Product Quality and Safety	
廉潔建設	47
Anti-corruption Measures	
知識產權保護	47
Intellectual Property Protection	
社會公益	48
Social Welfare	
聯交所《環境、社會與管治報告指引》內容索引	54
ESG Reporting Guide Index of the Stock Exchange	

## 關於本報告

創美藥業股份有限公司（「本公司」、「創美藥業」或「創美」）（股份代號：2289.HK）欣然發佈本公司及其附屬公司（統稱「本集團」或「我們」）的環境、社會及管治報告（「本報告」）。

本報告主要披露本集團於 2025 年度在環境、社會及管治（「ESG」）方面的表現。

### \* 報告期

如無另行說明，本報告中的資料及數據涵蓋 2025 年 1 月 1 日至 2025 年 12 月 31 日（「報告期」）。

### \* 報告範圍

本報告範圍涵蓋創美藥業股份有限公司及其附屬公司。除非特別說明，與創美藥業年度報告合並財務報表範圍一致。本集團所披露的環境範疇數據的收集範圍為本集團辦公室及倉庫，涵蓋本集團主要經營活動。

### \* 編制依據

本集團依據香港聯合交易所有限公司（「聯交所」）證券上市規則（「上市規則」）附錄 C2 所載《環境、社會及管治報告指引》披露。

### \* 匯報原則

本報告編制過程遵循「重要性」、「量化」、「平衡」及「一致性」四大匯報原則，準確回應持份者對於本集團的關注。

**重要性：**本集團在報告編制過程中機構充分考慮企業業務特點，同時通過持份者溝通來識別當前的 ESG 重要性議題，最終確定重要議題，作為編制本報告的基礎並透過報告予以響應。

**量化：**本集團建立了 ESG 數據獲取與覆核機制，在適用的情況下，本報告披露年度對比數據，讓持份者了解 ESG 管理進度。

## About the Report

Charmacy Pharmaceutical Co., Ltd. (the “Company”, “Charmacy Pharmaceutical” or “Charmacy”) (stock code: 2289.HK) is pleased to issue the Environmental, Social and Governance Report (the “Report”) of the Company and its subsidiaries (collectively, the “Group” or “we”).

The Report mainly discloses the performance of the Group in environmental, social and governance (the “ESG”) aspects in 2025.

### \* Reporting Period

Unless otherwise indicated, the information and data in the Report cover the period from 1 January 2025 to 31 December 2025 (the “Reporting Period”).

### \* Scope of Reporting

The scope of this report covers Charmacy Pharmaceutical Co., Ltd. and its subsidiaries. Unless otherwise specified, the scope is consistent with Charmacy Pharmaceutical’s annual report consolidated financial statements. The collection of the environmental scope disclosed by the Group is the Group’s offices and warehouses, covering the Group’s principal business activities.

### \* Basis of Preparation

The Group made the disclosure pursuant to the “Environmental, Social and Governance Reporting Guide” set out in Appendix C2 of the Rules Governing the Listing of Securities (the “Listing Rules”) of The Stock Exchange of Hong Kong Limited (the “Stock Exchange”).

### \* Principles of Reporting

The Report is prepared in accordance with the four reporting principles of “Materiality”, “Quantification”, “Balance”, and “Consistency” to accurately respond to concerns of stakeholders of the Group.

**Materiality:** The Group takes characteristics of business into full account and identifies current ESG materiality issues by communicating with stakeholders in the process of the Report preparation, and finally determines materiality issues as the basis for preparing the Report and responds to them through the Report.

**Quantification:** The Group has established a mechanism to obtain and review ESG data, and where applicable, the Report discloses annual comparative data to allow stakeholders to understand the progress of ESG management.

平衡：本集團在本報告內以客觀、不偏不倚的方式進行匯報，確保披露的信息如實反映本集團於環境、社會及管治方面的整體表現。

一致性：本報告的量化信息保持了與以往基本一致的方式進行了統計和披露，以便持份者可分析及評估本集團於不同時間的績效。部分數據範圍的變化和更新亦已附帶說明，供持份者參考。

## 董事會聲明

創美藥業深知環境、社會及管治議題對企業的可持續發展、利益相關方信任及長期價值創造影響深遠。公司遵循香港聯合交易所的各項要求，將 ESG 核心理念與標準全面融入企業管理工作中。

公司 ESG 治理體系由「董事會-戰略發展委員會-ESG 工作小組」組成的三級管理架構構成。董事會是公司 ESG 事務的最高決策機構，對公司 ESG 治理承擔最終責任。董事會下設戰略發展委員會，負責 ESG 各項工作的監督和檢查，向董事會提出建議。ESG 工作小組由不同的專業背景的成員組成，參與人員包括董事會秘書、職能部門及業務部門之管理層人員等，負責執行董事會和戰略發展委員會有關 ESG 的決策部署。

公司對 ESG 相關事宜（包括對公司業務的風險、重要性）進行評估優次排序及管理，董事負責審閱評估結果，厘定公司 ESG 方面的重大風險，明確對公司發展具有重要意義的 ESG 議題，知悉所採取的管理措施並提出建議。有關風險管理和重要性評估工作的詳情參見本報告「ESG 重要性議題」。

公司已制定有效的 ESG 策略，不斷探索並提升公司 ESG 績效表現。董事會定期審閱 ESG 策略，以檢討和確保與公司業務展略相一致。有關 ESG 策略詳情可參見「ESG

Balance: The Group reports in the Report in an objective and unbiased manner to ensure that the information disclosed faithfully reflects the overall performance of the Group from the perspective of ESG.

Consistency: The quantitative information in the Report has been calculated and disclosed in a manner basically in line with previous reports to enable stakeholders to analyse and assess the performance of the Group at different times. Changes and updates in the scope of any data are provided with additional instructions for reference of the stakeholders.

## Board Statement

Charmacy Pharmaceutical recognises that Environmental, Social and Governance issues have far-reaching implications for the Company's sustainable development, stakeholder trust and long-term value creation. In compliance with the requirements of The Stock Exchange of Hong Kong, the Company has fully integrated core ESG principles and standards into its corporate management practices.

The Company has established a three-tier ESG governance structure comprising the Board of Directors – the Strategic Development Committee – the ESG Working Group. The Board of Directors serves as the highest decision-making body for ESG matters and has the ultimate responsibility for the Company's ESG governance. The Strategic Development Committee, established under the Board, is responsible for overseeing and reviewing ESG-related work and making recommendations to the Board. The ESG Working Group consists of members with diverse professional backgrounds, including the Board Secretary as well as management personnel from functional and business departments. The Working Group is responsible for implementing ESG-related decisions and arrangements made by the Board and the Strategic Development Committee.

The Company assesses, prioritises and manages ESG-related matters, including risks to the Company's business and their materiality. The Directors review the assessment results to determine the Company's material ESG risks and identify ESG issues that are significant to the Company's development. They also review the management measures adopted and provide recommendations where appropriate. Details of the Company's risk management and materiality assessment are set out in the section headed "Material ESG Issues" of this report.

The Company has developed an effective ESG strategy and continues to explore ways to enhance its ESG performance. The Board regularly reviews the ESG strategy to ensure that it remains aligned with the Company's

策略體系」。來自不同部門的負責人組成的 ESG 工作小組定期向戰略發展委員會報告公司內部 ESG 相關事宜，負責執行公司的 ESG 政策並向戰略發展委員會彙報及提供建議。

公司已設立與業務運營相關聯的多維度 ESG 目標，使 ESG 目標與業務目標得以平衡，董事已審閱並通過了相關 ESG 目標，並定期檢討目標的達成情況。

本報告已詳盡披露了上述環境、社會及管治相關事宜，董事會已審核通過本報告，確信本報告的內容真實、準確和完整。更多企業管治的詳情，請參閱本公司《2025 年年報》內的企業管治報告。

overall business strategy. Further details of the ESG strategy are set out in the section headed “ESG Strategy Framework”. The ESG Working Group, comprising heads from various departments, reports regularly to the Strategic Development Committee on ESG-related matters within the Company. It is responsible for implementing the Company’s ESG policies and reporting to, as well as providing recommendations for, the Strategic Development Committee.

The Company has established multidimensional ESG targets closely linked to its business operations, ensuring a balance between ESG targets and business goals. The Directors have reviewed and approved the relevant ESG targets and regularly review progress towards their achievement.

The Report provides detailed disclosure of the aforementioned environmental, social and governance matters. The Board has reviewed and approved the Report and confirms that the contents herein are true, accurate and complete. For further details of the Company’s corporate governance, please refer to the Corporate Governance Report contained in the Company’s 2025 Annual Report.

## \*ESG 策略體系

公司基於自身的業務展特點和行業情況，繼續貫徹四大支柱方向及未來行動，並以此為指引積極開展可持續發展實踐。依據 ESG 策略體系明確的核心支柱方向，我們設置了 ESG 目標，並積極採取行動以促進目標的達成。

## \*ESG Strategy Framework

Taking into account its business development characteristics and industry context, the Company continues to advance sustainable development practices under four strategic pillars and related future initiatives. Guided by the core pillars defined under the ESG Strategy Framework, we have established ESG targets and actively implemented initiatives to facilitate the achievement of these targets.

### 響應國家雙碳目標，加強環境管理 In response to the national dual carbon goals, strengthen environmental management

溫室氣體排放	Greenhouse Gas Emissions
資源使用及環境保護	Resource Utilisation and Environmental Protection
廢棄物處理	Waste Management
應對氣候變化	Addressing Climate Change

### 強化公司治理能力，提升ESG管理水平 Bring together outstanding talent to jointly create value for customers and society

廉潔建設	Integrity Building
持份者的溝通與參與	Stakeholder Communication and Engagement
ESG管治	ESG Governance



### 構建嚴格的可靠質量保障體系 Build a rigorous and reliable quality assurance system

產品質量與安全	Product Quality and Safety
供應鏈管理	Supply Chain Management

### 匯聚英才，攜手共創價值 Bring together outstanding talent to jointly create value for customers and society

員工健康與安全	Employee Health and Safety
員工發展及培訓	Employee Development and Training
合規雇傭與員工福利	Compliant Employment and Employee Welfare
社會公益	Social Welfare

**\*ESG 管治架構**

**\*ESG Governance Structure**

層面 Level	負責部門 Responsible body	職責 Responsibilities
最高決策層 Highest decision-making level	董事會 Board of Directors	<ul style="list-style-type: none"> <li>負責 ESG 工作的最高決策，授權並聽取下設委員會的報告。</li> <li>Serves as the highest decision-making body for ESG matters and authorises and hears reports from the committees under the Board.</li> <li>核心職責：審定公司 ESG 戰略、目標、政策及 ESG 年度報告。</li> <li>Core responsibilities: approving the Company's ESG strategy, targets, policies and ESG annual report.</li> </ul>
治理層 Governance level	戰略發展委員會 Strategic Development Committee	<ul style="list-style-type: none"> <li>在董事會授權下，負責 ESG 工作的管理與監督。</li> <li>Under the authorisation of the Board, responsible for the management and oversight of ESG-related work.</li> <li>核心職責：研究並建議 ESG 重大事項（含氣候風險與機遇情景研究）；監督 ESG 目標進展與績效，並開展氣候相關風險與機遇的權衡評估；定期接收氣候相關議題工作匯報；審議 ESG 年度報告。</li> <li>Core responsibilities: studying and making recommendations on material ESG issues (including scenario analysis regarding climate-related risk and opportunities); overseeing progress and performance of ESG targets; conducting balanced assessments of climate-related risks and opportunities; regularly receiving reports on climate-related issues; and reviewing the ESG annual report</li> </ul>
執行層 Execution level	ESG 工作小組 ESG Working Group	<ul style="list-style-type: none"> <li>負責 ESG 日常工作的協調、推進與執行。</li> <li>Responsible for the coordination, promotion and implementation of day-to-day ESG work.</li> <li>核心職責：統籌推進 ESG 項目落地；協調數據收集與信息披露；定期評估 ESG 風險與績效。</li> <li>Core responsibilities: coordinating the implementation of ESG initiatives; facilitating data collection and information disclosure; and regularly assessing ESG risks and performance.</li> </ul>

## \*董事會參與

本公司董事（「董事」）會（「董事會」）辦公室成立 ESG 工作小組（「ESG 工作小組」），負責統籌和推進各項 ESG 工作，協同各相關職能部門、附屬公司開展 ESG 資料統計與信息收集工作，保證 ESG 信息披露的及時性、完整性與準確性。ESG 工作小組由不同的專業背景的成員組成，並定期培訓，確保其具備足夠的勝任能力監管氣候相關風險與機遇。ESG 工作小組定期舉行會議，交流信息和最佳做法，以監督及檢討本集團的 ESG 相關事宜，包括但不限於評估、優先處理及管理重大 ESG 相關事宜（包括本集團業務風險），以及審查及批准與 ESG 有關的目標、指標、優先事項、政策及框架，以及審查其實施和實現的進展情況。在決策過程中，會充分考慮並評估與 ESG 相關的風險，維持有效的風險管理及內部監控系統。董事會通過與集團高級管理層定期溝通、監察本集團的日常運作以及根據內外部環境變化在必要時更新內部政策處理 ESG 事務。

## \*聯系方式

創美藥業重視您的意見與建議，如對本報告有任何意見或建議，歡迎通過以下方式與我們取得聯系：

創美藥業股份有限公司

地址：中國廣東省汕頭市龍湖區嵩山北路 235 號

電話：86-754-88109272

郵箱：ir@charmacy.cn

## 關於我們

創美藥業股份有限公司（股份代號：2289.HK）主營醫藥分銷業務，主要向下遊分銷商和零售終端分銷西藥、中成藥、保健品等產品，同時也開展第三方物流服務，並提供醫藥產品諮詢服務。本公司創立於 2000 年，經過 25 年的快速發展，已成長為華南地區領先的醫藥分銷商之一。本公司堅持「深耕廣東，輻射周邊」的發展戰略，立足於汕頭，在廣州、珠海、惠州、佛山及深圳成立子公司，並

## \*Involvement of the Board

The board (the “Board”) of directors (the “Directors”) of the Company has set up an ESG work panel (the “ESG Work Panel”) to plan and promote various ESG work as a whole, deal with ESG statistics and collect relevant information with all the related functional departments and subsidiaries to guarantee the timeliness, completeness and accuracy in the disclosure of ESG information. The ESG Work Panel is composed of professionals from diverse backgrounds, who are trained regularly to ensure they have the necessary expertise to oversee climate-related risks and opportunities. The ESG Work Panel meets regularly to exchange information and best practices so as to supervise and review the ESG-related issues of the Group, including but not limited to evaluating, prioritising and managing material ESG-related issues (including risks to the Group’s business), as well as examining and approving the ESG-related goals, targets, priorities, policies and frameworks, as well as reviewing the progress towards their implementation and achievement. During the decision-making process, relevant ESG risks are fully considered and evaluated to maintain effective risk management and internal monitoring systems. The Board manages ESG matters by maintaining regular communication with the Group’s senior management, overseeing daily operations, and updating internal policies as needed in response to changes in the internal and external environment.

## \* Contact

Charmacy Pharmaceutical values your comments and suggestions. Should you have any comments or suggestions on the Report, please contact us by the following means:

Charmacy Pharmaceutical Co., Ltd.

Address: No. 235 Song Shan North Road, Longhu District, Shantou City, Guangdong Province, the PRC

Tel: 86-754-88109272

Email: ir@charmacy.cn

## About Us

Charmacy Pharmaceutical Co., Ltd. (stock code: 2289.HK) is principally engaged in the pharmaceutical distribution business. It mainly distributes western medicine, Chinese patent medicine and healthcare products to downstream distributors and retail terminals, while conducting dealings in the third-party logistics business of medicines and providing pharmaceutical products related consulting services. Founded in 2000, over the past 25 years of rapid development, it has become one of the leading pharmaceutical

擁有四個現代化醫藥物流中心，專業的營銷服務團隊以及運輸服務團隊，對非招標市場實行「半徑 10 公裏內一日三配、50 公裏內一日兩配、250 公裏內一日一配」的高效配送機制。本公司具有現代化信息系統，涵蓋整個醫藥分銷供應鏈，包括採購、銷售、倉儲、運輸及交付等。本公司同時運營自建的 B2B 電子商務平台：「創美 e 藥」，供客戶在線下單、查詢及支付等。本公司於 2024 年全國批發企業主營業務收入前 100 位排名 34，本公司於廣東省醫藥流通企業排名第 7 位。

2025 年，本集團榮獲由藥鏈圈認證中心頒發的醫藥物流配送優秀企業（連續 5 年獲得）、現代醫藥物流技術試驗基地（中心）（連續 4 年獲得）、醫藥冷鏈最佳物流中心（基地）（連續 7 年獲得）、醫藥冷鏈物流服務推薦企業（連續 6 年獲得）、藥品器械供應鏈試驗基地（連續 2 年獲得）、醫藥器械供應鏈最佳服務商（連續 2 年獲得），以及藥品數智物流技術服務推薦品牌；由中國（廣州）國際物流裝備與技術展會組委會頒發的中國物流行業金螞蟻創新獎（連續 8 年獲得）；由中國醫藥物資協會醫藥商業分會頒發的“現代醫藥物流儲運管理規範”團體標準試點單位；由廣東省信用協會頒發的常務理事單位（連續 8 年獲得）；以及由廣東省企業聯合會、廣東省企業家協會聯合頒發的 2024 年廣東省企業 500 強。

distributors in the Southern China region. The Company adheres to the development strategy of “Intensive Engagement in Guangdong Province and Extensive Coverage across Surrounding Areas”, based in Shantou, it has established subsidiaries in Guangzhou, Zhuhai, Huizhou, Foshan and Shenzhen, and has four modern pharmaceutical logistics centers., all equipped with Professional marketing service team, professional transportation teams, and has a highly efficient delivery mechanism of delivering pharmaceutical products three times per day for customers within a radius of 10 kilometers, twice per day for customers within a radius of 50 kilometers and once per day for those within a radius of 250 kilometers. In addition, the Company has a modern information system that covers the entire supply chain for pharmaceutical distribution, including procurement, sales, warehousing, transportation and delivery. Apart from that, the Company operates its own B2B e-commerce platform “Charmacy e-Medicine” (創美 e 藥), a platform for customers to place orders online, make inquiries and payment ,etc. In 2024, the Company ranked top 34 among top 100 the PRC wholesalers, in respect of revenue generated from the principal business. The Company ranked the 7th among the pharmaceutical distribution businesses in Guangdong Province.

In 2025, the Group received a number of recognitions from the Pharmaceutical Chain Circle (yaolianquan.com) Certification Centre, including an Excellent Pharmaceutical Logistics and Distribution Enterprise (for five consecutive years), a Modern Pharmaceutical Logistics Technology Test Base (Centre) (for four consecutive years), the Best Pharmaceutical Cold Chain Logistics Centre (Base) (for seven consecutive years), a Recommended Enterprise for Pharmaceutical Cold Chain Logistics Services (for six consecutive years), a Pilot Base for Pharmaceutical Supply Chain Innovation (for two consecutive years), the Best Supply Chain Service Provider for Pharmaceuticals and Medical Devices (for two consecutive years), and a Recommended Brand for Digital-Intelligent Pharmaceutical Logistics Technology Services. In addition to being awarded the China Logistics Industry “Golden Ant” Innovation Award by the Organizing Committee of China (Guangzhou) International Logistics Equipment and Technology Exhibition (for eight consecutive years), the Group was named a Pilot Unit for Modern Pharmaceutical Logistics Storage and Transportation Management Standards by the Pharmaceutical Commerce Branch of the China Medical Pharmaceutical Material Association, a Standing Council Member by the Guangdong Credit Association (for eight consecutive years), and among the “Top 500 Enterprises of Guangdong Province 2024” jointly issued by the Guangdong Provincial Enterprise Confederation and the Guangdong Provincial Association of Entrepreneurs.

## 持份者參與及重要性評估

## Stakeholders' Engagement and Materiality Assessment

本集團的持份者群體包括政府／監管機構、股東／投資者、員工、供應商／合作夥伴、客戶及社區／公民。本集團積極主動與持份者群體進行溝通，全面了解持份者的期望。

The Group's stakeholders include governments/ regulatory authorities, shareholders/ investors, staff, suppliers/ partners, customers and communities/ citizens. The Group actively communicates with stakeholders to fully understand their expectations.

