



# Sihuan Pharmaceutical Holdings Group Ltd. 四環醫藥控股集團有限公司

(incorporated in Bermuda with limited liability)

(於百慕達註冊成立之有限公司)

Stock Code 股份代號: 0460

## 2024

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

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## 關於本報告 About the Report

本報告是四環醫藥控股集團有限公司連同其子公司（「**四環醫藥**」、「**本集團**」或「**我們**」）發佈的第九份環境、社會及管治報告（下稱「**本報告**」），全面闡釋四環醫藥二零二四年度在環境、社會及管治方面的實踐表現。

### 報告週期

本報告為年度報告。本年度報告於二零二五年三月二十八日獲得董事會批准發佈。

### 報告範圍

本報告涵蓋本集團於二零二四年一月一日至二零二四年十二月三十一日期間（「**本年度**」）在履行環境與社會責任方面的表現。環境數據範圍覆蓋四環醫藥集團總部及附屬11家生產企業、3家研究及開發（「**研發**」）機構以及3個營銷中心<sup>1</sup>。本報告覆蓋我們擁有運營控制權或對我們的環境、社會及管治方面有顯著影響的所有業務單位。本報告的內容亦聚焦於我們在經濟、環境及社會方面影響最顯著的重大可持續發展領域，以及我們的利益相關方最關注的領域。

### 報告標準

本報告嚴格遵循香港聯合交易所有限公司（下稱「**聯交所**」）證券主板上市規則附錄C2闡述的《環境、社會及管治報告守則》（下稱「**ESG守則**」）的規定編製。

This report is the ninth environmental, social and governance report (the “**Report**”) published by Sihuan Pharmaceutical Holdings Group Ltd. and its subsidiaries (collectively referred to as “**Sihuan Pharmaceutical**”, the “**Group**” or “**We**”). It comprehensively explains the practice performance of Sihuan Pharmaceutical in environmental, social and governance matters in 2024.

### REPORT CYCLE

The Report is an annual report. This annual report was approved by the board of directors (the “**Board**”) on 28 March 2025.

### SCOPE OF THE REPORT

The Report covers the achievements of the Group in the performance of environmental and social responsibilities during the period from 1 January 2024 to 31 December 2024 (the “**Year**”). The environmental data covers the headquarters of Sihuan Pharmaceutical and its 11 affiliated production enterprises, 3 research and development (“**R&D**”) institutes and 3 marketing centers<sup>1</sup>. The Report covers all business units where we had operational control or which have significant impact on environmental, social and governance aspects. The content of the Report also focuses on the major sustainable development areas which have the most significant economic, environmental and social impacts, and the areas where our stakeholders are most concerned about.

### REPORTING STANDARDS

The Report was prepared strictly in accordance with the Environmental, Social and Governance Reporting Code (the “**ESG Reporting Code**”) under Appendix C2 to the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (the “**Stock Exchange**”).

<sup>1</sup> 生產企業：北京四環製藥有限公司（「**北京四環**」）、本溪恒康製藥有限公司（「**本溪恒康**」）、吉林振澳製藥有限公司（「**吉林振澳**」）、吉林四長製藥有限公司（「**吉林四長**」）、吉林四環製藥有限公司（「**吉林四環**」）、吉林津升製藥有限公司（「**吉林津升**」）、長春翔通藥業有限公司（「**長春翔通**」）、吉林四環澳康藥業有限公司（「**吉四澳康**」）、弘和製藥有限公司（「**弘和製藥**」）、吉林匯康製藥有限公司（「**吉林匯康**」）、惠升生物製藥股份有限公司（「**惠升生物**」）。

研發機構：北京澳合藥物研究院有限公司（「**北京澳合研究院**」）、山東軒竹醫藥科技有限公司（「**山東軒竹**」）、北京漢顏空間生物醫藥有限公司（「**漢顏空間**」）。

營銷中心：北極星營銷中心（「**北極星營銷**」）、津升營銷中心（「**津升營銷**」）、深圳四環醫藥有限公司（「**深圳四環**」）。

<sup>1</sup> Production enterprises: Beijing Sihuan Pharmaceutical Co., Ltd. (“**Beijing Sihuan**”), Benxi Hengkang Pharmaceutical Co., Ltd. (“**Benxi Hengkang**”), Jilin Zhen’ao Pharmaceutical Co., Ltd. (“**Jilin Zhen’ao**”), Jilin Sichang Pharmaceutical Co., Ltd. (“**Jilin Sichang**”), Jilin Sihuan Pharmaceutical Co., Ltd. (“**Jilin Sihuan**”), Jilin Jinsheng Pharmaceutical Co., Ltd. (“**Jilin Jinsheng**”), Changchun Xiangtong Pharmaceutical Co., Ltd. (“**Changchun Xiangtong**”), Jilin Sihuan Aokang Pharmaceutical Co., Ltd. (“**Jisi Aokang**”), Ambest Pharmaceutical Co., Ltd. (“**Ambest Pharmaceutical**”), Jilin Huikang Pharmaceutical Co., Ltd. (“**Jilin Huikang**”), and Huisheng Biopharmaceutical Co., Ltd. (“**Huisheng Biopharm**”).