持份者 Stakeholders	溝通方式 Means of Communication	期望與要求 Expectations and Requirements	
政府／監管機構 Governments/ regulatory authorities	<ul style="list-style-type: none"> <li>實地檢查</li> <li>主動納稅</li> <li>日常溝通與匯報</li> </ul>	<ul style="list-style-type: none"> <li>On-site examination</li> <li>Active tax payment</li> <li>Daily communication and reporting</li> </ul>	<ul style="list-style-type: none"> <li>合規經營</li> <li>依法納稅</li> <li>Compliance operation</li> <li>Tax payment according to law</li> </ul>
股東／投資者 Shareholders/ investors	<ul style="list-style-type: none"> <li>股東會</li> <li>業績發佈會</li> <li>公司網站</li> <li>報告與公告</li> <li>投資者調研</li> </ul>	<ul style="list-style-type: none"> <li>General meetings</li> <li>Result conferences</li> <li>Company website</li> <li>Reports and announcements</li> <li>Investor surveys</li> </ul>	<ul style="list-style-type: none"> <li>財務業績</li> <li>保障股東權益</li> <li>企業可持續發展</li> <li>Financial results</li> <li>Safeguarding shareholders' rights and interests</li> <li>Sustainable corporate development</li> </ul>
員工 Staff	<ul style="list-style-type: none"> <li>勞動合同</li> <li>健康體檢、保險</li> <li>員工培訓</li> <li>員工活動</li> <li>日常交流</li> </ul>	<ul style="list-style-type: none"> <li>Labour contracts</li> <li>Health examination and insurance</li> <li>Staff training</li> <li>Staff activities</li> <li>Daily interaction</li> </ul>	<ul style="list-style-type: none"> <li>平等僱傭</li> <li>健康與安全</li> <li>技能提升</li> <li>薪酬與福利</li> <li>職業發展</li> <li>Equal Employment</li> <li>Health and safety</li> <li>Skill improvement</li> <li>Remuneration and benefits</li> <li>Career development</li> </ul>
供應商／合作夥伴 Suppliers/ partners	<ul style="list-style-type: none"> <li>實地考察</li> <li>交流互訪</li> <li>供應商評估</li> <li>市場調查</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspection</li> <li>Interaction and exchange visits</li> <li>Supplier assessment</li> <li>Market survey</li> </ul>	<ul style="list-style-type: none"> <li>遵守商業承諾</li> <li>互利共贏</li> <li>公平競爭</li> <li>Sticking to business commitments</li> <li>Mutual benefit and win-win situation</li> <li>Fair competition</li> </ul>
客戶 Customers	<ul style="list-style-type: none"> <li>實地考察</li> <li>交流互動</li> <li>滿意度調查</li> <li>藥品推廣</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspection</li> <li>Interaction and exchange</li> <li>Satisfaction survey</li> <li>Pharmaceutical products promotion</li> </ul>	<ul style="list-style-type: none"> <li>遵守商業承諾</li> <li>互利共贏</li> <li>產品質量</li> <li>Sticking to business commitments</li> <li>Mutual benefit and win-win situation</li> <li>Product quality</li> </ul>
社區／公民 Communities/ citizens	<ul style="list-style-type: none"> <li>促進社區就業</li> <li>社區活動</li> <li>慈善公益</li> </ul>	<ul style="list-style-type: none"> <li>Promoting community employment</li> <li>Community activities</li> <li>Charitable activities</li> </ul>	<ul style="list-style-type: none"> <li>帶動社區發展</li> <li>社區交流與溝通</li> <li>Driving community development</li> <li>Community interaction and communication</li> </ul>

## \*持份者的溝通與參與

本集團深知企業的可持續發展需要各持份者的支持。我們高度重視與持份者溝通並形成了常態化的溝通機制。報告期內，我們回顧並總結了對本集團業務運營重要的持份者類別、其關注的議題、以及溝通渠道（如上表所示）。我們通過多種溝通渠道，加強持份者對我們推行的戰略與舉措的理解，並給予通暢反饋渠道，讓持份者提出觀點及期望，以幫助本集團持續提升與完善管理機制。

本集團將持續檢討與持份者的溝通機制，在未來以更多方式擴展我們與持份者的溝通渠道並逐步加強對可持續發展相關事宜的探討。我們相信只有攜手持份者，才能加快實現本集團的可持續發展願景。

## \*ESG 重要性議題

我們深入了解各方訴求、意見和建議，將持份者及其關注點融入運營和決策過程，實現 ESG 與日常運營相結合，驅動共同發展。報告期內，為更好回應持份者的訴求與期望，本集團開展了重要性議題的識別工作。本集團通過收集並整理持份者的意見與關注事項，參考監管機構披露指引、資本市場、國際報告標準機構以及同行企業關注的可持續發展議題，以此整理、分析及歸納重要持份者關切的議題。

報告期內，我們根據「對業務發展的重要性」和「對持份者的重要性」這兩個維度，將各項議題按照重要程度進行排序，識別過程包括以下步驟：

### 第一步：建立議題清單

本公司參考香港交易所等標準，並借鑒國內外領先行業的最佳實踐，結合自身業務特點及行業趨勢，系統識別及分析持份者關注的 ESG 議題。

### 第二步：確定重要性

透過內部訪談等方式，從「對業務發展的重要性」及「對持份者的重要性」兩大維度對各議題進行深入評估，構

## \*Communication with and Engagement of Stakeholders

The Group is fully aware that sustainable corporate development requires the support of all stakeholders. We attach great importance to the communication with stakeholders and have established a regular communication mechanism. During the Reporting Period, we reviewed and summarised the categories of stakeholders that are important to business operations of the Group, their concerns, and communication channels (as shown in the table above). We resort to a variety of communication channels to enhance stakeholders' understanding of the strategies and initiatives we pursue, and provide them with smooth feedback channels to express their views and expectations so as to help the Group continuously improve and refine its management mechanisms.

The Group will continue to review the communication mechanisms with stakeholders, expand our communication channels with stakeholders in more ways in the future and gradually strengthen the discussion on sustainability related issues. We believe that only by working with stakeholders can the Group speed up the realisation of its sustainable development vision.

## \* ESG Materiality Issues

We look into the requirements, opinions and suggestions of all parties, and integrate stakeholders and their concerns into our operations and decision-making process, so that ESG is integrated with our daily operations to foster common development. During the Reporting Period, the Group carried out identification work on materiality issues to better respond to stakeholders' requests and expectations. The Group collected and collated stakeholders' opinions and concerns, and referred to guides disclosed by regulatory authorities and sustainable development issues under the concern of capital markets, international reporting standard institutions and peer companies as the basis to sort out, analyse and conclude concerns of key stakeholders.

During the Reporting Period, we sorted issues by degree of importance from the two dimensions of "Importance to Business Development" and "Importance to Stakeholders", the identification process includes the following steps:

### Step 1: Compilation of ESG Issue List

Taking into consideration its business characteristics and industry trends, the Company systematically identified and analysed ESG issues of concern to its stakeholders by referring to relevant standards issued by the Stock Exchange of Hong Kong and other recognised frameworks, while drawing on best practices from leading domestic and international industry peers.

### Step 2: Determination of Materiality

Through internal interviews and other assessment approaches, each ESG issue was evaluated across two key dimensions: "importance to business

建實質性評估矩陣，以量化方式準確識別關鍵議題，並據此確定優先順序。

### 第三步：形成評估結論

經管理層審閱與確認最終評估結果，識別出對於本集團在 ESG 方面的重要性議題項目如下（按優先次序）：

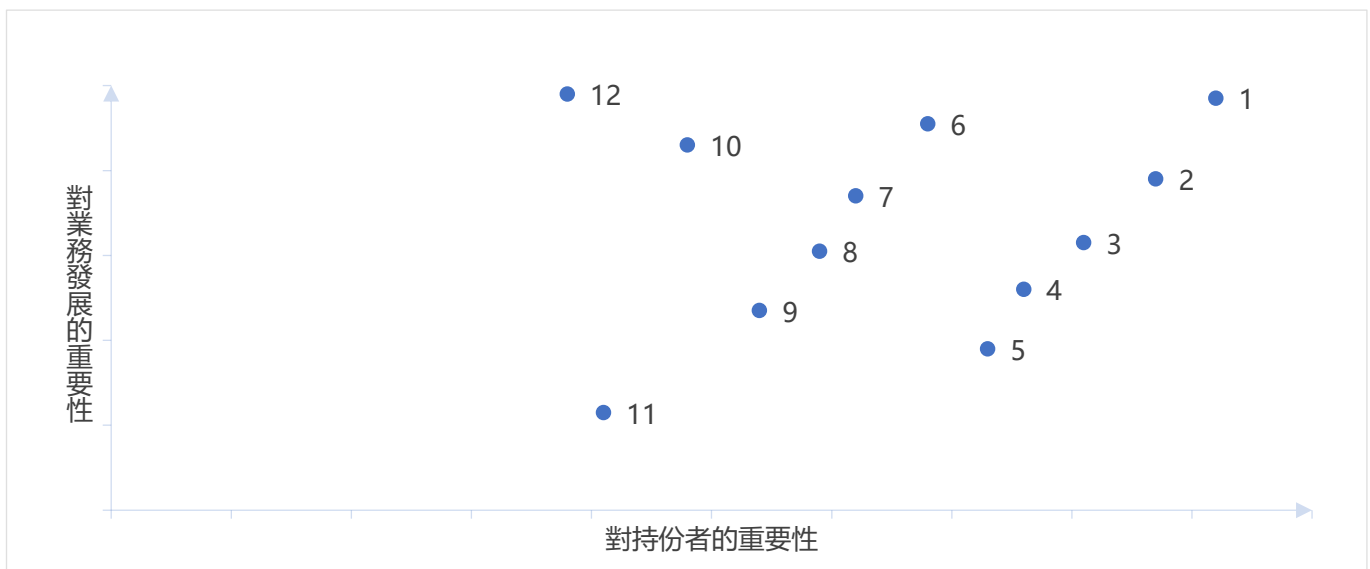
1. 產品質量與安全
2. 供應鏈管理
3. 員工健康與安全
4. 員工發展及培訓
5. 合規僱傭與員工福利
6. 廉潔建設
7. 溫室氣體排放
8. 資源使用及環境保護
9. 廢棄物處理
10. 應對氣候變化
11. 社會公益
12. 持份者的溝通與參與

development” and “importance to stakeholders.” Based on this assessment, the Company established a materiality assessment matrix to quantitatively identify and prioritise key ESG issues.

### Step 3: Finalisation of Assessment Results

Following review and confirmation by management, the final assessment results were determined. The material ESG issues identified for the Group are presented below in order of priority:

1. Product Quality and Safety
2. Supply Chain Management
3. Staff Health and Safety
4. Staff Development and Training
5. Compliant Employment and Staff Welfare
6. Anti-corruption Measures
7. Greenhouse Gas Emissions
8. Utilisation of Resources and Environmental Protection
9. Waste Disposal
10. Tackling Climate Change
11. Social Welfare
12. Communication with and Engagement of Stakeholders



公司對 ESG 相關事宜（包括對公司業務的風險、重要性）進行評估優次排序及管理，已建立「風險發生可能性-潛在影響程度-行業屬性適配性」三維度優先級排序規則，將氣候相關風險與供應鏈風險（產品質量風險、缺貨風險、滯銷風險）納入公司統一風險評估體系開展優先級排序，排序過程結合藥品流通行業屬性及公司廣東區域倉儲的氣候風險特徵；排序結果為：1. 供應鏈風險-產品質量風險（最高優先級）；2. 供應鏈風險-缺貨風險；3. 供應鏈風險-滯銷風險；4. 氣候相關物理風險-極端

The Company assesses, prioritises and manages ESG-related matters, including risks to the Company’s business and their materiality. A three-dimensional prioritisation framework comprising “risk likelihood – potential impact – alignment with industry characteristics” has been established. Under this framework, climate-related risks and supply chain risks (including product quality risks, stock-out risks and slow-moving inventory risks) are incorporated into the Company’s unified risk assessment system for prioritisation. The prioritisation process considers the characteristics of the pharmaceutical distribution industry as well as the climate risk profile

天氣（暴雨/洪水/颱風）；5.氣候相關轉型風險-低碳轉型政策及法規變化；6.其他氣候相關風險（極端高溫、海平面上升、水資源短缺，均為低優先級）；

排序執行方法為按優先級分級跟踪管控，最高/中優先級風險實施定期跟踪管控，低優先級風險實施一次性基礎評估，後續僅在風險特徵發生實質性變化時，再開展專項調整評估。

與上一匯報期相比，本集團識別、評估及監察 ESG 相關風險的核心流程未發生重大變更。

associated with the Company's warehouse operations in Guangdong. The prioritisation results are as follows: 1. supply chain risk – product quality risk (highest priority); 2. supply chain risk – stock-out risk; 3. supply chain risk – slow-moving inventory risk; 4. climate-related physical risk – extreme weather events (heavy rainfall, flooding and typhoons); 5. climate-related transition risk – policy and regulatory changes related to low-carbon transition; and 6. other climate-related risks (including extreme heat, sea level rise and water scarcity, all classified as low priority).

Risks are monitored and managed according to their priority levels. High- and medium-priority risks are subject to regular monitoring and management, while low-priority risks are subject to a one-off baseline assessment. Subsequent reassessments will only be conducted where there are material changes in the characteristics of such risks.

Compared with the previous reporting period, there have been no significant changes in the Group's core processes for identifying, assessing and monitoring ESG-related risks.

## 環境

本集團重視業務發展和環境保護的平衡，深知企業的可持續發展與生存的環境息息相關。本集團將「保護環境、節約資源」貫穿在企業經營活動中，以減省電力、燃料和水等資源的消耗，並提高全員環境保護意識，履行社會責任，注重對環境的保護以減少自身業務對環境造成之不良影響。報告期內，本集團已遵守適用於業務營運地的環保法規要求，並無任何重大違反中國環保法律及法規的事件而對公司有重大影響。本集團努力有效地使用企業資源，不僅降低本集團的運營成本，亦對我們的環境有益及能改善員工工作環境狀況，以及提高員工歸屬感。

### \*排放物

#### ■廢氣排放

由於本集團主要從事藥品的分銷與配送業務，本集團在進行藥品的物流配送途中，主要的排放物源自本集團自有運輸車輛的氣體排放。於報告期內本集團的車輛廢氣及微顆粒的排放量的主要指標載於下表：

廢氣排放 Exhaust gas emissions	單位 Unit	2025 年數據 Data for 2025	2024 年數據 Data for 2024
氮氧化物 Nitrogen Oxides (NOx )	千克 kg	13,856.10	12,769.29
硫氧化物 Sulphur Oxides (SO <sub>2</sub> )	千克 kg	12.93	12.74
顆粒物 Particulate Matter (PM)	千克 kg	885.53	818.84

註：排放物乃根據燃料消耗及汽車移動距離以及聯交所《如何編備環境、社會及管治報告》之「附錄二：環境關鍵績效指標匯報指引」項下排放系數估算所得。

目前本集團所使用的柴油車都按照中國工業和信息化部規定達到國六排放標準，在尾氣處理上都選用選擇性催化還原系統，而這項系統必須利用柴油引擎廢氣處理液對尾氣的氧化物進行處理，以達到國家綠色環保標準。本集團亦時刻關注市場上的新能源車型，並根據實際情況於必要的時候更換適用的新能源車輛。同時，本集團要求司機到本集團指定的加油站加油，確保用油標

## Environment

The Group recognises the importance of balance between business development and environmental protection and is well aware that sustainable corporate development is closely linked to the environment. The Group adopts the environmental concept of "protecting environment and saving resources" throughout its business activities to reduce the consumption of resources such as electricity, fuel and water, and improve all staff's environmental awareness, fulfill social responsibility, and focus on protecting the environment to minimise the adverse environmental impacts from its businesses. During the Reporting Period, the Group complied with the applicable environmental regulations of the places where it operated, and had no incidents of major violations of environmental protection laws and regulations in China that had significant impact on the Company. The Group strives to use its corporate resources effectively, not only for lowering its operating costs, but also for bringing environmental benefits to improve the workplace condition for employees and heighten their sense of belonging.

### \* Emissions

#### ■ Exhaust gas emissions

Since the Group is principally engaged in the distribution and delivery of pharmaceutical products, in its process of pharmaceutical logistics, the main emissions were from the Group's transportation vehicles. The key indicators for the Group's vehicle gas and particulate emissions for the Reporting Period are shown in the table below:

Note: Emissions are estimated based on fuel consumption and vehicle travelling distance as well as emission factors indicated in "How to prepare an ESG report - Appendix 2: Reporting Guidance on Environmental KPIs" issued by the Stock Exchange.

Currently, all the diesel vehicles that are in use by the Group comply with the National-VI emission standards as required by the Ministry of Industry and Information Technology of the PRC. Selective catalytic reduction system is used in exhaust gas treatment and this system requires the use of diesel exhaust fluid for conducting oxidation of the exhaust gas to meet the national standards on environmental protection. The Group also remains attentive to new energy vehicles in the market and will replace the existing vehicles with

準及質量；並需具有最佳環保駕駛習慣，減少車輛閑置行為。

2025年，本集團的氮氧化物及顆粒排放物較上一年度分別增加了8.51%及8.14%，這一增長主要源於深圳新增倉庫的投入使用以及整體出貨量的提升。儘管排放量因業務擴展而上升，本集團始終致力於減少環境影響，未來，本集團將繼續推進綠色物流體系和綠色倉儲建設，實現業務增長的同時實現排放量的有效控制。

■ 廢棄物

於報告期本集團產生的主要廢物，詳見下表：

applicable new energy vehicles when necessary considering the actual circumstances. At the same time, the Group requires drivers to refuel at the petrol stations designated by the Group to ensure the oil standard and quality; and have the most environmentally friendly driving habit to minimise vehicle idling behaviors.

In 2025, the Group's nitrogen oxide and particulate matter emissions increased by 8.51% and 8.14% respectively compared to the previous year, primarily due to the commissioning of a new warehouse in Shenzhen and a rise in overall shipments. Despite the increase in emissions driven by business expansion, the Group remains committed to minimizing its environmental impact. Going forward, the Group will continue to green its logistics system and warehouses to ensure effective emissions control while supporting business growth.

■ Waste

The major wastes produced by the Group during the Reporting Period are shown in the below table:

指標名稱 Indicator	單位 Unit	2025年數據 Data for 2025	2024年數據 Data for 2024
產生無害廢棄物總量 Total non-hazardous waste produced	噸 tonnes	104.56	114.40
無害廢棄物強度（每人民幣百萬元營業收入無害廢棄物量） Non-hazardous waste intensity (non-hazardous waste per RMB million of operating income)	噸／人民幣百萬元 tonnes/RMB million	0.024	0.026
人均產生無害廢棄物量 Non-hazardous waste produced per capital	噸／人 tonnes/person	0.123	0.135
廢舊藥品銷毀總量 Total amount of waste drugs destroyed	噸 tonnes	34.44	29.19
有害廢棄物強度（每人民幣百萬元營業收入廢舊藥品銷毀總量） Hazardous waste intensity (total amount of waste drugs destroyed per RMB million of operating income)	噸／人民幣百萬元 tonnes/RMB million	0.0079	0.0066
總廢棄物強度（每人民幣百萬元營業收入廢棄物總量） Total Waste Intensity (Total Waste per RMB million of operating income)	噸／人民幣百萬元 tonnes/RMB million	0.0317	0.0324

我們的經營活動並不會直接產生工業污染，故幾乎無涉及向水及土地的排污、有害廢棄物的產生等，因此並無採取相關處理方法。廢棄物主要來自廠家或貨主的廢舊藥品、物流和日常辦公產生的廢料及其他生活垃圾。廢

Our operating activities do not directly lead to industrial pollution. Therefore, there is almost no pollutants released into water and land or generation of hazardous wastes. Hence, no relevant treatment has been adopted. The waste mainly comes from the waste drugs of manufacturers or shippers, the waste

紙消耗主要是打印紙、標籤紙及送貨單。

我們依法對廢舊藥品進行無害化處理，委托專業第三方機構進行銷毀，並積極開展垃圾分類工作，號召員工按照垃圾分類標準將可回收垃圾和不可回收垃圾進行分類投放，再由本公司進行統一處理，避免對環境造成影響。

我們的減廢目標是，到 2034 年，廢棄物強度（廢棄物總量/營業收入）較 2023 年下降 10%。減廢措施是：本集團的建設項目依法依規配套環境保護設施，廢棄物合規處置；本集團盡可能回收和重用包裝材料；本集團對員工展開減廢相關宣貫及培訓，鼓勵員工使用雙面打印和影印；本集團提倡各部門分類處理每日日常垃圾，重用可循環再用廢物，例如信封、快遞袋、膠袋、紙張及紙箱等本集團為客人提供經消毒處理過的玻璃杯或陶瓷杯而非紙杯，以減少廢物及更為環保。

### \*資源使用

本集團在運營過程中所消耗的能源主要包括運輸車輛汽油、柴油、辦公用電。消耗資源為辦公用水及物流包裝材料，物流包裝材料主要包括紙箱。

下表顯示本集團於報告期主要資源的消耗情況：

指標名稱 Indicator	單位 Unit	2025 年數據 Data for 2025	2024 年數據 Data for 2024
汽油 Gasoline	公升 litre	234,902.86	269,173.98
汽油 Gasoline	千瓦時 kWh	2,095,855.52	2,401,630.07
每人民幣萬元營業收入所耗汽油 RMB0'000 of gasoline consumed by operating income	公升/人民幣萬元 litre/RMB0'000	0.54	0.61
柴油 Diesel	公升 litre	588,438.01	545,816.37
柴油 Diesel	千瓦時 kWh	6,298,195.27	5,842,005.48
每人民幣萬元營業收入所耗柴油 RMB0'000 of diesel consumed by operating income	公升/人民幣萬元 litre/RMB0'000	1.34	1.23
石油氣 Petroleum gas	千克 kg	75.00	50.00

generated by logistics and daily office wastes and other household garbage. Waste papers are mainly from the consumption of printing papers, label papers, and delivery notes.

We carry out harmless treatment of waste drugs in accordance with the law and appoint a professional third-party organisation for disposal. We actively carry out garbage classification work, call on employees to classify recyclable and non-recyclable garbage according to the garbage classification standards, and the Company will proceed to conduct unified treatment to avoid the impact on the environment.

Our waste reduction target is to reduce waste intensity (total waste / operating revenue) by 10% by 2034 compared to 2023. The waste reduction measures are: the Group's construction projects are equipped with environmental protection facilities in accordance with laws and regulations, and the waste is disposed of in accordance with the regulations; the Group recycles and reuses packaging materials as much as possible; the Group provides publicity and training related to employee waste reduction and encourages employees to print and copy on double-sided paper. the Group encourages all departments to classify and dispose of daily garbage and reuse recyclable waste, such as envelopes, courier bags, plastic bags, papers and cartons. The Group provides customers with sterilised glasses or porcelain cups instead of paper cups to reduce waste and be more environmentally friendly.

### \* Use of Resources

The energy consumed by the Group during the operations mainly includes gasoline and diesel for transportation vehicles as well as electricity consumed in offices. The resources consumed are office water usage and logistics packaging materials, which mainly include cartons.

The following table sets out the major use of resources of the Group during the Reporting Period:

石油氣 Petroleum gas	千瓦時 kWh	1,070.15	713.44
每人民幣萬元營業收入所耗石油氣 RMB0'000 of liquefied petroleum gas consumed by operating income	千克／人民幣萬元 Kg/RMB0'000	0.00	0.00
外購電力 Electricity purchased	千瓦時 kWh	6,231,198.64	5,791,905.32
每人民幣萬元營業收入耗電量 Electricity consumption per RMB0'000 of operating income	千瓦時／人民幣萬元 kWh/RMB0'000	14.21	13.06
總能源消耗量 Total energy consumption	千瓦時 kWh	14,625,962.87	14,036,254.31
總能源消耗量密度（每人民幣萬元營業收入總能源消耗密度） Total Energy Consumption Density (total energy consumption per RMB0'000 of operating revenue)	千瓦時／人民幣萬元 kWh/RMB0'000	33.36	31.65
耗水量 Water consumption	噸 tonnes	55,485.77	50,285.83
每人民幣萬元營業收入耗水量 Water consumption per RMB0'000 of operating income	噸／人民幣萬元 tonnes/RMB0'000	0.13	0.11
紙質外包裝材料使用量 Paper materials used in outside packaging	千克 kg	121,189.49	104,983.00
每人民幣萬元營業收入紙質外包裝材料使用量 Intensity (consumption of paper packaging materials per RMB0'000 of operating income)	千克／人民幣萬元 kg/RMB0'000	0.28	0.24

本集團秉著節約高效、杜絕浪費的理念，致力於在業務營運中合理地使用資源。除於上文「排放物」所述的措施，為促進資源節約，我們堅守循環再利用及減少廢物的原則，積極提倡綠色辦公模式，加強員工節能環保的意識，以及制定了與環境管理相關的政策，例如：

1. 實施廢舊紙箱回收計劃。回收使用過但尚可利用的紙箱，用於物流中心藥品倉儲及配送運輸；
2. 鼓勵無紙化辦公，節約使用紙張。提倡雙面用紙，並循環利用信封及使用過的紙張，對無法使用的廢紙送到回收站實現資源再利用；全面使用電子郵件與在線審核系統進行文件審閱、簽發與溝通，避免不必要的打印；
3. 推廣電話及影像系統的使用。盡量使用電話會議或視頻會議，減少員工公出旅程，從而達到減少溫室氣體排放的目的；
4. 依據實際天氣情況，合理控制辦公區空調開放時間，避免能源浪費。此外，在部分公司辦公區試點啓用空調智能測溫系統，通過自動控制室溫及實現“人走機關”；

The Group is committed to its philosophy of conservation, high efficiency and prevention of wastage of resources, and focuses on reasonable use of resources in its business operations. Apart from the measures set out in the section headed “Emissions” above, in order to promote resources saving, we adhere to the principle of recycling and reducing waste, actively advocate the green office model, enhance the staff’s awareness of energy conservation and environmental protection, and formulate policies relating to environmental management, such as:

1. Implementing the scheme of recycling used cartons. Usable second-hand cartons are recycled and used in pharmaceutical warehousing, distribution and transportation at logistics centres;
2. Encouraging paperless office and paper saving. Staff members are encouraged to print on double-sided paper, reuse envelopes and used paper, and maximise the use of email and online review system for reviewing and signing documents and communications to avoid unnecessary printing;
3. Promoting the use of telephone and video systems. The use of telephone or video conferences should be maximised to reduce the staff’s business trips so as to reduce greenhouse gas emissions;
4. Based on actual weather conditions, reasonably control the operating hours of air conditioners in office areas to avoid energy waste. Additionally, pilot the use of a smart temperature measurement system for air conditioners in the office areas of certain companies to achieve automatic room temperature

5. 加強對辦公區用電情況的管理。員工使用計算機、打印機等電子設備時，儘量減少待機消耗；在部分公司通過智能工具實現人走燈滅、自動關閉電器電源及電燈；行政人員定時巡查，避免浪費用電的情況發生；照明設施使用節能的 LED 燈；及

6. 定期對用水設備進行檢查及維護，更換老化的水龍頭，加強對水龍頭的水流控制，提高用水效益；在運營、辦公場所的衛生間、洗手間等處張貼「節約用水」宣傳標識，提高員工的節水意識。

2025 年度，本集團的各項環境指標及能源消耗與 2024 年度比較，其中柴油、外購電力及廢舊藥品銷毀量的指標略有增加，柴油及廢舊藥品銷毀量的主要原因是 1) 本集團的物流作業量對比去年有所增加及第三方委託銷毀重量增加，配送商品件數、配送路線及運輸頻率同步增加；及 2) 深圳物流中心於 2024 年汽油有一定程度減少，主要是因為增加了新能源運輸車輛，減少了汽油使用。

就能源方面，本集團持續推動減少使用石油氣，提倡用電及天然氣作為能源；持續促進資源節約，在廣州分揀配送中心採用了智慧照明控制系統，可根據需求設置多種場景模式，通過傳感器智慧開關控制及調節不同程度的亮度，節約電能，同時使用光伏發電系統供電，減少二氧化碳的排放，從而舒緩地球溫室效應，改善環境污染問題。本公司通過在部分倉庫天台上加裝彩鋼板並使用防曬塗層材料進行翻新，達到更好的隔熱隔溫的效果，有效降低倉庫內的溫度，減少中央空調啟動的時長，且在倉庫區增加自動卷門，減少倉庫內冷氣外泄，從而減少電力損耗。本集團水源類別為第三方供水，堅持提倡節約用水。本集團不存在求取適用水源方面的問題。

就紙張方面，本集團通過在線審核系統審閱檔共完成超 43.774 萬個審批流程，假設每個流程涉及審批文件為 4 頁，則於報告期共節約紙張約 1.75 百萬張。

報告期內，本集團已遵守與環境相關的法律及規例，包

control and the “auto-off when unoccupied” feature;

5. Strengthen the management of electricity usage in office areas. Employees should minimize standby power consumption when using electronic devices such as computers and printers. In certain companies, smart tools will be used to automatically turn off lights and power off electrical appliances when people leave. Administrative staff should conduct regular inspections to prevent electricity waste. Energy-saving LED lights should be used for lighting facilities; and

6. Inspecting and maintaining water-consumption equipment regularly. Aging water faucets are replaced to achieve greater control over the water flow from water faucets to achieve higher efficiency in water consumption; “water saving” posters are put up in the toilets and washrooms of business and office premises to enhance the staff’s awareness of water saving.

To compare the Group’s environmental indicators and energy consumption in 2025 with those of 2024, there were slight increases in diesel consumption and disposal volume of expired pharmaceuticals. These increases were mainly driven by a higher business volume and greater weight of third-party entrusted disposals than last year, resulting in more delivery items, expanded distribution routes, and increased transportation frequency. By contrast, consumption of gasoline, liquefied petroleum gas (LPG), electricity, and total resources declined to varying degrees. This was primarily attributable to: 1) reduced use of LPG in staff canteens; and 2) the adoption of new energy vehicles for transportation, which lowered gasoline consumption;

In terms of energy consumption, the Company continuously promotes the reduction of LPG usage and advocates the use of electricity and natural gas as energy sources. The Company also strives to promote resource conservation. For instance, the Guangzhou Sorting and Delivery Centre utilises an intelligent lighting control system which sets various scene modes based on demand and adjusts brightness levels through sensor-controlled smart switches, thereby saving electricity. Additionally, the centre is powered by a photovoltaic power generation system, reducing carbon dioxide emissions and mitigating the greenhouse effect, thereby addressing environmental pollution concerns. The Company installed color steel panels on the warehouse rooftop and applied sun-reflective coating during renovation, achieving enhanced thermal insulation. This effectively reduces indoor temperatures, shortens the operational duration of central air conditioning systems. Furthermore, automatic roller doors have been installed in the warehouse area to prevent air leakage, thus reducing power consumption. The Group sources water from third-party suppliers and strictly promotes water conservation. The Group does not have any issue in sourcing water that is fit for purpose.

With respect to paper usage, the Group completed more than 437.74 thousand approval processes through the online documentation review system. Assuming that each process involves four pages of documents for review, this online review system has saved about 1.75 million sheets of paper in total during the Reporting Period.

During the Reporting Period, the Group has complied with the relevant

括但不僅限於：《中華人民共和國環境保護法》、《中華人民共和國水污染防治法》、《中華人民共和國大氣污染防治法》、《中華人民共和國固體廢物污染環境防治法》。於報告期內，本集團概不知悉在空氣及溫室氣體排放、在水源及土地排污、以及產生有害及非有害廢物方面，對本集團造成重大影響的任何不合法例及規例事故。

我們的用水效益目標是，到 2034 年，本集團每人民幣萬元營業收入耗水量較 2023 年減少 5%。

我們的能源使用效益目標是，不斷提高能源使用效率，尋求使用清潔能源的機遇。到 2034 年，總能源消耗密度均較 2023 年降低 10%。

## 應對氣候變化

### \*管治

公司 ESG 治理體系詳見董事會聲明及 ESG 管治架構。

為確保我們的董事會瞭解氣候相關風險和機遇的最新趨勢，我們為董事會不定期提供至少一年一次的 ESG 相關培訓。

我們的董事會在年度董事會會議上瞭解氣候相關風險和機遇，以確保我們的氣候議題進展順利且表現合規。

本公司暫無將績效指標納入管理層薪酬政策中，董事會會持續就此方面進行檢討。

### \*策略

隨著全球氣候變化的推移，氣候風險發生的概率日益增大，給人類社會帶來的影響也越來越大。氣候變化引起的極端天氣和突發事件增多，可能會對本集團的運營帶來不可預測的影響。本集團通過開展政策調研、同業對標，並結合專家意見，建立了系統性的氣候風險識別、評估和優先排序流程，識別出與自身運營相關的氣候變化相關風險，評估各項風險對自身財務的影響並積極採取應對措施，減少風險對本集團帶來的潛在影響，實現本集團業務的長期可持續發展。

environmental laws and regulations, including but not limited to: Environmental Protection Law of the People's Republic of China (《中華人民共和國環境保護法》), Water Pollution Prevention and Control Law of the People's Republic of China (《中華人民共和國水污染防治法》), Law of the People's Republic of China on Prevention and Control of Atmospheric Pollution (《中華人民共和國大氣污染防治法》), Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste (《中華人民共和國固體廢物污染環境防治法》). During the Reporting Period, the Group was not aware of any incident involving non-compliance with the laws and regulations which would have a material impact on the Group in terms of air and greenhouse gas emissions, water and land discharges, and the generation of hazardous and non-hazardous waste.

Our water efficiency target is to reduce the Group's water consumption per RMB10,000 of operating revenue by 5% by 2034 compared to 2023.

Our energy efficiency goal is to continuously improve the efficiency of energy use and seek opportunities for the use of clean energy. By 2034, the total energy consumption intensity will be reduced by 10% compared to 2023.

## Tackling climate change

### \*Governance

Details of the Company's ESG governance framework are set out in the Board Statement and the section headed "ESG Governance Structure".

To ensure that the Board remains informed of the latest developments regarding climate-related risks and opportunities, the Company provides ESG-related training to the Board on an ad hoc basis, with at least one session provided annually.

The Board is briefed on climate-related risks and opportunities during its annual meetings to ensure that progress on climate-related issues is effectively monitored and that the Company's operations remain compliant with relevant requirements.

At present, the Company has not incorporated climate-related performance indicators into the management remuneration policy. The Board will continue to review this matter on an ongoing basis.

### \*Strategy

As the global climate changes, climate risk also increases along with greater impact on human society. Extreme weather and unexpected incidents triggered by climate change are occurring more frequently, bringing unpredictable impacts on the Group's operations. Through policy research, benchmarking with industry peers, and incorporating expert opinions, the Group has established a systematic process for identifying, assessing, and prioritizing climate risks. In addition to reducing the potential impact brought about by the risks, the Group will be able to achieve sustainable ongoing business development.

## 氣候風險和機遇

### 關於氣候風險時間範圍的界定

短期（到 2034 年）中期（到 2044）長期（到 2054）

本公司氣候風險的短、中、長期時間界定，與公司開展氣候相關策略決策的規劃範圍一致，各週期氣候風險與機遇的識別、評估結果，用於制定對應規劃週期的氣候風險管理及溫室氣體減排相關策略。

### 公司識別的主要氣候相關風險及應對措施

為有效開展氣候相關風險管理，公司初步建立起“識別 - 分析 - 評估 - 風險應對”的氣候風險管理流程，以提升公司的風險管理能力及水平。為更全面瞭解本公司資產和業務在不同氣候情景下的潛在物理風險，我們選擇 IPCC 的高碳情景 (SSP5-8.5) 及低碳情景 (SSP1-2.6)，這些情景有效描繪了未來可能面臨的氣候脅迫的狀況，利用內部數據，並綜合考量公司業務、外部政策變化等因素，初步識別出對公司運營及業務有影響的 4 項氣候風險和 2 項機遇；結合公司業務和戰略實際情況，採用定性方式對主要風險及機遇進行評估，並分析每一項對公司潛在的財務影響與影響週期；根據評估結果，採取應對措施，旨在降低相關風險，提升公司應對氣候的適應能力，保障公司穩定發展，並把握機遇帶來的發展契機。更多對氣候相關風險和機遇的監查說明詳見 ESG 聲明。

註：上文所述高碳及低碳情景可完整覆蓋未來氣候發展的不同趨勢，既能夠模擬高碳排放下極端天氣頻發、低碳轉型政策收緊的嚴苛氣候環境，貼合本集團廣東沿海 / 珠江流域倉儲易受洪水、颱風等氣候風險衝擊的實際運營場景，也能夠反映低碳發展下全球減碳、綠電普及的行業趨勢，匹配本集團溫室氣體減排、新能源應用的低碳轉型規劃，可有效支撐本集團全面評估不同氣候趨勢下的運營韌性、風險應對能力及轉型機遇，為氣候風險管理策略制定提供科學、全面的情景依據。

## Climate-related Risks and Opportunities

### Definition of Time Horizons for Climate-Related Risks

Short term (up to 2034) Medium term (up to 2044) Long term (up to 2054)

These time horizons are aligned with the Company's planning cycles for climate-related strategic decision-making. The identification and assessment results of climate-related risks and opportunities under each time horizon are used to formulate corresponding climate risk management and greenhouse gas (GHG) emission reduction strategies for the relevant planning periods.

### Major Climate-related Risks and Response Measures

To effectively manage climate-related risks, the Company has preliminarily established a climate risk management process comprising “identification – analysis – assessment – risk response,” with the aim of enhancing its overall risk management capability and effectiveness. To better understand the potential physical risks to the Company's assets and operations under different climate scenarios, the Company adopted both a high GHG emissions scenario (SSP5-8.5) and a low GHG emissions scenario (SSP1-2.6) developed by the Intergovernmental Panel on Climate Change. These scenarios effectively depict the range of potential climate stressors that may arise in the future. Drawing on internal data and taking into consideration the Company's operational profile and possible external policy developments, the Company has preliminarily identified 4 climate-related risks and 2 climate-related opportunities that may impact its operations and business activities. In consideration of the Company's business model and strategic realities, these major risks and opportunities were assessed qualitatively, with an analysis of the potential financial impacts and relevant time horizons for each. Based on the assessment results, the Company has formulated corresponding response measures aimed at mitigating relevant risks, enhancing its climate resilience, safeguarding stable business operations and capturing potential development opportunities arising from climate change. Further information on the monitoring and management of climate-related risks and opportunities is set out in the ESG Statement.

Note: The high and low GHG emissions scenarios described above provide comprehensive coverage of potential future climate pathways. Under the high-emissions scenario, they simulate severe climate conditions, including more frequent extreme weather events and stricter low-carbon transition policies, reflecting the Group's operational reality—particularly its warehouses located in coastal areas of Guangdong and within the Pearl River Basin, which may be exposed to flooding, typhoons and other climate-related hazards. Conversely, the low-emissions scenario reflects industry trends under a low-carbon development pathway, including global decarbonisation efforts and the wider adoption of green electricity, which align with the Group's GHG reduction targets and renewable energy initiatives. Together, these scenarios provide a robust and scientific basis for assessing the Group's operational resilience, climate risk management capabilities, and potential transition opportunities under different climate trajectories, thereby supporting the formulation of informed climate risk management strategies.

截至本報告日，本集團已具備基礎的氣候風險應對能力，可有效應對短期氣候相關核心風險（極端天氣、低碳轉型政策變化），但氣候韌性體系仍處於初步建設階段，長期氣候風險應對能力有待持續提升。本集團在氣候韌性評估中考慮的重大不確定因素範疇包括：未來氣候政策落地節奏及執行標準的不確定性、極端天氣發生的頻率及強度超出歷史經驗的不確定性、低碳轉型技術迭代及應用成本的不確定性。本集團具備根據氣候因素靈活調整策略和業務的能力，可通過優化倉儲物流佈局、升級節能低碳設備、完善應急管理機制等方式應對相關氣候風險及機遇。

本次情景分析基於 2025 年報告期開展，根據情景分析可以得出，本公司最重大的氣候相關物理風險，主要源於倉庫及物流設施位於氣候風險較高的區域，包括廣東省內處於沿海地區、易受海岸洪水及風暴潮侵襲的珠海、深圳、汕頭等地的倉庫資產，以及位於珠江流域、汛期易受內澇影響的廣州倉庫。

As at the reporting date, the Group has established a foundational level of climate risk response capability, enabling it to effectively address key short-term climate-related risks, including extreme weather events and changes in low-carbon transition policies. However, the Group's climate resilience framework remains at an early stage of development, and its capability to respond to long-term climate risks needs to be further enhanced. In assessing climate resilience, the Group considers several key sources of uncertainty, including uncertainties relating to the pace and implementation standards of future climate policies, the potential for the frequency and intensity of extreme weather events to exceed historical patterns, and uncertainties regarding advancements and cost of low-carbon transition technologies. The Group maintains the capability to flexibly adjust its strategies and operations in response to climate-related factors. Measures may include optimising the layout of warehousing and logistics networks, upgrading energy-efficient and low-carbon equipment, and strengthening emergency management mechanisms to address climate-related risks and opportunities.

The Company conducted this climate scenario analysis using its 2025 reporting period as the reference point. The analysis indicates that the Company's most significant climate-related physical risks arise primarily from the locations of its warehouses and logistics facilities in areas with relatively high climate exposure. These include warehouse assets situated in coastal regions of Guangdong Province, such as Zhuhai, Shenzhen and Shantou, which may be vulnerable to coastal flooding and storm surges, as well as the Company's warehouse in Guangzhou, located within the Pearl River Basin, which may be exposed to inland flooding during the flood season.

<b>風險類別</b> <b>Risk Category</b>	<b>高碳情景 SSP5-8.5</b> <b>High-emissions Scenario (SSP5-8.5)</b>	<b>低碳情景 SSP1-2.6</b> <b>Low-emissions Scenario (SSP1-2.6)</b>
<b>物理風險情景</b> Physical risk scenario <b>IPCC CMIP6</b>	SSP5-RCP8.5 及其他適用情景：通常被視為一個較為悲觀的未來發展路徑，它反映了如果當前的溫室氣體排放趨勢繼續下去，未來可能面臨的氣候變化挑戰。 SSP5-RCP8.5 and other applicable scenarios: Generally regarded as a relatively pessimistic future development pathway, reflecting the potential climate challenges that may arise if current GHG emission trends continue.	SSP1-RCP2.6 及其他適用情景：通常被視為一個較為樂觀的未來發展路徑，它需要全球範圍內的合作和強有力的政策支持，它要求全球迅速採取行動減少溫室氣體排放，以達到限制全球平均溫度升高不超過工業化前水平 2°C 的目標。 SSP1-RCP2.6 and other applicable scenarios: Generally regarded as a relatively optimistic future development pathway, requiring global cooperation and strong policy support. Under this pathway, rapid global action to reduce GHG emissions is required to limit the increase in global average temperature to no more than 2°C above pre-industrial levels.
<b>轉型情景</b> <b>Transition scenario</b> <b>IEA GEC Model 2023</b>	<b>STEPS：既定政策情景（Stated Policies Scenario）</b> STEPS – Stated Policies Scenario	<b>NZE 情景：淨零排放情景（Net Zero Emissions Scenario）</b> NZE – Net Zero Emissions Scenario

公司識別的主要氣候相關風險及應對措施

Major Climate-related Risks Identified by the Company and Response Measures

類別 Category	時間範圍 Time Horizon	風險因素 Risk Factor	潛在業務影響 Potential Business Impact	潛在價值鏈影響 Potential Value Chain Impact	可能性 Likelihood	財務影響程度 Financial Impact Level			風險集中區域 Risk Concentration Areas	應對措施 Response Measures
						低碳情景: Low-emissions scenario: SSP1-2.6	高碳情景: High-emissions scenario: SSP5-8.5	預期財務影響 Expected financial impact		
物理風險 Physical risks										
急性風險 Acute physical risks	短期 Short term	極端天氣 (暴雨、洪水、颱風) Extreme weather events (heavy rainfall, flooding and typhoons)	<ol style="list-style-type: none"> <li>倉庫水電中斷，冷藏藥品溫控失效 1. Extreme weather events (heavy rainfall, flooding and typhoons)</li> <li>道路中斷導致配送延誤，訂單履約率下降 2. Road disruptions resulting in delivery delays and reduced order fulfilment rates.</li> <li>員工出勤受阻，運營人力不足 3. Employees unable to report to work, causing labour shortages in operations.</li> <li>庫存藥品浸水 / 損毀，直接資產損失 4. Pharmaceutical inventories damaged or destroyed by flooding, resulting in direct asset losses.</li> </ol>	<ol style="list-style-type: none"> <li>上游藥企因災停產 / 運輸中斷，導致緊缺藥品斷供 1. Upstream pharmaceutical manufacturers may suspend production or face transport disruptions due to disasters, leading to shortages of essential medicines.</li> <li>下游零售終端缺貨 2. Downstream retail outlets may experience stock shortages.</li> <li>運輸成本臨時上漲，壓縮利潤空間 3. Temporary increases in transportation costs, compressing profit margins.</li> <li>訂單違約引發客訴及賠償 4. Order defaults may result in customer complaints and compensation claims.</li> </ol>	中 Medium	低 Low	低 Low	運營支出 ↑ Operating expenses may increase 資本支出 ↑ Capital expenditure may increase 營業收入 ↓ Revenue may decrease 資產價值 ↓ Asset values may decline  可能受影響的會計科目：營業總成本、存貨、固定資產、在建工程 Potentially affected accounting items: total cost of sales; inventories; fixed assets; construction in progress	廣東省內倉庫 (廣州市、汕頭市、珠海市、深圳市) Warehouses in Guangdong Province (Guangzhou, Shantou, Zhuhai and Shenzhen)	制定應急預案；加強極端天氣災害培訓。 Establish emergency response plans and strengthen training programmes on extreme weather disaster preparedness.
慢性風險 Chronic physical risks	長期 Long term	極端氣候 (持續高溫) Extreme climate conditions (prolonged high temperatures)	<ol style="list-style-type: none"> <li>冷藏設備能耗激增，運營成本上升 1. Significant increase in energy consumed by cold-chain equipment, leading to higher operating costs.</li> <li>運輸途中藥品溫控壓力增大，損耗率上升 2. Increased pressure on temperature control during transportation, raising the risk of pharmaceutical losses.</li> <li>戶外配送人員中暑風險上升，出勤率下降 3. Higher risk of heat-related illnesses among outdoor delivery personnel, affecting attendance.</li> </ol>	<ol style="list-style-type: none"> <li>上游供應商因限電減產，部分藥品供應穩定性下降 1. Upstream suppliers may reduce production due to electricity restrictions, affecting the stability of pharmaceutical supply.</li> <li>下游終端因藥品損耗問題增加退換貨 2. Downstream clients may increase returns or exchanges due to product losses associated with temperature control issues.</li> <li>高溫導致配送時效下降，客戶滿意度降低 3. High temperatures may reduce delivery efficiency, lowering customer satisfaction.</li> </ol>	低 Low	低 Low	低 Low	可能受影響的會計科目：營業總成本、存貨、固定資產、在建工程 Potentially affected accounting items: total cost of sales; inventories; fixed assets; construction in progress		加強極端氣候應對培訓，調整極端天氣作業時間，配備降溫設備。 Enhance training on responses to extreme climate conditions, adjust working hours during extreme heat, and equip personnel with cooling facilities.  升級節能車輛，錯峰用電降低能耗成本。 Upgrade energy-efficient vehicles and adopt staggered electricity usage to reduce energy costs.
慢性風險 Chronic physical risks	長期 Long term	海平面上升 Sea-level rise	<ol style="list-style-type: none"> <li>低窪倉庫內湧頻發，設施維護成本持續上升 1. Increased risk of flooding in low-lying warehouses, leading to rising facility maintenance costs.</li> <li>鹹潮入侵導致工業用水處理成本增加 2. Saltwater intrusion, which may increase the cost of industrial water treatment.</li> <li>低窪區域倉庫資產貶值，長期持有風險上升 3. Warehouse assets in low-lying areas may depreciate, resulting in higher long-term holding risks.</li> </ol>	<ol style="list-style-type: none"> <li>核心倉儲 / 分撥中心需搬遷，產生大額遷移成本 1. Core warehousing or distribution centres may need to be relocated, resulting in substantial relocation costs.</li> <li>上下游客戶因風險調整佈局，合作關係需重構 2. Upstream and downstream partners may adjust their operational layouts due to risks, requiring the restructuring of business relationships.</li> </ol>	低 Low	低 Low	低 Low		定期開展海平面上升風險評估； Conduct regular assessments of sea-level rise risks.  提前與上下游企業協商應急配送與合作調整方案； Engage proactively with upstream and downstream partners to develop contingency logistics arrangements and adjust cooperation plans where necessary.	

轉型風險 Transition Risks	時間範圍 Time Horizon	風險因素 Risk Factor	潛在業務影響 Potential Business Impact	潛在價值鏈影響 Potential Value Chain Impact	可能性 Likelihood	低碳情景：淨零排放情景 (NZE) Low-emissions Scenario: Net Zero Emissions (NZE)	高碳情景：既定政策情景 (STEPS) High-emissions Scenario: Stated Policies Scenario (STEPS)	預期財務影響 Expected Financial Impact	風險集中區域 Risk Concentration Areas	應對措施 Response Measures
慢性風險 Chronic transition risks	長期 Long term	低碳轉型 Low-carbon transition 碳排放政策及法規變化 Changes in carbon emission policies and regulations	<p>1. 倉儲 / 運輸設備低碳改造需大額資本開支，短期利潤承壓</p> <p>1. Low-carbon retrofitting of warehousing and transportation equipment may require substantial capital investment, placing short-term pressure on profitability.</p> <p>2. 碳排放配額不足需額外購買，新增運營成本</p> <p>2. Insufficient carbon emission allowances may require additional purchases, resulting in increased operating costs.</p> <p>3. 政策合規要求升級，需持續投入人力及資金、技術滿足監管標準</p> <p>3. Upgraded regulatory compliance requirements may necessitate continuous investment in human resources, funding and technology to meet regulatory standards.</p> <p>4. 轉型節奏與政策不匹配，存在合規處罰風險</p> <p>4. A mismatch between the pace of transition and policy requirements may expose the Company to compliance risks and potential penalties.</p>	<p>1. 上游供應商需同步達標低碳要求，否則面臨斷供風險，需重新篩選合格供應商</p> <p>1. Upstream suppliers may need to meet corresponding low-carbon requirements; otherwise supply disruptions may occur, requiring the Company to identify alternative qualified suppliers.</p> <p>2. 下游終端優先選擇低碳合規合作方，合規不達標將喪失合作資質</p> <p>2. Downstream clients may prioritise low-carbon compliant partners; failure to meet such requirements may result in the loss of business opportunities.</p> <p>3. 合作運輸服務商需完成新能源運力升級，否則物流鏈路無法滿足低碳監管要求</p> <p>3. Logistics service providers may be required to upgrade their fleets to new energy vehicles to comply with low-carbon regulatory requirements.</p> <p>4. 全鏈條低碳改造成本上升，引發上下游定價博弈，利潤空間被壓縮</p> <p>4. Increased costs associated with low-carbon transformation across the value chain may lead to pricing pressures between upstream and downstream partners, compressing profit margins.</p>	中 Medium	低 Low	低 Low	<p>運營支出 ↑ Operating expenses may increase</p> <p>資本支出 ↑ Capital expenditure may increase</p> <p>可能受影響的會計科目：營業總成本、固定資產、在建工程 Potentially affected accounting items: total cost of sales; fixed assets; construction in progress</p>	<p>珠三角地區（經濟發達城市可能率先推行低碳政策） Pearl River Delta region (economically developed cities where low-carbon policies may be implemented earlier)</p>	<p>跟踪政策動態，加大新能源應用； Closely monitor policy developments and expand the application of new energy technologies and equipment.</p>

註：

- 1、關鍵假設：預計資產所在地將在一段時間內保持不變。
- 2、相應策略的成本影響尚不明確。本期未有用於氣候相關風險和機遇的資本開支、融資或投資的款項。
- 3、關於氣候相關風險及機遇的財務影響說明：  
當前財務影響：未對當前財務造成影響。  
預期財務影響：本公司未提供氣候相關風險及機遇的當前或預期財務影響量化資料，主要由於相關影響

Notes:

1. Key assumption: It is assumed that the geographical locations of the Company's assets will remain unchanged for a certain period.
2. The cost implications of the corresponding response strategies remain uncertain. During the Reporting Period, the Company did not incur capital expenditure, financing or investment specifically allocated to climate-related risks and opportunities
3. Explanation of financial impacts relating to climate-related risks and opportunities  
Current financial impact: No financial impact has been identified at present.  
Expected financial impact: The Company has not provided quantitative data regarding the current or expected financial impacts of climate-related

具有長期性及高度不確定性，缺乏穩定可靠的量化數據與核算口徑，且相關財務影響難以與市場環境、行業政策、市場競爭等其他因素清晰分離，若強行量化需依賴大量主觀假設，結果可靠性不足，無法真實準確反映對本公司財務狀況的實際影響。

4、由於氣候相關影響與宏觀環境、行業政策、市場競爭等多重因素高度交織、難以單獨拆分，且量化需依賴大量不確定性假設，相關綜合量化資料不具備有用性，因此本公司未予提供。

#### 風險及機遇類型

risks and opportunities. This is primarily because such impacts are long-term in nature and subject to a high degree of uncertainty. Reliable quantitative data and consistent accounting methodologies are currently unavailable. In addition, the financial impacts of climate-related factors are difficult to isolate from other influences such as market conditions, industry policies and competitive dynamics. Any attempt to quantify such impacts would require extensive subjective assumptions, and the resulting estimates may lack reliability and may not accurately reflect the actual financial implications for the Company.

4. As climate-related impacts are closely intertwined with macroeconomic conditions, industry policies and market competition, they cannot be clearly separated and quantified independently. Quantification would require numerous uncertain assumptions, and the resulting aggregated figures may not provide meaningful information. Accordingly, the Company has not disclosed such quantitative data.

#### Types of Risks and Opportunities

風險 / 機遇類型 Risk / Opportunity Type	風險 / 機遇描述 Description	相關性與假設 Relevance and Assumptions	風險程度 Risk Degree					
			低碳情景 2034 Low-emissions Scenario 2034	低碳情景 2044 Low-emissions Scenario 2044	低碳情景 2054 Low-emissions Scenario 2054	高碳情景 2034 High-emissions Scenario 2034	高碳情景 2044 High-emissions Scenario 2044	高碳情景 2054 High-emissions Scenario 2054
物理風險 Physical Risk	極端天氣（暴雨、洪水、颱風） Extreme weather events (heavy rainfall, flooding and typhoons)	評估了極端天氣事件如何影響我們的倉庫、運輸網絡及藥品庫存等資產及業務價值 Assesses how extreme weather events may affect the Company's warehouses, transportation network, pharmaceutical inventories and other assets and business value	中 Mid	中 Mid	中 Mid	中 Mid	中 Mid	中 Mid
物理風險 Physical Risk	極端氣候（持續高溫） Extreme climate conditions (prolonged high temperatures)	評估了持續高溫如何影響我們的冷鏈運營、運輸效率及員工出勤，進而影響業務價值 Assesses how prolonged high temperatures may affect the Company's cold-chain operations, transportation efficiency and employee attendance, thereby impacting business value	低 Low	低 Low	低 Low	低 Low	低 Low	低 Low
物理風險 Physical Risk	海平面上升 Sea-level rise	評估了海平面上升如何影響我們的低窪倉庫設施及長期資產價值 Assesses how sea-level rise may affect the Company's low-lying warehouse facilities and the long-term value of assets	低 Low	低 Low	低 Low	低 Low	低 Low	低 Low
轉型風險 Transition Risk	低碳轉型、碳排放政策及法規變化 Low-carbon transition and changes in carbon emission policies and regulations	預計提高建築及設備效率的規例增加，將資產綠色化的成本上升，影響業務價值 Anticipates that stricter regulations on building and equipment efficiency may increase the cost of greening assets and affect business value	中 Mid	高 High	高 High	低 Low	低 Low	低 Low
ESG 機遇 ESG Opportunity	低碳轉型 Low-carbon transition	加強低碳轉型，提升能源利用效率，降低運營成本，優化業務價值 Enhancing the low-carbon transition may improve energy efficiency, reduce operating costs and optimise business value	低 Low	低 Low	低 Low	低 Low	低 Low	低 Low
ESG 機遇 ESG Opportunity	資本融資 Capital financing	政府鼓勵能源行業轉型升級，提供政策與資本支持，提升品牌影響力，優化業務價值 The government encourages the transformation and upgrading of the energy sector by providing policy and financial support, which may help the Company enhance its brand reputation and strengthen business value	低 Low	低 Low	低 Low	低 Low	低 Low	低 Low

\* Progress Towards Targets and Trend Analysis

\* 目標績效趨勢變化分析

類別 Category	目標 Target	項目 Item	單位 Unit	2023	2024	2025
溫室氣體 (範圍 1-3) Scope 1, 2, and 3 GHG emissions	我們的溫室氣體排放目標是，積極響應國家「碳達峰、碳中和」政策（「雙碳」），努力實現碳排放強度負增長。目標到 2034 年，本集團溫室氣體排放密度較 2023 年減少 5%。  We actively respond to the national “carbon peaking and carbon neutrality” (“dual carbon”) policy and strives to achieve a negative growth in carbon emission intensity. By 2034, the Group aims to reduce its GHG emission intensity by 5% compared with the 2023 level.	溫室氣體排放密度（每人民幣百萬元營業收入溫室氣體排放量）  GHG emission intensity (GHG emissions per RMB million of revenue)	噸二氧化碳當量／人民幣百萬元收益  tonnes of CO <sub>2</sub> e per RMB million of revenue	1.80	1.61	1.72
廢棄物 Waste	我們的減廢目標是，到 2034 年，廢棄物強度（廢棄物總量/營業收入）較 2023 年下降 10%。  We aim to reduce waste intensity (total waste / revenue) by 10% by 2034 compared with the 2023 level.	廢棄物強度（每人民幣百萬元營業收入廢棄物總量）  Waste intensity (total waste generated per RMB million of revenue)	噸／人民幣百萬元  tonnes per RMB million of revenue	0.0230	0.0324	0.0317
資源使用 Resource Use	我們的用水效益目標是，到 2034 年，本集團每人民幣萬元營業收入耗水量較 2023 年減少 5%。  We aim to improve water-use efficiency. By 2034, the Group will reduce its water consumption per RMB ten thousand of revenue by 5% compared with the 2023 level.	每人民幣萬元營業收入耗水量  Water consumption per RMB ten thousand of revenue	噸／人民幣萬元  tonnes per RMB10,000 of revenue	0.18	0.11	0.13
能源使用 Energy Use	我們的能源使用效益目標是，不斷提高能源使用效率，尋求使用清潔能源的機遇。到 2034 年，總能源消耗密度均較 2023 年降低 10%。  The Group aims to continuously improve energy efficiency and explore opportunities to use cleaner energy sources. By 2034, total energy consumption intensity will be reduced by 10% compared with the 2023 level.	總能源消耗密度（每人民幣萬元營業收入總能源消耗密度）  Total energy consumption intensity (total energy consumed per RMB ten thousand of revenue)	千瓦時／人民幣萬元  kWh per RMB10,000 of revenue	33.72	31.65	33.36

**策略與決策**
**Strategy and Decision-Making**

針對上述氣候風險和機遇，我們的行動計劃如下

In response to the climate-related risks and opportunities identified above, the Group has developed and implemented the following action plans:

領域 Area	行動計劃 Action Plan	優先級 Priority	進度 Progress
<b>改變業務模式、策略及資源配置</b> Changes to business model, strategy and resource allocation	· 採用新能源運輸車替代燃油配送車輛，降低運輸環節碳排放 · Adoption of new energy vehicles to replace conventional fuel-powered delivery vehicles in order to reduce carbon emissions from transportation.	優先 High	2023-2025 年，新租賃的運輸車輛 100% 為新能源車型 From 2023 to 2025, 100% of newly leased transportation vehicles are new energy vehicles.
	· 升級智能節能冷鏈系統 · Upgrade of intelligent and energy-efficient cold chain systems.		
<b>直接的適應及減緩工作</b> Direct adaptation and mitigation efforts	· 在低窪區域的倉儲基地建設防洪牆，降低內澇導致的藥品損毀風險 · Construction of flood protection walls at warehousing bases located in low-lying areas to reduce the risk of pharmaceutical losses caused by flooding.		
	· 優化倉庫韌性及業務連續性程序，增加備用發電機組和溫控備份設備，應對極端天氣下的水電中斷 · Optimisation of warehouse resilience and business continuity procedures, including the installation of backup generators and temperature-control backup equipment to address potential disruptions to water and electricity supply during extreme weather events.	優先 High	公司及下屬各倉庫均已配備應急發電設備，在極端天氣條件下可自動啓動備用發電機，保障業務持續穩定運營。 The Company and all of its warehouses have been equipped with emergency power generators. Under extreme weather conditions, backup generators can be automatically activated to ensure stable and continuous operations.
	· 針對高風險區域的倉儲資產制定低碳運營方案，如加裝光伏發電系統、優化通風降溫設計 · Development of low-carbon operational plans for warehouse assets located in high-risk areas, such as installing photovoltaic power generation systems and optimising ventilation and cooling designs.		
<b>間接的適應及減緩工作</b> Indirect adaptation and mitigation efforts	· 開展氣候韌性培訓課程，提升終端零售客戶對藥品存儲溫控、防洪防潮的認知與实操能力 · Provision of climate resilience training programmes to enhance the awareness and practical capabilities of retail clients regarding pharmaceutical temperature control, flood prevention and moisture protection.	優先 High	相關培訓覆蓋率為 100% Training coverage has reached 100%.
<b>為上述的行動提供資源</b>	· 增加氣候風險排查、應急響應等相關工作內容	優先 High	通過日常巡檢、月度安全檢查、異常天氣專項預案以及應急物資與人員的完備配置，

<b>Provision of resources for the above actions</b>	<ul style="list-style-type: none"> <li>Strengthening of climate risk identification and emergency response efforts.</li> </ul>	<p>我們已建立起系統的風險防控與應急響應機制。</p> <p>We have established a systematic risk prevention and emergency response mechanism through routine inspections, monthly safety checks, special contingency plans for extreme weather events, and adequate allocation of emergency supplies and personnel.</p>
---	--	--

註：本公司未在決策過程中應用碳定價。

Note: The Company did not apply carbon pricing in its decision-making processes.

### 指標與目標

### Metrics and Targets

本集團積極響應中國的“雙碳”目標（2030年前碳達峰、2060年前碳中和），推動營運低碳轉型，未來將制定中長期減碳目標，配合監測與信息披露，強化氣候績效管理與透明度。我們以2023年為基準年，2034年為近期目標年、以2044年為中期目標年、2054年為遠期目標年，設定溫室氣體排放密度目標，並定期追蹤及監察溫室氣體排放績效表現，確保目標的達成。

The Group actively responds to China’s “dual carbon” goals—to achieve carbon peaking before 2030 and carbon neutrality before 2060—and is promoting a low-carbon transition in its operations. Going forward, the Group will formulate medium- and long-term carbon reduction targets, supported by enhanced monitoring and information disclosure, to strengthen climate performance management and transparency. Using 2023 as the base year, the Group has established 2034 as the near-term target year, 2044 as the medium-term target year, and 2054 as the long-term target year. Based on this timeline, the Group has set targets for GHG emission intensity and will regularly track and monitor its GHG emissions performance to ensure that these targets are achieved.

註：《巴黎協定》設定了明確的長期目標，指引所有締約方國家大幅減少全球溫室氣體排放，將全球平均氣溫升幅控制在低於工業化前水平 2°C 之內，並努力限制在 1.5°C 之內。中國提出的“雙碳”目標是履行該協定的核心國家戰略。

Note: The Paris Agreement sets clear long-term objectives to guide all Parties in substantially reducing global GHG emissions, with the aim of limiting the increase in global average temperature to well below 2°C above pre-industrial levels, while pursuing efforts to limit the increase to 1.5°C. China’s “dual carbon” goals constitute a key national strategy for fulfilling the country’s commitments under the Paris Agreement.

■ 溫室氣體排放

汽油和柴油、辦公耗電為本集團溫室氣體排放的最大來源。於報告期末本集團溫室氣體排放量，詳見下表：

■ Greenhouse gas emissions

Gasoline and diesel and office's power consumption are the Group's major sources of greenhouse gas emissions. The Group's greenhouse gas emissions for the Reporting Period are detailed in the table below:

溫室氣體排放 Greenhouse gas emission	單位 Unit	2025 年數據 Data for 2025	2024 年數據 Data for 2024
範圍一—直接排放 Scope 1 - Direct emissions	噸二氧化碳當量 tonnes of CO <sub>2</sub> e	2,274.90	2,234.58
範圍二—間接能量排放 (地域為基準) Scope 2 - Indirect energy emissions (on a geographical basis)	噸二氧化碳當量 tonnes of CO <sub>2</sub> e	5,213.67	4,846.15
範圍三—其他間接排放 Scope 3 - Other indirect emissions	噸二氧化碳當量 tonnes of CO <sub>2</sub> e	62.02	59.47
排放總量 Total emission	噸二氧化碳當量 tonnes of CO <sub>2</sub> e	7,550.52	7,140.20
密度 (每人民幣百萬元營業收入溫室氣體排放量) Intensity (greenhouse gas emission per RMB million of operating income)	噸二氧化碳當量／人民幣 百萬元收益 tonnes of CO <sub>2</sub> e / RMB million of revenue	1.72	1.61

註：

範圍3 包括：

類別6 差旅 (噸二氧化碳當量)：包括員工因乘坐飛機等進行商務差旅產生的溫室氣體排放，其中里程或者金額等活動資料來自我們內部管理系統，商務差旅排放= 商務出行里程／金額 x 相應排放系數。

類別7 員工通勤 (噸二氧化碳當量)：包括我們所有正式僱員因日常通勤產生的溫室氣體排放。員工通勤排放= 員工人數 (剔除公司住宿員工) × 人均通勤年度排放系數。排放系數系根據《2025 年中國主要城市通勤監測報告》中載明的城市平均人均通勤距離，結合本集團員工主要所在城市的典型通勤交通方式結構，並採用中

Note:

Scope 3 emissions include the following categories:

Category 6 – Business travel (tonnes CO<sub>2</sub>e): This category includes emissions from the transportation of employees for business related activities in vehicles owned or operated by third parties, such as aircraft. Activity data, including travel distance or expenditure, are obtained from the Group's internal management systems. Business travel emissions are calculated as: Business travel distance or expenditure × the corresponding emission factor.

Category 7 – Employee commuting (tonnes CO<sub>2</sub>e): This category includes emissions from the transportation of employees between their homes and their worksites. Employee commuting emissions are calculated as: Number of employees (excluding employees provided with company accommodation) × annual per capita commuting emission factor. The emission factor is derived based on the average commuting distance of major cities as reported in the 2025 Commuting Monitoring Report of Major

國生態環境部《省級溫室氣體清單編制指南》中推薦的移動源排放因子計算得出。

範圍三排放中類別 4 上游運輸與配送的數據，因依賴於外部價值鏈活動數據，目前收集系統尚在建設中，為確保披露數據的嚴謹性，本次報告暫未量化該部分排放。我們承諾將持續推進數據收集能力的完善，並在可行時予以披露。

溫室氣體計算變更：本期統計拓展了範圍 3 的邊界，將商務差旅與員工通勤納入核算範疇。

本集團溫室氣體排放系根據《溫室氣體核算體系：企業核算與報告標準(2004 年)》計量。

我們的溫室氣體排放目標是，積極響應國家「碳達峰、碳中和」政策，努力實現碳排放強度負增長。目標到 2034 年，本集團溫室氣體排放密度較 2023 年減少 5%。在可能或適當的情況下，通過在運營及維護工作中實施以下環保方案，降低每個地區的碳排放：不斷完善碳減排相關管理機制，將雙碳目標相關政策指導逐步融入本集團排放管理；對合作夥伴和員工開展低碳相關的宣貫及培訓；探索可再生能源和減碳技術機遇。

Chinese Cities, combined with the typical commuting transport mode structure of the cities where the Group's employees are primarily located. The calculation also adopts mobile-source emission factors recommended in the Guidelines for the Preparation of Provincial Greenhouse Gas Inventories issued by the Ministry of Ecology and Environment of China.

Category 4 – Upstream transportation and distribution: Data relating to this category depend on activity data from external value chain partners. As the relevant data collection system is still under development, the Group has not quantified these emissions in the current Reporting Period in order to ensure the rigour of the disclosed information. The Group will continue to enhance its data collection capabilities and will disclose the relevant data when feasible.

Changes in GHG accounting: During the Reporting Period, the boundary of Scope 3 emissions was expanded to include business travel and employee commuting.

The Group's GHG emissions are calculated in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004).

Our greenhouse gas emissions target is to actively respond to the national policy of “Carbon Emission Peak and Carbon Neutrality” and strive to achieve negative growth in carbon intensity. Target to reduce the Group's greenhouse gas emission intensity by 5% by 2034 compared to 2023. Where possible or appropriate, implement the following environmental protection programmes in operations and maintenance: reduce carbon emissions in each region; continuously improve the management mechanisms related to carbon reduction, gradually integrate policy guidance related to the dual-carbon target into the Group's emission management, carry out low-carbon-related publicity and training for partners and employees, and explore renewable energy and carbon reduction technology opportunities.

目標 Target	路徑 Pathway	2034 年目標 2034 Target	2044 年目標 2044 Target	2054 年目標 2054 Target
溫室氣體排放密度 GHG emission intensity	通過在運營及維護工作中實施以下環保方案，降低每個地區的碳排放： Reduce carbon emissions in each operating region through the implementation of the following environmental initiatives in operations and maintenance: 不斷完善碳減排相關管理機制，將雙碳目標相關政策指導逐步融入本集團排放管理；	-5%（噸二氧化碳當量／人民幣百萬元收益） -5% (tonnes CO <sub>2</sub> e per RMB million of revenue)	將於 2034 年前制定完畢 To be determined by 2034	將於 2044 年前制定完畢 To be determined by 2044

	<p>Continuously improve carbon reduction management mechanisms and progressively integrate policy guidance relating to the “dual carbon” goals into the Group’s emissions management;</p> <p>對合作夥伴和員工開展低碳相關的宣貫及培訓；探索可再生能源和減碳技術機遇。</p> <p>Provide communication, awareness programmes and training on low-carbon practices for partners and employees;</p> <p>Explore opportunities for renewable energy adoption and carbon reduction technologies.</p>			
--	---	--	--	--

註：上述目標未採用脫碳方法得出，本公司暫無使用碳信用的計劃，主要因為本公司目前推行之節能、減排及營運優化等減碳措施足以應對現階段減排需求，故暫無引入碳信用之計劃。

Note: The above targets were not derived using a decarbonisation pathway methodology. The Company currently has no plans to utilise carbon credits, primarily because the energy-saving, emission-reduction and operational optimisation measures currently in use are considered sufficient to meet its emission reduction requirements at this stage. Accordingly, the Company has no immediate plans to introduce carbon credits.

## 僱傭及勞工常規

員工是推動企業不斷發展的動力源泉。本集團始終秉持「尊重・關愛・善待・培育」的用人理念，致力保障員工的合法權益，重視員工身心健康，為員工提供學習機會與發展平台，讓員工在推動企業發展的同時實現自我價值，獲得更廣闊的事業發展空間，力求實現員工與企業共同發展。

### \* 員工概況

■按性別、僱傭類型、年齡組別及地區劃分的僱員總數如下：

截至 2025 年 12 月 31 日，本集團員工人數為 847 人（截至 2024 年 12 月 31 日：847）。僱員均為全職人員，其中退休返聘人員 10 人（截至 2024 年 12 月 31 日：12）。

## Employment and Labour Practices

Employees are the driving force of a corporation's continuous development. The Group upholds its philosophy of human resources management of "Respect, Care, Kindness and Cultivation" and is committed to protecting the legal rights and interests of employees, attaching great importance to their physical and mental health and offering them learning opportunities and development platforms, in order to help them realise their own value as they promote corporation development, gain broader room to develop their career, and achieve mutual development of corporation and staff.

### \* Staff Overview

■ Total number of employees divided as per gender, employment type, age group and geographical region is as follows:

As at 31 December 2025, the Group had a total of 847 staff members (As at 31 December 2024: 847). All employees are full-time, including 10 employees who were engaged in post-retirement employment (As of 31 December 2024: 12).

項目 Item	類別 Category	2025 年數據 Data for 2025		2024 年數據 Data for 2024	
		員工人數 Number of staff	比例 <sup>(註)</sup> Percentage <sup>(Note)</sup>	員工人數 Number of staff	比例 <sup>(註)</sup> Percentage <sup>(Note)</sup>
僱傭類型 Employment type	採購人員 Procurement personnel	77	9.09%	81	9.56%
	銷售人員 Sales personnel	203	23.97%	214	25.27%
	物流管理及營運人員 Logistics management and operation personnel	436	51.48%	418	49.35%
	財務及行政管理人員 Finance and administration personnel	131	15.47%	134	15.82%
	合計 Total	847	100.00%	847	100.00%

項目 Item	類別 Category	2025 年數據 Data for 2025		2024 年數據 Data for 2024	
		員工人數 Number of staff	比例 <sup>(註)</sup> Percentage <sup>(Note)</sup>	員工人數 Number of staff	比例 <sup>(註)</sup> Percentage <sup>(Note)</sup>
年齡組別 Age group	30 歲及以下 Age of 30 and below	322	38.02%	345	40.73%
	31-40 歲 (含) Age of 31-40 (inclusive)	321	37.90%	313	36.95%
	41-50 歲 (含) Age of 41-50 (inclusive)	143	16.88%	130	15.35%
	51 歲以上 Above age of 51	61	7.20%	59	6.97%
不同地區僱員人數 Number of employees in different geographical regions	珠江三角洲 Pearl River Delta	582	68.71%	577	68.12%
	粵東 Eastern Guangdong	265	31.29%	270	31.88%
男女僱員人數 Number of male and female employees	男 male	450	53.13%	452	53.36%
	女 female	397	46.87%	395	46.64%
合計 Total		847	100.00%	847	100.00%

註：比例為估員工總人數的比例

Note: Percentage is the percentage of total number of staff

■ 按性別、年齡組別及地區劃分的僱員流失比率如下：

■ Turnover rate of employees divided as per gender, age group and geographical region is as follows:

項目 Item	類別 Category	2025 年流失比率 Turnover rate in 2025	2024 年流失比率 Turnover rate in 2024
僱員總流失比率 Total turnover rate	-	16.17%	20.26%
性別 Gender	男僱員 Male employees	8.62%	10.25%
	女僱員 Female employees	7.56%	10.01%
不同年齡組別僱員流失比率 Turnover rate of employees of different age groups	30 歲或以下 Age of 30 or below	5.43%	10.49%
	31-40 歲 (含) Age of 31-40 (inclusive)	2.72%	4.89%
	41-50 歲 (含) Age of 41-50 (inclusive)	0.94%	3.22%
	51 歲以上 Above age of 51	2.24%	1.67%
不同地區僱員流失比率 Employee turnover rates in different geographical regions	珠江三角洲 Pearl River Delta	11.33%	15.14%
	粵東 Eastern Guangdong	4.84%	5.13%

註：各類別的流失比率 =  $L(x)/E(x) * 100\%$

Note: Turnover rate (per category) =  $L(x)/E(x) * 100\%$

L(x)=該類別僱員的離職人數

L(x) = Employees in the specified category leaving employment

E(x)= 近兩年集團僱員離職總數的平均值

E(x) = The average of total number of employees leaving the Group in the past two years

### \*合規僱傭與員工福利

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》等法律法規，堅持「公開招聘、平等競爭、擇優錄用、先內後外」的招聘原則，通過社會招聘、校園招聘、內部競聘等方式引進優質人才，從德育、學歷、能力等多方面對應聘者進行考核，提倡公平競爭，反對歧視，為應聘者提供平等就業的機會。本集團杜絕因性別、年齡、婚姻狀況、宗教信仰、種族、身體狀況等因素而產生歧視，致力為員工營造公平公正的工作環境。

本集團堅持合法用工，禁止強制勞工。報告期內，本集團在薪酬、解僱、招聘、晉升等方面均遵循合法合規、平等自願、協商一致的原則，及時與員工簽訂書面勞動合同，明確勞動報酬、工作時間、休息休假、勞動安全衛生、保險福利等事項，如實告知員工工作內容、工作職責、工作環境、工作條件、公司規章制度等，保證員工享有應有的權益。本集團按照國家規定保障員工享有國家法定假期待遇，切實保障員工合法休息休假的權利。

本集團嚴格遵守《中華人民共和國未成年人保護法》、《禁止使用童工規定》的規定，明確招聘員工的年齡下限，禁止招用未滿 16 周歲的未成年人，並對面試時應聘者提供的身份證等資料進行嚴格審查，確保應聘者年齡符合僱傭要求。2025 年，本集團未發生任何有關招用童工或強制勞工的情況，亦未發現供應商有發生任何有關招用童工或強制勞工的情況。如發現誤聘童工或強制勞工，本集團會立即停止該童工或強制勞工的工作。

本集團嚴格遵守《中華人民共和國社會保險法》、《住房公積金管理條例》等法律法規，執行各地社會保險和住房公積金條例，依法依規為全體員工繳納社會保險、醫療保險和住房公積金，保障員工的合法權益。

### \* Compliant Employment and Staff Welfare

The Group strictly complies with the Labour Law of the People's Republic of China (《中華人民共和國勞動法》), the Labour Contract Law of the People's Republic of China (《中華人民共和國勞動合同法》) and other laws and regulations, and upholds the principle of "Open Recruitment, Fair Competition, Merit-based Selection and Priority to Internal Recruitment". We recruit high-quality talents through multiple channels such as social recruitment, campus recruitment and internal promotion, and appraise and select candidates based on their moral traits, education background and competence. We are committed to providing an equal employment opportunity which advocates fair competition and anti-discrimination. The Group strives to provide a fair and just working environment to our employees free of any discrimination on the basis of gender, age, marital status, religion, race, physical condition and other factors.

The Group insists on lawful employment and prohibits forced labour. By following the principles of legitimacy and compliance, equality and willingness and negotiation and consensus, the Group enters into written labour contracts with its employees which clearly define their remunerations, working hours, rest days and leaves, occupational safety and health, insurance and welfare and other matters. We truthfully inform our employees of the details, responsibilities, environment and conditions in relation to their work as well as our internal rules and policies, and guarantee the rights and interests to which our employees are entitled. The Group implements the standard working-hour system and its employees can enjoy the national statutory holidays according to laws, and hence their rights to legitimate rest and leaves are firmly guaranteed.

The Group strictly complies with the requirements of the Law on the Protection of Minors of the People's Republic of China (《中華人民共和國未成年人保護法》) and the Provisions on the Prohibition of Using Child Labour (《禁止使用童工規定》), and expressly stipulates the minimum age of recruitment to avoid the employment of minors under the age of 16. In addition, we will inspect candidates' ID cards and other identification information during the interview to ensure their ages are in line with our employment requirements. In 2025, there was no incident concerning child labour or forced labour within the Group, and the Group has not discovered any child labour or forced labour in the supplier either. If it is found that child labour or forced labour is inadvertently employed, the Group will immediately stop the work of such child labour or forced labour.

The Group strictly complies with the Social Insurance Law of the People's Republic of China (《中華人民共和國社會保險法》), Regulations on Management of Housing Provident Fund (《住房公積金管理條例》) and other laws and regulations, and implements local rules on social insurance and housing provident funds to contribute to social insurance, medical insurance

本集團為員工提供具有市場競爭力的薪酬與福利待遇，開展優秀員工評比活動，表彰表現優異的員工、管理者及部門，確保有能力、有貢獻的員工在發揮自身價值的同時，得到本公司的認可與嘉獎，提升員工的工作積極性。

本集團高度重視員工的工作績效，充分認可他們在各個崗位為本集團做出的貢獻。我們致力於為員工打造專業的職業發展通道，提供公平、公正、公開的晉升和轉崗機會。

本集團充分尊重並支持員工選擇匹配自身的職業發展規劃路徑，根據員工在工作中的各項關鍵績效指標、綜合行為表現，以及在重大項目或工作中降本增效或創新方面做出突出貢獻的人員，為員工提供晉升機會。

本集團每月定期梳理人才梯隊建設與儲備情況，及時整理並公示內部職位機會，鼓勵員工通過公開競聘方式實現內部晉升。

本集團人力資源部不定時在各地開展部門訪談工作，結合工作績效及實際工作業績，挖掘潛在人才和識別關鍵崗位繼任者，對符合條件的員工給予職務晉升，賦予其更多工作挑戰與機遇，為本集團可持續發展建立後備人才隊伍。

本集團關愛員工，為員工提供生日及節假日禮品、婚喪禮金、夏季高溫補貼、解暑涼茶及糖水供應、優秀員工旅遊基金等多項員工福利。本集團亦開展各類員工活動，如傳統節日活動、員工生日會、營銷演講技能大賽、物流節活動、誓師活動、生命安全急救培訓、消防安全急救培訓等，以更好地豐富員工文化生活，多維度提升員工綜合知識與技能。

本集團設有員工食堂，免費為員工提供早餐、午餐、晚餐及夜宵四餐，並為外地員工提供免費的員工宿舍，配備齊全的生活設施，為員工營造舒適的辦公環境與溫馨的生活環境，增強員工的歸屬感。

and housing provident funds for all employees based on relevant regulations in order to guarantee their legitimate rights and interests.

The Group provides staff members with remunerations and benefits that are competitive in the market and launches evaluation of outstanding staff members to commend excellent staff members, managers and departments, ensuring capable staff members receive the recognition and reward from the Company for their contribution while they leverage their own value, which will enhance the work enthusiasm of staff.

The Group attaches great importance to employees' job performance and fully recognizes their contributions to the Group in various positions. We are committed to creating professional career development channels for employees and providing fair, just and open opportunities for promotion and job transfer for employees.

The Group fully respects and supports employees to choose the career development planning paths that match themselves, and provides employees with promotion opportunities according to their key performance indicators, comprehensive behavior performance and outstanding contributions in reducing costs and increasing efficiency or innovation in major projects or work.

The Group regularly sorts out the situation of talent echelon construction and reserve every month, timely sorts out and publicizes internal job opportunities, and encourages employees to achieve internal promotion through open competition for posts.

The human resources department of the Group conducts departmental interviews in various places from time to time, taps potential talents and identifies successors in key positions in combination with the work performance and the actual work performance, and gives qualified employees job promotion, giving them more job challenges and opportunities, so as to establish a reserve talent team for the sustainable development of the Group.

The Group cares for its staff and offers a variety of benefits, including birthday and holiday gifts, wedding and funeral cash gifts, high-temperature subsidies during summer, herbal tea and desserts, and travel fund for outstanding staff members. The Group also carried out various employee activities, such activities include traditional festival activities, employee birthday parties, marketing speech skills contests, Logistics Week activities, Oath-taking Rally activities, and training in first aids for life safety and fire safety. These activities aim to better enrich employees' cultural life and enhance their knowledge and skills in multiple dimensions.

The Group operates a staff canteen to offer employees free breakfast, lunch, dinner and late-night snacks. The Group also provides non-local staff members with free staff dormitory accommodation with comprehensive amenity features, creating a comfortable work environment and harmonious living environment, thereby enhancing the sense of belonging among the staff.



三八婦女節活動

Women's Day activities



端午節活動

Dragon Boat Festival activities



七夕活動

Tanabata Festival activities



2025 年營銷團隊年初誓師大會

Marketing Team oath-taking rally at the Beginning of 2025



中秋節活動

Mid-Autumn Festival celebration



母親節活動

Mother's Day celebration



上市十周年活動

10th Listing Anniversary Activities



2025 年會盛典

2025 Annual Celebration Gala



## \*健康與安全

本集團嚴格遵守《中華人民共和國職業病防治法》、《中華人民共和國工傷保險條例》、《中華人民共和國消防法》等法律法規，積極採取各項措施保障員工的健康與安全，為員工營造安全、健康的工作環境。

為保障員工的職業健康與安全，本集團為全體員工購買商業意外保險，保險費用由本集團全額支付。根據《藥品經營質量管理規範》（「GSP」）要求，對GSP關鍵作業崗位，本集團會定期組織健康體檢，確保各環節作業人員的健康符合崗位要求。同時在福利層面，對全體員工也會定期組織進行年度一次的全員健康體檢。在高溫季節，對於戶外及高溫作業人員，本集團也會給予防暑降溫補貼，並根據勞動強度不同為員工提供防暑降溫涼茶、藥品，以防止員工中暑現象的發生。

本集團關注員工的身心健康，鼓勵員工在工作之餘加強身體鍛煉，本集團開設員工活動室，為員工提供各類健身器材，豐富員工業餘文化生活，緩解員工工作壓力。根據勞動法的有關規定，對員工勞動時長及休息進行合理安排；同時加強加班申請的管理，對因工作需要而進行的加班勞動，進行合理安排，防止員工過度疲勞，並足額發放加班工資。

本集團重視提升提高員工的安全知識與意識，在新員工入職時進行消防安全知識等培訓。本集團成立消防安全小組，負責消防安全工作的監督、管理和檢查，開展安全與消防演練，增強員工消防安全意識。本集團設有完備的安保體系，實時通過閉路系統對本集團各個區域進行監控，每日定時巡邏，及時排查安全隱患，保障集團正常工作和生活秩序，確保集團財物及員工人身財產安全。為加強工作風險的有效防範，防止企業工傷事故的發生，保障職工健康與安全，本集團物流系統有針對性地定期組織分班組、分部門的安全作業培訓，並明確各崗位安全操作規範，將安全責任落實到個人，與員工簽訂安全作業承諾書。根據勞動保護的有關規定，本集團對物流作業崗人員，結合崗位不同，進行勞動保護用品的合理配備，並對使用情況進行監督，發現問題及時糾正。

## \* Health and Safety

The Group strictly complies with the Law of the People's Republic of China on Prevention and Control of Occupational Diseases (《中華人民共和國職業病防治法》), the Regulations on Work-Related Injury Insurance of the People's Republic of China (《中華人民共和國工傷保險條例》), the Fire Control Law of the People's Republic of China (《中華人民共和國消防法》) and other laws and regulations, and takes various measures to safeguard the health and safety of staff members in an active manner, so as to create a safe and healthy work environment for the staff.

In order to protect the occupational health and safety of employees, the Group purchases business accident and injury insurances for all employees, and the insurance costs are fully paid by the Group. Regular physical examination is organised to ensure that all employees at key GSP-related posts can meet the corresponding requirements for health conditions. As a part of welfare policies, a regular annual physical examination is also organised for all employees. In the high-temperature season, the Group provides employees working outdoor and in high-temperature areas with subsidies, herbal tea and medicines for heatstroke prevention according to their labour intensity.

The Group cares about the physical and mental health of its staff members and encourages them to do more physical exercise in their spare time. The Group has staff activity rooms equipped with various fitness equipment, in a bid to enrich the employees' cultural life and allow the employees to relieve their work pressure. The labour hours and resting time of employees are reasonably arranged according to labour laws. The applications for overtime work shall be strictly managed to ensure that suitable arrangements are made and prevent employees from over-fatigue. In addition, overtime compensation is paid in full.

The Group attaches great importance to improving the safety knowledge and awareness of its staff through providing pre-employment training on fire safety knowledge. The Group has formed a fire safety team responsible for the supervision, management and inspection of fire safety work. Safety and fire drills are also conducted to improve the fire safety awareness among the staff. The Group has a well-equipped security system with real-time monitoring of all areas of the Group through closed-circuit systems and daily scheduled patrols to eliminate security risks in a timely manner, ensuring normal operation and maintaining the safety of the Group's assets, the staff members and their belongings. The employees in the Group's logistics system are trained on work safety to prevent potential risks and work-related accidents and ensure their health and safety. The trainings are regularly organised in different teams and departments. Moreover, it is also essential to define the standards of work safety for each post, put everyone in charge of work safety, and sign a letter of commitment for work safety with employees. All logistics staff members are reasonably equipped with protective gear in accordance with relevant provisions on labour protection and different requirements for their post. The use of protective gear is supervised to rectify any possible problems in time.

本集團致力於車輛安全管理。本集團設立「年度安全行駛獎」，對符合全年無違章駕駛記錄、無發生交通事故等評選細則的優秀駕駛員予以表彰，旨在強化車輛安全管理責任，增強物流中心駕駛員安全行車的意識。

處理安全意外事件時，本集團會及時安排員工前往醫院就醫，並第一時間為員工辦理工傷及商業險備案及跟進後續工傷認定、申請或商業意外險理賠手續。如意外事件獲認定為工傷，在工傷認定結果出具後，給予及時申報相關工傷醫療費用，工傷險及商業險未能核銷部分公司會給予報銷。工傷期間，醫生建議休假及康復天數按工傷待遇執行。員工康復後，本集團將依據員工意願，安排繼續從事原有工作，或者結合實際情況為員工調崗減輕工作負擔。

對發生安全意外事件的部門或環節，本集團責令相關部門及時進行事故原因及責任的檢討分析，並於後期組織安全作業培訓，強化各崗位安全操作規範及要求，務求將安全責任層層落實到人，加強隱患排除，杜絕安全事故重複發生，從而降低工傷事故發生率，最大程度保障員工生命安全。對造成嚴重事故的部門及環節，將追究負責人的責任。

報告期間，本集團不定時為員工發放抗病毒藥物等各項健康物資，並做好辦公區域的有效消毒、生活及醫療垃圾的合理分類與處理、外來快遞消毒等，以全方位杜絕環境傳染風險；竭力為員工提供一個安全、衛生的工作環境。

於 2023 年至 2025 年，本集團未發現任何違反僱員健康與安全相關的法律法規的重大事宜。工傷人員均得到妥善安置及補償，報告期間，並未錄得任何導致死亡或嚴重受傷的意外事件，亦無因該等事件造成的員工索償。

The Group is committed to vehicle safety management. The Group has set up the “Annual Safe Driving Award” to honour the outstanding drivers who have no record of illegal driving or traffic accidents for the whole year and meet other selection criteria, with a view of enhancing the responsibility of vehicle safety management and improving the awareness of safe driving among drivers of the logistics centres.

In case of safety accidents, the Group arrange to sends employees to the hospital for medical treatment on timely basis, and handle the work-related injury and commercial insurance filing for employees as soon as possible and follow up on the subsequent work-related injury determination or application or commercial accident insurance claims. If an accident is determined as a work-related injury, the Group declares the relevant work-related medical expenses in time after the work-related injury determination result is issued, and the Group reimburses the part of medical expenses neither covered by work-related injury insurance nor by commercial insurance. During the period of work-related injury, the number of days of vacation and rehabilitation advised by the doctor is subject to the work-related injury treatment. After the staff recovers, based on the preference of the staff, the Group will arrange the staff to engage in the original work or transfer the post and reduce the work burden for the staff according to the actual situation.

If a safety accident occurs in a department or link, the Group orders the relevant departments to find out the causes of and responsible persons for accidents in time, and organise work safety training to strengthen the work safety norms and requirements, so that specific persons at different levels are responsible for work safety, and more efforts are made to eliminate hidden dangers and prevent the recurrence of safety accidents, thereby reducing the incidence of work-related injuries and ensuring employee safety to the greatest extent. The departments and links causing serious accidents are held accountable.

During the Reporting Period, the Group distributed various health supplies, including antiviral drugs, to employees from time to time, and effectively disinfected office areas from time to time, reasonably classified and treated domestic and medical wastes, and disinfected packages from the outside, so as to completely eliminate the risk of infection and provide employees with a safe working environment.

From 2023 to 2025, there was no major violation against the laws and regulations related to the employee health and safety in the Group. The personnel with work-related injury were properly arranged and compensated. During the Reporting Period, there was no accident which led to the death or serious injury. Besides, there was no staff claim due to such accident.

項目 Item	單位 Unit	2025 年數據 Data for 2025	2024 年數據 Data for 2024	2023 年數據 Data for 2023
因工亡故的人數 Number of people who died due to the work	位 Persons	0	0	0
因工亡故的比率 The rate of people who died due to the work	%	0	0	0
工傷人數 Number of people who got injured due to the work	位 Persons	6	15	9
因工傷損失工作日數 Number of days lost due to work related injuries	工作日 Working days	238.50	499.00	175.00
因工傷損失平均工作日數 Average number of days lost due to work related injuries	工作日 Working days	39.75	33.27	19.44

### \*發展及培訓

人才是企業發展的核心競爭力。本集團倡導學習型企業的管理模式，構建可持續發展的人才培養體系，為員工提供廣泛的培訓與學習機會，支持與鼓勵員工不斷進修，提高綜合素質和崗位技能，實現員工和企業共同發展。

於報告期間，每名僱員完成受訓的平均時數為 11.16 小時，員工培訓參與情況按僱員類別及性別劃分如下：

### \* Development and Training

Talents are the core competitiveness for the development of a corporation. The Group promotes the management model of learning corporation, establishes a sustainable system for talent cultivation and offers extensive training and learning opportunities to support their continuous studies and improve their overall quality and skills for their positions, realising the mutual development of the staff and corporation.

During the Reporting Period, the average hours of training for each employee are 11.16. The staff training participation is divided as follows as per the employee class and gender:

項目 Item	類別 Category	2025 年數據 Data for 2025			2024 年數據 Data for 2024		
		參與人數 participants	參與人數佔比 Percentage of participant	平均時長 (小時) Average duration (hours)	參與人數 participants	參與人數佔比 Percentage of participant	平均時長 (小時) Average duration (hours)
員工層級 Employee Hierarchy	高級管理人員 Senior management	6	0.72%	55.08	6	0.71%	145.50
	中級員工 Intermediate employees	158	19.34%	11.94	158	18.65%	15.53
	普通員工 Ordinary employees	683	83.60%	10.59	683	80.64%	14.20
性別 Gender	男 Man	450	55.08%	7.98	452	53.40%	10.13
	女 Woman	397	48.59%	14.76	395	46.60%	21.39

註：參與人數佔比=所屬類別參與人數/總人數

平均時長=所屬類別培訓總時長/參與人數

本報告期與以往披露所用計算方法相比沒有重大變更。

#### ■新員工培訓

為幫助新員工全方位了解本集團企業文化，盡快融入本集團大家庭，本集團建立新員工培訓管理制度，對處於試用期的新員工持續加以關注。加強員工「傳幫帶」，全面實行導師制，開展業務指導和經驗傳授，幫助新員工明確崗位職責、工作任務和工作目標；按月組織新員工溝通會，了解新員工動態，促進新員工之間的交流。

#### ■管培生培訓

為滿足本集團戰略和經營需求，本集團根據人才戰略和實際情況，通過校園招聘渠道選撥和培育一批具有高長成性、高可塑性的大學生，通過 1-2 年的培養計劃快速成長為創美藥業「明日之星」，成為支撐集團戰略及業務發展的青年骨幹、後備力量。

#### ■人才梯隊建設

本集團重視人才梯隊的培養建設。2025 年，為更好地選拔和培養儲備梯隊人員，適應本集團戰略發展需要，支援本集團未來業務快速穩健發展，同時不斷提升或促進內部團隊快速成長，本集團內部持續開展了物流中心主題活動及技能大賽、營銷商學院培訓等，並多次選拔本集團內骨幹人員參加委外培訓項目，以不斷提升管理團隊綜合能力。

Note: Percentage of participants = Number of participants in the category to which they belong / Total number of participants

Average duration = Total duration of training in the category/Number of participants

There were no significant changes to the calculation methodology used in the Reporting Period compared to previous disclosures.

#### ■ Training of New Employees

In order to help new employees fully understand the corporate culture of the Group and integrate themselves into the Group's family as soon as possible, the Group has established a training and management system for new employees, in an effort to pay continuous attention to new employees during the probationary period. Strengthening "communication and mutual assistance" among staff members and fully implementing the mentor system are beneficial to conduct business guidance and share experience, which will help new staff identify their job duties, work tasks and goals. To this end, communication meetings for new employees are organised on a monthly basis to understand their dynamics and promote communications among them.

#### ■ Training of Management Trainees

To accommodate the needs of the Group's strategy and operation, the Group recruits and cultivates a group of talented university students with high potential through the campus recruitment in accordance with the talent strategy and actual circumstances. Through 1-2 years of training, the trainees will quickly become the "Star of the Future" of Charmacy Pharmaceutical, becoming the young backbone and reserve force supporting the Group's strategy and business development.

#### ■ Talent Pipeline Building

The Group attaches great importance to talent pipeline building. In 2025, the Group consistently conducted logistics center theme activities and skills competitions, as well as marketing business school training and selected key personnel in the Group for participation in outsourced training programs, so as to better select and cultivate reserve talents, adapt to the Group's strategic development needs, support the rapid and steady development of the Group's future business, continuously promote the rapid growth of internal teams, and continuously improve the comprehensive capabilities of the management team.



2025 年物流中心主題活動

2025 Logistics Centre Theme Event



AI 及 RPA 大賽

AI and RPA Competition

## 供應鏈管理

本集團秉承「誠信經營·利他利眾·合作共贏」的經營理念，重視供應鏈的管理，積極維護與供應商之間的合作。

本集團產品供應渠道包括醫藥生產商和分銷供應商。本集團根據自身採購規模、供應商的銷售政策（包括最低銷量、價格及銷售優惠、付款方式和賬期）等綜合因素，選擇合適的供應商。截至 2025 年 12 月 31 日，本集團共有供應商 1,276 家，其中醫藥生產商 651 家及分銷供應商 625 家。

## Supply Chain Management

By adhering to the operation philosophy of “Operating with Honesty, Benefiting the Public and Achieving Win-Win Outcome through Cooperation”, the Group attaches great importance to the supply chain management, and actively maintains the cooperation with suppliers.

The Group’s product supply pipeline includes pharmaceutical manufacturers and distributors. The Group selects the appropriate suppliers based on comprehensive factors including its own purchasing scale, the supplier’s sales policies including minimum sales, prices and sales discounts, payment method and billing period. As at 31 December 2025, the Group had a total of 1,276 suppliers, of which 651 were pharmaceutical manufacturers and 625 were distributors.

項目 Item	類別 Category	2025 年數據 Data for 2025		2024 年數據 Data for 2024	
		數量 Quantity	佔比 Proportion	數量 Quantity	佔比 Proportion
醫藥生產商 Pharmaceutical manufacturers	中國華南地區 Southern China	195	29.95%	193	30.98%
	中國華東地區 Eastern China	190	29.19%	180	28.89%
	中國西南地區 Southwest China	96	14.75%	86	13.80%
	中國其他地區 Other regions in China	170	26.11%	164	26.32%

項目 Item	類別 Category	2025 年數據 Data for 2025		2024 年數據 Data for 2024	
		數量 Quantity	佔比 Proportion	數量 Quantity	佔比 Proportion
分銷供應商 Distributors	中國華南地區 Southern China	416	63.90%	392	67.24%
	中國華東地區 Eastern China	101	15.51%	94	16.12%
	中國西南地區 Southwest China	34	5.22%	35	6.00%
	中國其他地區 Other regions in China	74	11.37%	62	9.95%

本集團嚴格遵守《中華人民共和國藥品管理法》、《藥品經營質量管理規範》（“GSP”）等法律法規的要求，建立嚴格的供應商資質審核機制，對供應商的資質及其銷售人員等條件進行嚴格審核，必要時會對供應商進行實地考察，詳細了解企業職工素質、生產經營情況，重點審查企業質量體系、質量控制的有效性和完整性、銷售人員情況等。確保進入本集團供應商管理系統的供應商符合 GSP 和本集團質量管理體系文件的要求。本集團在經營過程中做好風險管控，關注供應商的經營動態，

The Group complies strictly with the requirements of laws and regulations including the Drug Administration Law of the People’s Republic of China (《中華人民共和國藥品管理法》), Good Supply Practice (“GSP”) (《藥品經營質量管理規範》), etc. and it has established a strict qualification review mechanism for suppliers to examine suppliers’ qualification and conditions like sales personnel, etc. When necessary, it will investigate customers on site to get a detailed knowledge of their staff quality and production and operation condition and to examine them specifically on their quality systems, validity and integrity of quality control, sales staff, etc. The Group monitors and

發現異常立即採取相應停止採購措施。本集團亦每年對供應商進行質量評審，根據評審結果確定是否繼續與該供應商的業務關係。

本集團進行產品採購時，均會與供應商簽署《醫藥商品質量保證協議書》，約定供應商對其提供的在有效期內的產品質量負責，由此引起的一切損失由供應商承擔。如供應商供應的為假劣產品，供應商必須承擔一切法律及經濟責任，本集團因此遭受罰款、賠償等損失的，供應商須全額賠償給本集團。

本集團積極攜手合作夥伴履行企業責任，推動行業可持續發展，提升對環境及社會的積極影響。當供應商在運輸藥品予我們的過程中造成部分藥品壓損或破損，本集團於收貨環節會拒收該部分商品，同時與供應商溝通，如需報損則對該部分商品採取不留後患的有效措施進行銷毀處理，防止不合格藥品的流通，同時避免對環境造成污染。

本集團與供應商緊密合作，以監察其產品及服務質素的整體表現，與供應商保持溝通，識別及審視供應鏈的環境及社會風險，以加強供應鏈管理。本集團將持續檢討及完善現有的供應商管理慣例及檢討現有採購相關政策，並將環境、社會及管治議題及指標納入供應商評估。我們希望評估和管理供應鏈中潛在的環境和社會風險，確保供應商的表現符合與本集團的可持續發展策略。

我們通過年度審核、日常官方信息搜集、日常溝通及不定期現場拜訪或考察等手段，主動識別供應商產品質量等相關風險，並針對識別出的風險進行緩解。

2025 年，我們識別出的主要供應鏈風險為產品質量風險、缺貨風險及滯銷風險，針對每種風險類型，本集團均積極採取應對舉措，使缺貨風險和長庫齡庫存佔比保持動態平衡。

controls risks in the course of operation, keeps an eye on the operational development of its suppliers, and adopts prompt and appropriate measures to stop procurement activities when we discover any abnormal conditions. The Group also conducts quality appraisal of suppliers on an annual basis and determines whether to continue the business relationship with suppliers based on the appraisal results.

When conducting procurement, the Group will sign the Pharmaceutical Commodities Quality Assurance Agreement (《醫藥商品質量保證協議書》) with suppliers, requiring suppliers to be responsible for the quality of the products they provide within the period of validity, and for all the resulting losses. Any supplier who supplies counterfeit and inferior products is required to bear all legal and economic responsibilities and indemnify the Group in full against any resulting losses such as fines and damages.

The Group actively works with its partners to fulfill its corporate responsibility, promote the sustainable development of the industry, and increases its positive impact on the environment and society. In the event that some of the pharmaceutical products are damaged by pressure or broken during the transportation process, the Group would reject such products during our inspection and communicate with the suppliers simultaneously. If breakage report is needed, the Group would also take thorough and effective measures to destroy the damaged pharmaceutical products, so as to prevent their circulation and environmental pollution.

The Group works closely with suppliers to monitor the overall performance of their product and service quality, and also maintains communication with them to identify and examine the environmental and social risks in the supply chains for enhanced supply chain management. The Group will continuously review and improve existing supplier management practices and review existing procurement policies, and consider incorporating ESG issues and indicators into supplier assessment. We aim to assess and manage potential environmental and social risks in the supply chains to ensure that the performance of suppliers is in line with the Group's sustainability strategy.

We actively identify the risk of the quality of suppliers' products and other related risks through annual audit, daily official information collection, daily communication and irregular on-site visits or inspections, and mitigate the identified risks.

In 2025, the main supply chain risks we identified were product quality risk, out-of-stock risk and unsalable risk. For each risk type, the Group actively took countermeasures to keep the proportions of the out-of-stock risk and the inventory with long storage life in a dynamic balance.

<b>風險類型</b>  <b>Risk Type</b>	<b>應對舉措</b>  <b>Countermeasures</b>
<b>產品質量風險</b>  <b>Product quality risk</b>	<ul style="list-style-type: none"> <li>• 產品採購遵循：“先審批後採購、擇優選購、以質量第一、按需購進”的原則；</li> <li>• Product procurement follows the principles of “examination and approval before procurement, purchase on a best selection basis, quality first, and purchase on demand”;</li> <li>• 加強供應鏈管理，遵循嚴格的質量管理體系，在商品入庫前後嚴格把控，並進行出庫覆核，對質量檢查不合格或證明文件不符合的藥品進行拒收並退回供應商；</li> <li>• Strengthen the supply chain management, follow the strict quality management system, strictly control the goods before and after warehousing, and conduct out-of-warehouse review, reject the drugs that fail the quality inspection or whose the supporting documents do not meet requirements and return such drugs to the suppliers;</li> <li>• 對需要報損則對該部分商品採取不留後患的有效措施進行銷毀處理，防止不合格藥品的流通；</li> <li>• For the goods for which damage shall be reported, take effective measures to destroy such goods without leaving any future trouble to prevent the circulation of unqualified drugs;</li> <li>• 建立質量反饋機制，及時響應客戶反饋並解決問題；</li> <li>• Establish a quality feedback mechanism, respond to customers’ feedback in a timely manner and solve problems;</li> <li>• 對上一年度有質量風險的產品和供應商進行淘汰；及</li> <li>• Eliminate the products and suppliers with quality risks in the previous year; and</li> <li>• 詳見產品質量與安全一節。</li> <li>• See the section of “Product Quality and Safety” for details.</li> </ul>
<b>缺貨風險</b>  <b>Out-of-stock risk</b>	<ul style="list-style-type: none"> <li>• 應用本公司深耕多年的市場口碑與供應鏈服務優勢，構建上游協同機制，定期評估和優化供應鏈管理策略，實時改進以提高供應鏈靈活性；</li> <li>• Utilize the market reputation and supply chain service advantages that the Company have deeply cultivated for many years to build an upstream collaborative mechanism, regularly evaluate and optimize supply chain management strategies, and make real-time improvements to improve the flexibility of the supply chain;</li> <li>• 利用本公司現代化的信息系統優勢，優化庫存管理；</li> <li>• Utilize the Company’s modern information system advantages to optimize the inventory management;</li> <li>• 制定應急計劃，以應對突發事件導致的供應鏈中斷。</li> <li>• Formulate an emergency plan to deal with the supply chain interruption caused by unexpected events.</li> </ul>

**滯銷風險**

**Unsalable risk**

- 倉儲系統與採購、銷售、配送系統已實現信息化對接，商品入庫後嚴密監控商品庫齡，對高庫存商品、滯銷商品會根據市場需求及本集團營銷規劃及時處理；
- The warehousing system has been connected with the procurement, sales and distribution systems in an information-based way. After the goods are put into warehouse, the inventory age of the goods is closely monitored, and deals with the high volume inventories and unsalable goods in time according to the market demand and the Group's marketing plan;
- 根據市場需求進行精準採購和銷售，合理設計安全存貨，提高周轉速度，運用本集團深厚的市場基礎和客戶網絡，聯動上下遊，持續優化我們的庫存結構，加快動銷；及
- Conduct accurate procurement and sales according to the market demand, rationally design safety stocks, improve turnover speed, and use the Group's deep market foundation and customer network to link the upstream and the downstream, continuously optimize our inventory structure and accelerate the moving sales; and
- 對於有保質期的商品，如果商品剩餘保質期天數低於一定數值，會強制啟動商品退貨或報廢，不允許銷售。
- For the goods with a quality guarantee period, if number of the remaining days of the quality guarantee period of the goods is less than a certain number of days, the Group will force these goods to be returned or scrapped and prohibit the sale of these goods.

## 產品質量與安全

醫藥產品事關居民的健康，本集團堅持以「質量第一」的宗旨，致力向客戶提供優質的產品。本集團嚴格遵守《中華人民共和國藥品管理法》、《中華人民共和國藥品管理法實施條例》、GSP、《藥品經營和使用質量監督管理辦法》等相關法律法規，制定一系列完整的質量管理體制文件，包括《質量管理制度》、《質量管理操作規程》、《質量管理職責》等適用於藥品經營各環節的原則性規定，各崗位嚴格執行質量管理操作規程，確保藥品經營各環節符合法律法規及相關標準，對產品進行全程質量監控和管理，著力保障產品質量。本集團亦借助 SAP 信息系統實現了運營模式的標準化，並按照的要求對全流程的質量管理信息化，保障了產品在採購、入庫、儲存、出庫和配送等環節的可追溯及風險管控。

產品質量是採購中最核心的評估因素，本集團嚴格把控產品來源，按照 GSP 的要求，建立產品首營的審核機制，對於首次採購的商品，需要由採購經理、商品管理部、質量管理部及質量負責人等部門（崗位）對價格、採購量、商品批准證明文件和質量進行嚴格審核；對於非首次採購的商品，則根據近期銷量、安全庫存情況確定採購量，同時，經營過程中動態管理，監控商品批准證明文件的有效期限和產品質量。同時本集團亦每年對購進品種進行質量評審，採取「擇優採購」的原則，根據評審結果確定是否繼續採購的依據。

本集團在收貨環節嚴格按《藥品收貨操作規程》執行，根據收貨通知對照送貨方的隨貨同行單、藥檢報告等文件資料及實物進行逐批收貨。驗收時，按《藥品驗收操作規程》對每次到貨藥品進行逐批抽樣驗收，對抽樣藥品的外觀、包裝、標籤、說明書以及相關的證明文件等逐一進行檢查及入庫掃碼，對特殊藥品進行雙人驗收。對質量檢查不合格或證明文件不符合的藥品進行拒收

## Product Quality and Safety

Pharmaceutical products are related to the health of residents. The Group always adheres to the principle of "Quality First", and is committed to providing customers with quality products. In strict compliance with the Pharmaceutical Administration Law of the PRC (《中華人民共和國藥品管理法》), Implementation Regulations on the Law of the PRC on the Administration of Pharmaceuticals (《中華人民共和國藥品管理法實施條例》), GSP, Measures for the Supervision and Administration of the Quality of Drug Distribution and Use (《藥品經營和使用質量監督管理辦法》) and other relevant laws and regulations, the Group has developed a series of documents on quality management system, including Quality Management System, Quality Management Operating Procedures and Quality Management Duties, all of which are principle-related regulations applicable throughout the entire pharmaceutical operations, all positions strictly implemented quality management operating procedures to ensure that the laws, regulations and relevant standards are fully complied with during the pharmaceutical operations. The Group conducts quality control and management in all aspects of the products, and makes efforts in product quality assurance. The Group has also, with the assistance of SAP information system, achieved the standardisation of operation mode, and informationisation of the quality management during the whole procedure according to the requirements of GSP to ensure the traceability and risk control of products in aspects of procurement, stock-in, storage, stock-out, delivery of products and so on.

Product quality is the most important factor in the evaluation of procurement. The Group imposes a strict control over product sourcing and establishes a review mechanism for the first operation of products according to GSP. For products purchased for the first time, the purchasing manager, product management department, quality control department, quality assurance personnel and other departments (positions) are required to conduct a rigorous review on the price, purchase volume, product approval supporting documents and qualifications. For products not purchased for the first time, the purchase volume shall be determined based on the recent sales volume and safety stock, dynamic management in the process of operation, monitoring the validity period of the product approval supporting documents and product quality. The Group also conducts an annual quality review on procured products, adopts the principle of "procurement based on premium quality", and determines whether to continue to purchase the products according to the review results.

During the receipt of goods, the Group strictly follows the Operation Procedures on Receipt of Pharmaceuticals (《藥品收貨操作規程》). Acceptance of the goods will be conducted on a batch-by-batch basis according to the delivery confirmation by cross-checking the accompanying list from the delivery party, medicine inspection report and other documents. During the acceptance, sampling and inspection on pharmaceutical products will be conducted on a batch-by-batch basis and scan for warehousing,

並退回供應商。

本集團建有適宜藥品分類保管和符合藥品儲存要求的庫房，並具有有效監測、調控溫濕度的設施設備，在庫藥品嚴格按照 GSP 規定及藥品的質量特性儲存於相應庫房，並定期養護。

本集團在產品出庫與運輸環節對出庫藥品進行嚴格的覆核和質量檢查及出庫掃碼，對特殊藥品進行雙人複核。同時，對藥品出庫做好藥品質量跟蹤記錄。藥品運輸採用密閉式車輛，有特殊溫度控制要求的藥品，採用冷藏車、保溫箱等運輸設備，確保藥品運輸過程中符合要求。

#### ■ 質量培訓

為不斷提高本集團藥品質量管理水平，本集團高度重視藥品質量管理相關的培訓工作，通過內部培訓與外部培訓相結合的方式強化員工質量意識，提高員工的業務水平，增強本集團藥品質量管控能力與質量風險防控能力。

#### ■ 產品投訴處理

本集團重視產品質量與產品投訴處理，制定《質量事故、投訴管理制度》、《藥品召回管理制度》等制度，規範質量事故、投訴、藥品召回的處理流程，提高服務質量，確保用藥安全，完善售後服務體系。本集團對客戶提出的質量查詢、投訴均給予積極響應，對質量查詢、投訴、抽查和銷售過程中發現的質量問題查明原因，分清責任，採取有效的處理措施，並做好記錄。本集團產品召回流程為：採購部接到供應商召回通知後，將文件轉交質量管理部。質量管理部經核查確認後，啟動召回程序，立即停止相關商品的採購、銷售及發運，並對庫存商品進行鎖定。同時，依據銷售記錄向所有下游客戶發出書面召回通知，客戶退回的商品重新入庫後退回供應商，並由採購部與財務中心協同處理貨款結算及賬務核銷。召回完成後，由質量管理部對召回過程及結果進行匯總，形成召回匯總記錄。同時，對於供應商主動召回的

according to the Operation Procedures on Acceptance of Pharmaceuticals (《藥品驗收操作規程》), and the appearance, packaging, labelling, instructions and related supporting documents of the sampled pharmaceutical products shall be examined individually. Special medications shall be inspected by two persons. Pharmaceutical products that are substandard in quality inspection or inconsistent with the supporting documents will be rejected and returned to suppliers.

The Group has established warehouses that are suitable for the classification and storage of pharmaceutical products and meet the requirements for storage of pharmaceutical products, and has in place facilities and equipment for effective monitoring, regulation and control of temperature and humidity. Pharmaceutical products in stock are stored in the corresponding warehouses in strict accordance with GSP provisions. The pharmaceutical products are stored based on their quality characteristic, and are regularly maintained.

During the outbound delivery and transportation of products, stringent review, quality inspection, and scan for outbound delivery shall be conducted on pharmaceutical products, and Special medications shall be inspected by two persons. At the same time, the quality of pharmaceutical products during outbound delivery shall be tracked and recorded. Closed vehicles are used for transportation of pharmaceutical products, and other transportation facilities such as refrigerator cars, incubators for pharmaceutical products are equipped with a special temperature control system to ensure that the delivery of pharmaceutical products meets the requirements.

#### ■ Quality Training

In order to improve the quality management of pharmaceutical products, the Group attaches great importance to the trainings related to pharmaceutical products quality management. Through the combination of internal training and external training, employees are able to raise their awareness for quality and increase their professional standard, which eventually strengthen the Group's ability on quality control and quality risk-prevention.

#### ■ Product Complaints Handling

The Group attaches great importance to the handling of complaints related to product quality and has developed systems, such as Quality Incidents and Complaints Management System (《質量事故、投訴管理制度》) and Drug Recalls Management System (《藥品召回管理制度》), to regulate the dealing procedures of quality incidents, complaints and recalls for drugs, in order to enhance our service quality, ensure medication safety and improve after-sales service system. The Group actively responds to quality enquiries and complaints from customers. For quality issues found in quality inquiries, complaints, spot checks and sales process, we will find out the causes, clarify the responsibility, take effective measures and make proper records. The Group's product recall procedure is as follows: upon receiving a recall notice from a supplier, the Procurement Department shall forward the document to the Quality Management Department. Following verification and confirmation by the Quality Management Department, the recall procedure shall be initiated; the procurement, sales and dispatch of the relevant goods

產品及藥品監督管理部門通知召回的問題產品，及時採取措施追回藥品並做好記錄，並向藥品監督管理部門報告（如有需要）。於報告期內，因安全與健康理由而須回收的產品佔營業收入 0.005%。

報告期內，本集團接獲關於產品的質量投訴共 17 宗，均得到妥善處理。

#### ■保護客戶信息

本集團建立客戶信息管理系統，對客戶信息進行嚴格的權限管理，保障客戶信息安全。本集團亦在《員工行為規範》中明文規定禁止員工未經審批將公司機密文件、客戶資料、供應商資料外傳，維護客戶的資料安全。報告期內，本集團未涉及於任何有關所提供的產品和服務的私隱事宜的不合規事件。在客戶私隱事宜的應急處理方面，集團確定專職責任人，負責細化應急處理流程，組織應急演練。

#### ■廣告

基於本集團的業務性質，本集團僅進行有限的宣傳活動。本集團在市場宣傳及營銷過程中嚴格遵守相關法律，包括但不限於《中華人民共和國藥品管理法》、《中華人民共和國廣告法》、《醫療廣告管理辦法》、《中華人民共和國個人信息保護法》等法律法規，努力保障廣告內容合規合法，符合公序良俗和主流價值觀。

我們在本公司網站發佈產品宣傳資料冊，在運輸車體上刊登供應商廣告，並指派相關負責人在發佈之前，預先審議營銷或廣告材料，確保符合法規要求及資料正確無誤。

shall be suspended immediately, and the inventory goods shall be locked. Meanwhile, a written recall notice shall be issued to all downstream customers in accordance with sales records. The goods returned by customers shall be re-stored and then returned to the supplier, while the Procurement Department shall coordinate with the Finance Centre to handle payment settlement and accounting write-off. Upon completion of the recall, the Quality Management Department shall summarise the recall process and results to form a recall summary record. Meanwhile, if products voluntarily recalled by suppliers and problem products notified by the drug regulatory authority of the recall, timely measures should be taken to recover the drugs and make records, and report to the drug regulatory authority (if necessary). For the Reporting Period, products that were recalled for safety and health reasons accounted for 0.005% of operating income.

During the Reporting Period, the Group had received a total of 17 complaints related to product quality which were all well-handled.

#### ■ Protection of Customers' Information

The Group has set up customer information management system to conduct strict access management over customer information to ensure its safety. The Group has also expressly stipulated in its Employee Code of Conduct (《員工行為規範》) that the disclosure of Company's confidential documents, customer information and supplier information without the Company's authorisation is prohibited in order to ensure the safety of customer information. During the Reporting Period, the Group has not been involved in any non-compliance incident relating to the privacy of products and services provided.

#### ■ Advertising

Due to the business nature of the Group, the Group only conducts limited publicity activities. The Group strictly complies with relevant laws in the process of market promotion and marketing, including but not limited to the Drug Administration Law of the People's Republic of China (《中華人民共和國藥品管理法》), the Advertising Law of the People's Republic of China (《中華人民共和國廣告法》), the Measures for the Administration of Medical Advertisements (《醫療廣告管理辦法》), the Personal Information Protection Law of People's Republic of China (《中華人民共和國個人信息保護法》) and other laws and regulations, and strives to ensure that the advertising contents are compliant and legal and in line with the public order, good customs and mainstream values.

We publish product brochures on our website, publish supplier advertisements on transportation vehicles, and assign our operation supervisors to pre-review marketing materials or advertising materials prior to publication to ensure that they meet regulatory requirements and that the information received by our customers is correct.

## 廉潔建設

本集團視廉潔守規為公司治理的基本原則，倡導廉潔商業文化，深度落實廉潔文化。本集團嚴格遵守《中華人民共和國刑法》、《中華人民共和國反不正當競爭法》、《關於禁止商業賄賂行為的暫行規定》、《中華人民共和國反洗錢法》等有關防止賄賂、勒索、欺詐及洗黑錢的法律法規。

本集團制定《廉潔管理規定》、《內外申訴管理辦法》、《禮品管理規定》等制度，要求全體員工簽訂《廉潔承諾書》，規範員工行為，促進員工自律自愛、遵紀守法、廉潔奉公，杜絕工作或業務過程中各種不正常及腐敗行為的滋生。

本集團設立專線電話、意見箱、即時通訊、電子郵件等多種投訴與檢舉渠道，接受合作方與內部對員工的違規行為提出的投訴或舉報。有關受理部門在接獲投訴或檢舉後，對事件進行資料信息收集、取證，全方面了解事件全過程，力爭使投訴事件事實清楚，根據調查結果提交處理意見。

報告期內，本集團對董事及所有員工提供反貪污培訓，培訓方式包括：開展廉潔管理規定的制度的宣貫，或提供反貪污培訓材料。本集團未發現任何有關公司及員工賄賂、勒索、欺詐及洗黑錢的事件，亦沒有對本集團或本集團的僱員提出並已審結的貪污訴訟案件。

## 知識產權保護

本集團嚴格遵守《中華人民共和國商標法》、《中華人民共和國專利法》等涉及知識產權保護的法律法規，本報告期內並無違反相關法律法規的情況發生。本集團尊重知識產權，依法開展商業宣傳，通過健全管控制度、完善組織體系保障等有效方法，嚴防侵犯知識產權和違法宣傳情況的發生。

## Anti-corruption Measures

The Group strictly complies with laws and regulations on the prevention of bribery, extortion, fraud and money laundering including the Criminal Law of the People's Republic of China (《中華人民共和國刑法》), the Ant-unfair Competition Law of the People's Republic of China (《中華人民共和國反不正當競爭法》), the Interim Provisions on the Prohibition of Commercial Bribery (《關於禁止商業賄賂行為的暫行規定》) and the Anti-Money Laundering Law of the People's Republic of China (《中華人民共和國反洗錢法》).

The Group has formulated systems such as the Administrative Rules on Clean Practices (《廉潔管理規定》), the Administrative Measures on Internal and External Complaints (《內外申訴管理辦法》) and the Administrative Rules on Gifts (《禮品管理規定》), requesting all employees to sign the Letter of Commitment to Clean Practices (《廉潔承諾書》), which aim at regulating the behaviors of its employees, promoting the self-discipline and law-abiding and clean practices among its employees, as well as eliminating the occurrence of various irregular and corrupted behaviors in the course of work or business.

The Group has set up a variety of complaints and reporting channels such as hotlines, complaint boxes, instant messaging and emails to receive complaints or reports about illegal behaviors of employees from its partners and internal sources. After receiving complaints or reports, the relevant department collects information and evidence on the issue to have a full understanding of the entire process of the issue, and strives to get the facts of the complaints clear and finally raises its suggestions of treatment based on the investigation results.

During the Reporting Period, the Group provided anti-corruption training to directors and all staff, through the promotion of the system of integrity management or the provision of anti-corruption training materials. The Group was not aware of any incident in relation to the bribery, extortion, fraud and money laundering by the Company and its staff, nor had any corruption lawsuits filed against the Group or its employees.

## Intellectual Property Protection

The Group strictly abides by the Trademark Law of the People's Republic of China, Patent Law of the People's Republic of China and other laws and regulations related to intellectual property protection. During the Reporting Period, there was no violation of relevant laws and regulations. The Group respects intellectual property rights conducts commercial publicity in accordance with the law, and strictly prevents infringement of intellectual property rights and illegal publicity through effective methods such as improving management and control and safeguarding the organisational system.

在維護自身知識產權方面，本公司積極推進商標申請、續展、許可管理及維權等工作，保護自有知識產權。

## 社會公益

企業的可持續發展離不開社會的支持。本集團致力自身良好發展的同時，亦積極承擔企業社會責任。本集團高度重視企業與社區之間的關係，積極參與社區建設與慈善公益事業，服務社區發展，以實際行動反饋社會。本集團的社會公益活動主要專注於健康領域。截至2025年12月31日止年度內，本公司及其附屬公司積極參與慈善公益事業，向社會捐款及物資合計人民幣 3.43 百萬元，在健康領域投入約 5,202 小時。

### 炎炎夏日送清涼，健康關懷暖鮑城

7月盛夏，暑意漸濃，創美藥業向汕頭市福利院、救助站、慈善總會、存心慈善會、區環境衛生事務中心等多個社會服務機構及民生保障單位，捐贈大批蓮花峰藥茶，為長者、特殊困難群體、環衛工人、義工等人群送去夏日清涼。此次捐贈覆蓋範圍廣泛，惠及眾多堅守崗位的工作人員和服務對象，體現了企業對城市運行保障人員的敬意與支持。創美藥業通過實際行動踐行企業公益責任，在炎炎夏日為定向人群送上健康關懷，彰顯企業的社會擔當。

With regard to the protection of its intellectual property rights, the Company actively promotes the application, renewal, license management and maintenance of trademarks to protect its own intellectual property rights.

## Social Welfare

The sustainable development of a corporation would not be possible without the support from the society. While being committed to its own sound development, the Group also shoulders corporate social responsibility proactively. The Group attaches great importance to its relationship with the community by actively participating in community construction and charitable undertakings and serving for community development, and make social contribution with concrete action. The Group's social welfare activities focus primarily on the health sector. For the year ended 31 December 2025, the Company and its subsidiaries actively participated in charitable and public welfare undertakings, with total cash and in-kind donations to the society amounting to RMB3.43 million, and approximately 5,202 hours invested in the health sector.

### Delivering Summer Care and Health Support to the Shantou Community

In July, Charmacy Pharmaceutical donated a large quantity of Lianhuafeng Herbal Tea to several social service organisations and public welfare institutions in Shantou, including welfare homes, rescue stations, charitable federations, the Cunxin Charity Association and the district sanitation service centre. The donation aimed to provide cooling relief for the elderly, vulnerable groups, sanitation workers and volunteers. With broad coverage, the initiative benefited many frontline personnel who continue to support the city's daily operations during the hot summer months, as well as the individuals they serve. Through this initiative, Charmacy Pharmaceutical actively fulfils its corporate social responsibility by delivering health care and summer relief to targeted groups, demonstrating the Company's commitment to social responsibility and community well-being.



五一慰問現場

Labour Day On-Site Care Event

### 多方聯動築防線，愛心物資送社區

夏季高溫多雨，基孔肯雅熱等蚊媒傳染病防控形勢嚴峻。創美藥業攜手昆藥集團、佛山市祖廟街道共同開展「防控基孔肯雅熱」公益活動，旨在提升居民防蚊滅蚊意識，為有效遏制基孔肯雅熱等蚊媒傳染病傳播、守護社區安寧貢獻力量。活動當天，工作人員將物資交予街道社區代表，並深入祖廟街道下轄多個社區，將愛心物資送達基層防控人員和居民手中。後續，物資陸續發放到街道 50 餘個社區，助力社區防控工作。此次公益行動是多方協作服務社區的實踐，通過資源整合將關懷送到基層，共同在社區築起了一道抵禦蚊媒疫情傳播的「愛心屏障」。

### Building a Chikungunya Defence through Joint Efforts and Delivering Care Supplies to Communities

During the hot and rainy summer months, the risk of mosquito-borne diseases such as chikungunya fever intensified. In response, Charmacy Pharmaceutical, in collaboration with Kunming Pharmaceutical Group and the Zumiao Subdistrict Office in Foshan, launched a public welfare initiative to prevent and control chikungunya fever. The initiative aimed to raise residents' awareness of mosquito prevention and contribute to efforts to curb the spread of mosquito-borne diseases while safeguarding community health. On the day of the event, supplies were handed over to representatives of local residential communities, and staff visited multiple neighbourhoods under Zumiao Subdistrict to deliver the donated materials directly to frontline prevention personnel and residents. Subsequently, the supplies were gradually distributed to more than 50 residential communities across the subdistrict, supporting ongoing local disease prevention efforts. This initiative exemplifies a multi-stakeholder collaborative approach to community service. By integrating resources and delivering support at the grassroots level, Charmacy Pharmaceutical and its partners strengthened the community's "care barrier" against mosquito-borne disease transmission.



「防控基孔肯雅熱」公益活動現場

On-site of the Public Welfare Activity for “Chikungunya Fever Prevention and Control”

**暖心公益行，同心築美好**

在持續高溫天氣與蚊媒疫情頻發等背景下，廣藥白雲山與創美藥業共同開展“愛心廣藥護保安，創美同心築美好”公益活動，以切實物資和暖心問候，為一線工作者送去健康守護。物資包括二天油、夏桑菊、板藍根、川貝枇杷露等藥品，以及冰袖、濕巾等防暑用品，滿足戶外勞動者的實際需求。工作人員將“愛心清涼禮包”送到環衛工人手中，並向他們致以親切問候，感謝他們的辛勤付出。此次活動精準對接一線工作者需求，以切實行動傳遞企業關懷，助力保障勞動者健康。

**Spreading Care and Building a Better Community Together**

Amid the persistent high temperatures and frequent mosquito-borne disease outbreaks, Guangzhou Baiyunshan Pharmaceutical and Charmacy Pharmaceutical jointly launched a public welfare initiative to provide frontline workers with essential medicines—such as Ertian Oil, Summer Chrysanthemum, Banlangen, and Chuanbei Loquat Syrup—along with heat-relief items including cooling sleeves and wet wipes, addressing their practical needs. Staff personally delivered the “Summer Care Packages” to sanitation workers, offering warm greetings and heartfelt thanks for their dedication and hard work. By precisely responding to the needs of frontline workers, this initiative demonstrates the Company’s commitment to corporate social responsibility and contributes to the health and well-being of laborers.



夏日慰問活動現場

On-site of the Summer Condolence Public Welfare Activity

### 暖心相伴圓夢路，愛心接力繪美好

升學季，是夢想拔節生長的關鍵時刻。高考期間，創美參加由恒青大藥房、民安醫藥連鎖、穩健醫療、蓮花峰藥廠、湯臣倍健等企業攜手開展的線下助考活動，於多地考點外搭建起“愛心助考驛站”，用細緻入微的關懷為考生與家長送去支持與力量。高考放榜圓夢季，公司攜手愛心廠商，延續公益溫暖傳統，將滿載祝福與愛意的健康禮包送到學子們手上，禮包內含三十餘種常用藥品與日用物品，貼心守護青春夢想美好起航。伴隨學子們邁入新階段，創美藥業聯動愛心廠商，走進汕頭大學、汕頭市龍湖區嘉晉學校，為師生們送去清涼與健康關懷，向不同階段學子傳遞溫暖。

### Sharing Care on the Road to Dreams

During the university entrance exam season—a critical time for students’ academic aspirations, Charmacy Pharmaceutical participated in an offline support initiative jointly organized with Hengqing Pharmacy, Min’an Pharmaceutical Chain, Winner Medical, Lianhuafeng Pharmaceutical, and By-Health. At multiple exam sites, “Love Support Stations” were set up to provide thoughtful care and encouragement to students and their families. As exam results were released, the Company, together with its partner enterprises, continued this tradition of care by distributing health gift packages filled with blessings and wishes. Each package contained more than 30 commonly used medicines and daily necessities, offering practical support and safeguarding students as they embark on the next stage of their journey. In addition, Charmacy Pharmaceutical and its partners visited Shantou University and Jiajin School in Longhu District, Shantou, delivering summer relief supplies and health care to teachers and students, extending warmth and support to students at different stages of their educational journey.



高考現場  
College Entrance Exam Venue



汕頭大學現場  
On-site at Shantou University



健康禮包  
Health Kit

### 品牌公益融場景，健康理念入人心

2025年，創美藥業攜手蓮花峰藥廠，將健康守護延伸至多元活動場景：50公里徒步的沿途，潮博會的展位旁，工會足球賽的綠茵邊，惠州馬拉松的起跑線前，龍舟競渡的熱浪中。在各個活動現場設置愛心攤位，為參與者和民衆提供免費贈飲和物資。活動不僅以創新形式將健康理念融入各個場景，通過跨界聯動、數字化傳播等多元玩法，為品牌注入人文溫度，更彰顯了品牌守護大眾健康的理念與情懷，以實際行動為參與者加油打氣，傳遞暖心關懷與正能量。

### Extending Support Across Diverse Scenes to Promote Health Awareness

In 2025, Charmacy Pharmaceutical, in partnership with Lianhuafeng Pharmaceutical, extended its health protection initiatives across a wide range of events: along a 50-kilometer hiking trail, beside the booths at the Chaoshan Textile Garment Exhibition, on the sidelines of the labor union’s football tournament, at the starting line of the Huizhou Marathon, and amid the excitement of dragon boat races. At each event, “Care Stations” were established to provide participants and the public with complimentary beverages and supplies. The initiative not only creatively embedded health awareness into diverse settings but also leveraged cross-sector collaboration and digital communication to engage audiences in multiple ways. This multi-dimensional approach added a human touch to the brand while demonstrating its commitment to safeguarding public health. Through these tangible actions, the initiative motivated participants, conveyed warmth, and promoted positive

energy.



送清涼現場

On-site of the Coolness Distribution Activity

### 中秋佳節送溫暖，走訪慰問傳真情

中秋月圓，人間情滿。佳節來臨之際，創美藥業延續暖心傳統，帶著精心準備的米麵糧油、月餅果籃等慰問品走進社區，向長者與貧困戶送上節日問候。工作人員與居民深入交流，瞭解他們的生活情況，將企業的關懷送到他們心坎上。一份份慰問品承載著企業的社會責任，一次次走訪傳遞著真摯的情感。創美藥業多年來堅持在中秋等傳統節日開展慰問活動，以實際行動回饋社會，為社區困難群體送去溫暖，讓節日關懷落到實處。

### Spreading Warmth During the Mid-Autumn Festival

As the Mid-Autumn Festival approached, Charmacy Pharmaceutical continued its tradition of bringing care and warmth to the community. Company staff delivered thoughtfully prepared gifts—including rice, flour, cooking oil, mooncakes, and fruit baskets—into residential communities, extending festive greetings to the elderly and disadvantaged households. During the visits, staff engaged with residents to understand their living conditions, ensuring that the Company's care reached those who needed it most. Each gift reflected the Company's commitment to social responsibility, and every visit conveyed genuine warmth and attention. Over the years, Charmacy Pharmaceutical has consistently organized such festive outreach activities during the Mid-Autumn Festival and other traditional holidays, turning goodwill into tangible support and bringing comfort to vulnerable groups within the community.



中秋社區慰問活動

Mid-Autumn Festival Community Condolence Activity

### 新春送關懷，溫情暖人心

2026 年新春前夕，創美藥業前往汕頭市龍湖區龍祥街道如龍居委社區開展慰問活動，為社區老人、貧困戶等送上愛心慰問金、米、油、面等生活用品和新春祝福。工作人員與居民親切交談，詳細瞭解他們的生活狀況和實際需求，將企業的關懷切實傳遞給他們。此次慰問活動是創美藥業邁出新一年公益步伐的起點，以實實在在的行動為社區困難群體送去溫暖，讓他們感受到來自社會的關愛。創美藥業始終將社會責任融入企業發展，以點滴善舉為構建和諧社區貢獻力量。

### New Year Care Initiative Bringing Warmth to the Community

Ahead of the 2026 Chinese New Year, Charmacy Pharmaceutical visited the Rulong Community under Longxiang Subdistrict in Longhu District, Shantou, to carry out a community outreach initiative. The Company provided elderly residents and disadvantaged households with care packages that included cash donations and daily necessities such as rice, cooking oil and flour. During the visit, staff engaged in friendly conversations with residents to better understand their living conditions and practical needs, ensuring that the Company's care was meaningfully delivered. This outreach activity marked the beginning of Charmacy Pharmaceutical's public welfare initiatives for the new year. Through tangible support, the Company brought warmth and encouragement to vulnerable members of the community, helping them feel the care and support of society. Charmacy Pharmaceutical remains committed to integrating social responsibility into its corporate development and contributing to the building of harmonious communities through consistent acts of care and support.



新春慰問活動

Chinese New Year Condolence Activity

聯交所《環境、社會與管治報告指引》內容索引

ESG Reporting Guide Index of the Stock Exchange

層面 Aspect	一般披露及關鍵績效指標 General Disclosure and KPIs	章節 Chapter
<b>環境</b> Environmental		
A1: 排放物 A1: Emissions	有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的(a)政策；及(b)遵守對發行人有重大影響的相關法律及規例的資料。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	排放物 Emissions
	A1.1 排放物種類及相關排放數據。 A1.1 The types of emissions and respective emissions data.	排放物 Emissions
	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）。 A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	排放物 Emissions
	A1.4 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）。 A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	排放物 Emissions
	A1.5 描述所訂立的排放量目標及為這些目標所採取的步驟。 A1.5 Description of emissions target(s) set and steps taken to achieve them.	排放物 Emissions
	A1.6 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。 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.	排放物 Emissions
A2: 資源使用 A2: Use of Resources	有效使用資源（包括能源、水及其他原材料）的政策。 Policies on the efficient use of resources, including energy, water and other raw materials.	資源使用 Use of Resources
	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）。 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).	資源使用 Use of Resources
	A2.2 總耗水量及密度（如以每產量單位、每項設施計算）。 A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	資源使用 Use of Resources
	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。 A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	資源使用 Use of Resources
	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及為達到這些目標所採取的步驟。 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.	資源使用 Use of Resources
	A2.5 制成品所用包裝材料的總量（以噸計算）及（如適用）每生產單位估量。 A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	資源使用 Use of Resources
A3: 環境及天然資源 A3: 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。 Policies on minimising the issuer's significant impact on the environment and natural resources.	資源使用 Use of Resources
	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。 A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	資源使用 Use of Resources
<b>社會</b> Social		
B1: 僱傭 B1: 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。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	合規僱傭與員工福利 Compliant Employment and Staff Welfare
	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。 B1.1 Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region.	員工概況 Staff Overview
	B1.2 按性別、年齡組別及地區劃分的僱員流失比率。	員工概況

	B1.2 Employee turnover rate by gender, age group and geographical region.	Staff Overview
B2: 健康與安全 B2: Health and Safety	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。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to providing a safe working environment and protecting employees from occupational hazards.	健康與安全 Health and Safety
	B2.1 過去三年（包括匯報年度）每年因工亡故的人數及比率。 B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	健康與安全 Health and Safety
	B2.2 因工傷損失工作日數。 B2.2 Lost days due to work injury.	健康與安全 Health and Safety
	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。 B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	健康與安全 Health and Safety
B3: 發展及培訓 B3: Development and Training	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。 Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	發展及培訓 Development and Training
	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。 B3.1 The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	發展及培訓 Development and Training
	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。 B3.2 The average training hours completed per employee by gender and employee category	發展及培訓 Development and Training
B4: 勞工準則 B4: Labour Standards	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。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to preventing child and forced labour.	合規僱傭與員工福利 Compliant Employment and Staff Welfare
	B4.1 描述檢討招聘慣例的措施以避免童工及強制勞工。 B4.1 Description of measures to review employment practices to avoid child and forced labour.	合規僱傭與員工福利 Compliant Employment and Staff Welfare
	B4.2 描述在發現違規情況時消除有關情況所採取的步驟。 B4.2 Description of steps taken to eliminate such practices when discovered.	合規僱傭與員工福利 Compliant Employment and Staff Welfare
B5: 供應鏈管理 B5: Supply Chain Management	管理供應鏈的環境及社會風險政策。 Policies on managing environmental and social risks of the supply chain.	供應鏈管理 Supply Chain Management
	B5.1 按地區劃分的供應商數目。 B5.1 Number of suppliers by geographical region.	供應鏈管理 Supply Chain Management
	B5.2 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、以及相關管理及監察方法。 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.	供應鏈管理 Supply Chain Management
	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，以及相關管理及監察方法。 B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	供應鏈管理 Supply Chain Management
	B5.4 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關管理及監察方法。 B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	供應鏈管理 Supply Chain Management
B6: 產品責任 B6: Product Responsibility	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。 Information on (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer, relating to the health and safety, advertising, labelling and privacy matters of products and services provided and methods of redress.	產品質量與安全 Product Quality and Safety
	B6.1 已售或已運送產品總數中因安全與健康理由而回收的百分比。 B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	產品質量與安全 Product Quality and Safety
	B6.2 接獲關於產品及服務的投訴數目以及應對方法。 B6.2 Number of products and service related complaints received and how they are dealt with.	產品質量與安全 Product Quality and Safety
	B6.3 描述與維護及保障知識產權有關的慣例。 B6.3 Description of practices relating to observing and protecting intellectual property rights.	知識產權保護 Intellectual Property Protection
	B6.4 描述質量檢定過程及產品回收程序。	產品質量與安全

	B6.4 Description of quality assurance process and recall procedures.	Product Quality and Safety
	B6.5 描述消費者數據保障及私隱政策，以及相關管理及監察方法。 B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	產品質量與安全 Product Quality and Safety
B7: 反貪污 B7: Anti-corruption	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。 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.	廉潔建設 Anti-corruption Measures
	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。 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.	廉潔建設 Anti-corruption Measures
	B7.2 描述防範措施及舉報程序，以及相關管理及監察方法。 B7.2 Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	廉潔建設 Anti-corruption Measures
	B7.3 描述向董事及員工提供的反貪污培訓。 B7.3 Description of anti-corruption training provided to directors and staff.	廉潔建設 Anti-corruption Measures
B8: 社區投資 B8: Community Investment	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。 Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration of the communities' interests.	社會公益 Social Welfare
	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）。 B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	社會公益 Social Welfare
	B8.2 在專注範疇所動用資源（如金錢或時間）。 B8.2 Resources contributed (e.g. money or time) to the focus area.	社會公益 Social Welfare

層面 Aspect	一般披露及關鍵績效指標 General Disclosure and KPIs	章節 Chapter
氣候相關披露 Climate-related Disclosures		
(I) 管治 (I) Governance		
19	<p>(a) 負責監督氣候相關風險和機遇的治理機構（可包括董事會、委員會或其他同等治理機構）或個人的資訊。具體而言，發行人須指出有關機構或個人及披露以下資訊： (a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:</p> <p>(i) 該機構或個人如何釐定當前或將來是否有適當的技能和勝任能力來監督應對氣候相關風險和機遇的策略； (i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;</p> <p>(ii) 該機構或個人獲悉氣候相關風險和機遇的方式和頻率； (ii) how and how often the body(s) or individual(s) is informed about climate related-risks and opportunities;</p> <p>(iii) 該機構或個人在監督發行人的策略、重大交易決策和風險管理程序及相關政策的過程中，如何考慮氣候相關風險和機遇，包括該機構或個人是否有考慮與該等氣候相關風險和機遇相關的權衡評估； (iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;</p> <p>(iv) 該機構或個人如何監督有關氣候相關風險和機遇的目標制定並監察達標進度（見第 37 段至第 40 段），包括是否將相關績效指標納入薪酬政策以及如何納入（見第 35 段）；及 (iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and</p> <p>(b) 管理層在用以監察、管理及監督氣候相關風險和機遇的管治流程、監控措施及程序中的角色，包括以下資訊： (b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:</p> <p>(i) 該角色是否被委託給特定的管理層人員或管理層委員會以及如何對該人員或委員會進行監督；及 (i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and</p> <p>(ii) 管理層可有使用監控措施及程序協助監督氣候相關風險和機遇；如有，這些監控措施及程序如何與其他內部職能部門進行整合。 (ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.</p>	董事會聲明 Board Statement ESG 管治架構 ESG Governance Structure 應對氣候變化 Tackling Climate Change
(II) 策略 (II) Strategy		
	<b>氣候相關風險和機遇</b> Climate-related risks and opportunities	
20	<p>發行人須披露其資訊，以讓人理解其合理預期可能在短期、中期或長期影響其現金流量、融資渠道或資本成本的氣候相關風險和機遇。具體而言，發行人須： An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:</p> <p>(a) 描述合理預期可能在短期、中期或長期影響發行人的現金流量、融資渠道或資本成本的氣候相關風險和機遇； (a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term;</p> <p>(b) 就發行人已識別的每項氣候相關風險，解釋發行人是否認為該風險是與氣候相關物理風險或與氣候相關轉型風險； (b) explain, for each climate-related risk the issuer has identified, whether the issuer considers the risk to be a climate-related physical risk or climate-related transition risk;</p> <p>(c) 就發行人已識別的每項氣候相關風險和機遇，具體說明其合理預期可能影響發行人的時間範圍（短期、中期或長期）；及 (c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and</p> <p>(d) 解釋發行人如何定義短期、中期及長期，以及這些定義如何與其策略決定規劃範圍掛鉤。 (d) explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.</p>	氣候風險和機遇 Climate-related Risks and Opportunities
	<b>業務模式和價值鏈</b> Business model and value chain	
21	<p>發行人須披露讓人了解氣候相關風險和機遇對其業務模式和價值鏈的當前和預期影響的資訊。具體而言，發行人須作如下披露： An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain. Specifically, the issuer shall disclose:</p> <p>(a) 描述氣候相關風險和機遇對發行人的業務模式和價值鏈的當前和預期影響；及</p>	公司識別的主要氣候相關風險及應對措施

	<p>(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer's business model and value chain; and</p> <p>(b) 描述在發行人的業務模式和價值鏈中，氣候相關風險和機遇集中的地方（例如，地理區域、設施及資產類型）。</p> <p>(b) a description of where in the issuer's business model and value chain climate related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).</p>	Major Climate-related Risks and Response Measures
	<p><b>策略和決策</b></p> <p><b>Strategy and decision-making</b></p>	
22	<p>發行人須披露讓人了解氣候相關風險和機遇對其策略和決策的影響的資訊。具體而言，發行人須披露：</p> <p>An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:</p> <p>(a) 有關發行人已經及將來計劃在其策略和決策中如何應對氣候相關風險和機遇的資訊，包括發行人計劃如何實現任何其所設定的氣候相關目標，以及任何法律或法規要求達到的目標。具體而言，發行人須披露以下資訊：</p> <p>(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:</p> <p>(i) 因應氣候相關風險和機遇而在當前及預期將來對發行人業務模式（包括資源配置）作出的變動；</p> <p>(i) current and anticipated changes to the issuer's business model, including its resource allocation, to address climate-related risks and opportunities;</p> <p>(ii) 已經或預期將進行的任何適應或減緩工作（直接或間接）；</p> <p>(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);</p> <p>(iii) 發行人任何與氣候相關轉型計劃（包括制定轉型計劃時使用的主要假設的資訊，以及該計劃所依賴的因素），或若發行人並未有這樣的計劃，則作適當的否定聲明；</p> <p>(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer's transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and</p> <p>(iv) 發行人計劃如何實現第 37 至 40 段所述的任何氣候相關目標（包括任何溫室氣體排放目標（如有））；及</p> <p>(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and</p> <p>(b) 有關發行人當前及將來計劃如何為根據第 22(a)段披露的行動提供資源。</p> <p>(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).</p>	<p>公司識別的主要氣候相關風險及應對措施</p> <p>Major Climate-related Risks and Response Measures</p>
23	<p>發行人須披露先前各匯報期內按照第 22(a)段所披露計劃的進度。</p> <p>An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).</p>	<p>公司識別的主要氣候相關風險及應對措施</p> <p>Major Climate-related Risks and Response Measures</p>
	<p><b>財務狀況、財務表現及現金流量</b></p> <p><b>Financial position, financial performance and cash flows</b></p>	
	<p><b>當前財務影響</b></p> <p><b>Current financial effect</b></p>	
24	<p>發行人須披露以下定性和量化資料：</p> <p>An issuer shall disclose qualitative and quantitative information about:</p> <p>(a) 氣候相關風險和機遇如何影響發行人匯報期的財務狀況、財務表現及現金流量；及</p> <p>(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and</p> <p>(b) 當存在將導致下一匯報年度相關財務報表中的資產和負債賬面價值發生重要調整的重大風險時，關於第 24(a)段中識別的氣候相關風險和機遇的資訊。</p> <p>(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.</p>	<p>關於氣候相關風險及機遇的財務影響說明</p> <p>Explanation of financial impacts relating to climate-related risks and opportunities</p>
	<p><b>預期財務影響</b></p> <p><b>Anticipated financial effect</b></p>	
25	<p>發行人須披露以下定性和量化資料：</p> <p>The issuer shall provide qualitative and quantitative disclosures about:</p> <p>(a) 發行人經考慮其管理氣候相關風險和機遇的策略後，並考慮到以下各項，預期其財務狀況在短期、中期及長期內將如何變化：</p> <p>(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration:</p> <p>(i) 其投資及處置計劃；及</p> <p>(i) its investment and disposal plans; and</p> <p>(ii) 其為實施策略所需的資金的計劃資金來源；</p> <p>(ii) its planned sources of funding to implement its strategy;</p> <p>(b) 基於發行人管理氣候相關風險和機遇的策略，其預計其財務業績及現金流量在短期、中期及長期的變化。</p> <p>(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.</p>	<p>關於氣候相關風險及機遇的財務影響說明</p> <p>Explanation of financial impacts relating to climate-related risks and opportunities</p>

	<b>氣候韌性</b> <b>Climate resilience</b>	
26	<p>在考慮發行人已識別的氣候相關風險和機遇後，發行人須披露資訊，使他人了解發行人的策略及業務模式對氣候相關變化、發展或不確定性的韌性。發行人須按與其情況相稱的做法，使用與氣候相關的情景分析來評估其氣候韌性。提供量化資訊時，發行人可披露單一數額或區間範圍。具體而言，發行人須披露：</p> <p>An issuer shall disclose information that enables an understanding of the resilience of the issuer’s strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer’s identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer’s circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:</p> <p>(a) 發行人截至匯報日對其氣候韌性的評估，其有助於了解：          (a) the issuer’s assessment of its climate resilience as at the reporting date, which shall enable an understanding of:</p> <p>(i) 發行人的分析結果對其策略和業務模式的影響（如有），包括發行人需要如何應對氣候相關情景分析中確定的影響；          (i) the implications, if any, of the issuer’s assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis</p> <p>(ii) 發行人對氣候韌性的評估中考慮的重大不確定因素的範疇；及          (ii) the significant areas of uncertainty considered in the issuer’s assessment of its climate resilience; and</p> <p>(iii) 發行人根據氣候發展調整其短期、中期和長期策略和業務模式的能力；          (iii) the issuer’s capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;</p> <p>(b) 如何及何時進行氣候相關情景分析，包括：          (b) how and when the climate-related scenario analysis was carried out, including:</p> <p>(i) 使用的輸入數據，包括：(1) 發行人在分析中使用的氣候相關情景及其來源；(2) 分析是否涵蓋多種不同的氣候相關情景；(3) 分析所使用的氣候相關情景是否與氣候相關轉型風險或氣候相關物理風險有關；(4) 發行人在其情景中是否使用了與最新氣候變化國際協議相一致的情景；(5) 發行人為何認為所選擇的氣候相關情景與評估其氣候相關變化、發展或不確定性的韌性相關；(6) 發行人在分析中所使用的時間範圍；及(7) 發行人分析所涵蓋的營運範圍（例如分析所涵蓋的營運地點及業務單位）；          (i) information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);</p> <p>(ii) 發行人在分析中所作的關鍵假設；及          (ii) the key assumptions the issuer made in the analysis; and</p> <p>(iii) 進行氣候相關情景分析的匯報期。          (iii) the reporting period in which the climate-related scenario analysis was carried out.</p>	公司識別的主要氣候相關風險及應對措施 Major Climate-related Risks and Response Measures
(III) 風險管理 (III) Risk Management		
27	<p>發行人須披露以下資訊：          An issuer shall disclose information about:</p> <p>(a) 發行人用於識別、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，包括有關以下方面的資訊：          (a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:</p> <p>(i) 發行人使用的輸入資料及參數（例如資料來源及程序所涵蓋的業務範圍）；(ii) 發行人可有及如何使用氣候相關情景分析來識別氣候相關風險；          (i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes); (ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;</p> <p>(iii) 發行人如何評估有關風險的影響的性質、可能性及程度（例如發行人可有考慮定性因素、量化門檻或其他所用標準）；          (iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);</p> <p>(iv) 發行人可有及如何就氣候相關風險相對於其他類型風險的優次排列；          (iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;</p> <p>(v) 發行人如何監察其氣候相關風險；及          (v) how the issuer monitors climate-related risks; and</p> <p>(vi) 與上一個匯報期相比，發行人可有及如何改變其使用的流程；          (vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;</p> <p>(b) 發行人用於識別、評估氣候相關機遇，以及釐定當中輕重緩急並保持監察的流程（包括發行人可有及如何使用氣候相關情景分析來確定氣候相關機遇的資訊）；及          (b) the processes the issuer uses to identify, assess, prioritise and monitor climate related opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and</p> <p>(c) 氣候相關風險和機遇的識別、評估、優次排列和監察流程，是如何融入發行人的整體風險管理流程，以及融入的程度如何。</p>	公司識別的主要氣候相關風險及應對措施 Major Climate-related Risks and Response Measures

	(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer's overall risk management process.	
(IV) 指標及目標 溫室氣體排放 (IV) Metrics and Targets		
28	<p>發行人須披露匯報期內的溫室氣體絕對總排放量（以公噸二氧化碳當量表示），並分為：(a)範圍 1 溫室氣體排放；</p> <p>An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO<sub>2</sub> equivalent, classified as: (a) Scope 1 greenhouse gas emissions;</p> <p>(b)範圍 2 溫室氣體排放；及</p> <p>(b) Scope 2 greenhouse gas emissions; and</p> <p>(c)範圍 3 溫室氣體排放。</p> <p>(c) Scope 3 greenhouse gas emissions.</p>	<p>溫室氣體排放</p> <p>Greenhouse Gas Emissions</p>
29	<p>發行人須：</p> <p>An issuer shall:</p> <p>(a)除非管轄機關或發行人上市之另一交易所另有要求，否則發行人須根據《溫室氣體核算體系：企業核算與報告標準（2004 年）》計量其溫室氣體排放；</p> <p>(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;</p> <p>(b)披露其用於計量溫室氣體排放的方法，包括：</p> <p>(b) disclose the approach it uses to measure its greenhouse gas emissions including:</p> <p>(i)發行人用於計量其溫室氣體排放的計量方法、輸入資料及假設；</p> <p>(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;</p> <p>(ii)發行人為何選擇該計量方法、輸入資料及假設計量溫室氣體排放；及</p> <p>(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and</p> <p>(iii)發行人在匯報期對計量方法、輸入資料及假設進行的任何變更以及變更原因；</p> <p>(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;</p> <p>(c)就根據第 28(b)段披露的範圍 2 溫室氣體排放，披露其以地域為基準的範圍 2 溫室氣體排放，並提供有助於了解該排放的任何所需合約文書的資訊；及</p> <p>(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer's Scope 2 greenhouse gas emissions; and</p> <p>(d)就根據第 28(c)段披露的範圍 3 溫室氣體排放，根據《溫室氣體核算體系：企業價值鏈（範圍 3）核算與報告標準（2011 年）》所述的範圍 3 類別披露發行人計量範圍 3 溫室氣體排放中包含的類別。</p> <p>(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer's measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).</p>	<p>溫室氣體排放</p> <p>Greenhouse Gas Emissions</p>
	<p><b>氣候相關轉型風險</b></p> <p><b>Climate-related transition risks</b></p>	
30	<p>發行人須披露容易受氣候相關轉型風險影響的資產或業務活動的金額及百分比。</p> <p>An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.</p>	<p>風險及機遇類型</p> <p>Risk / Opportunity Types</p>
	<p><b>氣候相關物理風險</b></p> <p><b>Climate-related physical risks</b></p>	
31	<p>發行人須披露容易受氣候相關物理風險影響的資產或業務活動的金額及百分比。</p> <p>An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.</p>	<p>風險及機遇類型</p> <p>Risk / Opportunity Types</p>
	<p><b>氣候相關機遇</b></p> <p><b>Climate-related opportunities</b></p>	
32	<p>發行人須披露涉及氣候相關機遇的資產或業務活動的金額及百分比。資本運用</p> <p>An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.</p> <p>Capital deployment</p>	<p>風險及機遇類型</p> <p>Risk / Opportunity Types</p>
33	<p>發行人須披露用於氣候相關風險和機遇的資本開支、融資或投資的金額。內部碳定價</p> <p>An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.</p> <p>Internal carbon prices</p>	<p>公司識別的主要氣候相關風險及應對措施</p> <p>Major Climate-related Risks and Response Measures</p>

34	<p>發行人須披露如下： An issuer shall disclose:</p> <p>(a) 闡釋發行人可有及如何在決策中應用碳定價（例如投資決策、轉移定價及情景分析）；及 (a) an explanation of whether and how the issuer is applying a carbon price in decision making (for example, investment decisions, transfer pricing, and scenario analysis); and</p> <p>(b) 發行人用於評估其溫室氣體排放成本的每公噸溫室氣體排放量定價；或適當的否定聲明，確認發行人沒有在決策中應用碳定價。 (b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions; or an appropriate negative statement that the issuer does not apply a carbon price in decision-making.</p>	<p>公司識別的主要氣候相關風險及應對措施 Major Climate-related Risks and Response Measures</p>
	<p><b>薪酬</b> <b>Remuneration</b></p>	
35	<p>發行人須披露氣候相關考慮因素可有及如何納入薪酬政策，或提供適當的否定聲明。這可能構成根據第 19(a)(iv)段作出的披露的一部分。 An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).</p>	<p>應對氣候變化 Tackling Climate Change</p>
	<p><b>行業指標</b> <b>Industry-based metrics</b></p>	
36	<p>本交易所鼓勵發行人披露與一項或多項特定的業務模式和活動有關的行業指標，或與參與有關行業常見特徵有關的行業指標。在決定披露哪些行業指標時，本交易所鼓勵發行人參考《〈國際財務報告可持續披露準則 S2 號〉行業披露指南》和其他國際環境、社會及管治報告框架規定的行業披露要求所述的與披露主題相關的行業指標，並考慮其是否適用。 An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industry based metrics associated with disclosure topics described in the IFRS S2 Industry based Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.</p>	\
	<p><b>氣候相關目標</b> <b>Climate-related targets</b></p>	
37	<p>發行人須披露 An issuer shall disclose</p> <p>(a) 其為監察實現其策略目標的進展而設定的與氣候相關的定性及量化目標；及 (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and</p> <p>(b) 法律或法規要求發行人達到的任何目標，包括任何溫室氣體排放目標。發行人須就每個目標逐一披露： (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:</p> <p>(a) 用以設定目標的指標； (a) the metric used to set the target;</p> <p>(b) 目標的目的（例如減緩、適應或以科學為基礎的舉措）； (b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);</p> <p>(c) 目標的適用範圍（例如目標是適用於發行人整個集團還是部分（如僅適用於某個業務單位或地理區域））； (c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);</p> <p>(d) 目標的適用期間； (d) the period over which the target applies;</p> <p>(e) 衡量進度的基準期間； (e) the base period from which progress is measured;</p> <p>(f) 階段性目標或中期目標（如有）； (f) milestones or interim targets (if any);</p> <p>(g) 如屬量化目標，其屬絕對目標還是強度目標；及 (g) if the target is quantitative, whether the target is an absolute target or an intensity target; and</p> <p>(h) 最新氣候變化國際協議（包括該協議產生的司法承諾）如何幫助發行人設定目標。 (h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.</p>	<p>指標與目標 Metrics and Targets</p>
38	<p>發行人須披露其設定及審核每項目標的方法，以及其如何監察達標進度，包括： An issuer shall disclose information about its approach to setting and reviewing each target, and how it monitors progress against each target, including:</p> <p>(a) 目標本身及設定目標的方法是否經第三方驗證； (a) whether the target and the methodology for setting the target has been validated by a third party;</p> <p>(b) 發行人審核目標的程序； (b) the issuer's processes for reviewing the target;</p>	<p>董事會聲明 Board Statement</p>

	<p>(c)用於監察達標進度的指標；及</p> <p>(c) the metrics used to monitor progress towards reaching the target; and</p> <p>(d)任何修訂目標的內容及原因。</p> <p>(d) any revisions to the target and an explanation for those revisions.</p>	
39	<p>發行人須披露有關每項氣候相關目標的績效的資訊以及對發行人績效的趨勢或變化分析。</p> <p>An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.</p>	<p>目標績效趨勢變化分析</p> <p>Progress Towards Targets and Trend Analysis</p>
40	<p>就按第 37 至 39 段披露的每一項溫室氣體排放目標，發行人須披露：</p> <p>For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:</p> <p>(a)目標涵蓋哪些溫室氣體；</p> <p>(a) which greenhouse gases are covered by the target;</p> <p>(b)目標是否涵蓋範圍 1、範圍 2 或範圍 3 溫室氣體排放；</p> <p>(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;</p> <p>(c)此目標是溫室氣體排放總量目標還是溫室氣體排放淨額目標。如為溫室氣體排放淨額目標，發行人須另外披露相關的溫室氣體排放總量目標；</p> <p>(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;</p> <p>(d)目標是否是採用行業脫碳方法得出的；及</p> <p>(d) whether the target was derived using a sectoral decarbonisation approach; and</p> <p>(e)發行人計劃使用碳信用抵銷溫室氣體排放以實現任何溫室氣體排放淨額目標。</p> <p>(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target.</p>	<p>溫室氣體排放</p> <p>Greenhouse Gas Emissions</p>
	<p><b>關於使用碳信用的計劃，發行人須披露：</b></p> <p><b>In explaining its planned use of carbon credits, the issuer shall disclose:</b></p> <p>(i)依賴使用碳信用以實現任何溫室氣體排放淨額目標的程度及方式；</p> <p>(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;</p> <p>(ii)該碳信用將由哪些第三方計劃驗證或認證；</p> <p>(ii) which third-party scheme(s) will verify or certify the carbon credits;</p> <p>(iii)碳信用的類型，包括相關抵消是否是基於自然還是基於科技的碳消除，以及相關抵消是通過減碳還是碳消除實現；及</p> <p>(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and</p> <p>(iv)為讓人了解發行人計劃使用的碳信用的可信度和完整性所必需的任何其他重要因素（例如，對碳抵消效果的假設）。</p> <p>(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).</p>	
	<p><b>跨行業指標及行業指標的適用性</b></p> <p><b>Applicability of cross-industry metrics and industry-based metrics</b></p>	
41	<p>在編制披露內容以符合第 21 至 26 及 37 至 38 段的規定時，發行人須參考(i)跨行業指標（見第 28 至 35 段）及(ii)行業指標（見第 36 段）並考慮其是否適用。</p> <p>In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).</p>	<p>\</p>

**創美藥業股份有限公司**  
CHARMACY PHARMACEUTICAL CO., LTD.

地址：中國廣東省汕頭市龍湖區嵩山北路235號  
電話：86-754-88109272  
郵箱：ir@charmacy.cn

Address: No. 235 Song Shan North Road, Longhu District,  
Shantou City, Guangdong Province, the PRC  
Tel: 86-754 88109272  
Email: ir@charmacy.cn