R&D institutes: Beijing Ao He Research Institute Co., Ltd. (“**Beijing Ao He Research Institute**”), Shandong Xuanzhu Pharma Co., Ltd. (“**Shandong Xuanzhu**”) and Beijing Meiyan Space Biomedical Co., Ltd. (“**Meiyan Space**”).

Marketing centers: Polaris Marketing Center (“**Polaris Marketing**”), Jinsheng Marketing Center (“**Jinsheng Marketing**”) and Shenzhen Sihuan Pharmaceutical Co., Ltd. (“**Shenzhen Sihuan**”).

## 報告流程

本集團按照同行對標、利益相關方問卷調研、重要性議題分析、信息收集、信息覆核、報告編寫、風險管理委員會審定、董事會批准、報告發佈等步驟進行。

## 報告發佈方式

本報告提供中英文兩種語言供讀者閱讀，並以電子版形式發佈。您可登錄本集團官網([www.sihuanpharm.com](http://www.sihuanpharm.com))及聯交所網站([www.hkexnews.hk](http://www.hkexnews.hk))獲取電子版閱讀。

## 報告原則回應

本報告以ESG守則中的「重要性」、「量化」、「平衡」及「一致性」原則作為披露基礎，並在編製過程中對於以上原則進行回應，確保報告呈現利益相關方所關注的環境、社會及管治議題，內容清晰，具有量化性及比較意義。

## PROCEDURE OF THE REPORT

The Report was prepared by steps of peer benchmarking, stakeholders survey, analysis of material issues, information collection, information review, report preparation, review by the Risk Management Committee, approval by the Board, report publishing, etc.

## FORMS OF PUBLICATION

The Report is available in both Chinese and English and is published in electronic form. You can log onto the official website of the Group ([www.sihuanpharm.com](http://www.sihuanpharm.com)) or the Stock Exchange's website ([www.hkexnews.hk](http://www.hkexnews.hk)) to get the electronic version.

## RESPONSE TO REPORTING PRINCIPLES

The Report is disclosed based on the principles of "Materiality", "Quantitative", "Balance" and "Consistency" in the ESG Reporting Code, and responds to the above principles during the preparation process to ensure that the Report presents clear, quantifiable and comparative information on the environmental, social and governance issues of concern to stakeholders.

原則 Principle	定義 Definition	本集團的回應 Response from the Group
重要性 Materiality	報告應涵蓋反映機構對經濟、環境及社會的顯著影響，或實質上影響利益相關方評估及決定的範疇。 The Report should cover the institution's prominent impact on the economy, environment and society, or such scopes that substantively influence stakeholders' assessment and decisions.	結合本集團發展戰略、行業與業務狀況，並與利益相關方溝通交流，識別當前的重要性議題。 Identifying current material issues through considering the Group's development strategy, industry and business conditions, and communicating with stakeholders.
量化 Quantitative	報告有關歷史數據的關鍵績效指標須可予計量，以評估和驗證績效表現。量化資料附帶說明，闡述其目的及影響，並在適當情況下提供比較數據。 The key performance indicators ("KPIs") on historical data in the Report must be measurable to evaluate and verify performance. Quantitative information is accompanied by a narrative, explaining its purpose and impacts, and giving comparative data where appropriate.	本集團已就本年度的關鍵績效指標信息進行量化披露，並與上一年度表現進行比較，同時予以文字闡釋，以便利益相關方能清晰理解本集團整體績效。 The Group has made quantitative disclosures on KPIs' information of the Year, compared with the performance of the last year, and provided textual explanations so that stakeholders can clearly understand the overall performance of the Group.
平衡 Balance	報告信息應反映報告機構績效的正面性和負面性，以便對整體績效進行合理的評估。 The reporting information should reflect the positivity and negativity of the reporting institution's performance so as to evaluate the overall performance reasonably.	本報告詳盡闡述本集團的工作成果及所面對的挑戰，並披露相關量化信息，以便合理分析和比較。 The Report elaborates on the Group's achievements and challenges and discloses relevant quantitative information for reasonable analysis and comparison.
一致性 Consistency	報告應使用一致方式披露信息，以便利益相關方可分析及評估機構於不同時間的績效。機構應就任何方法的變化作出解釋。 The Report should disclose information in a consistent way so that stakeholders can analyze and assess the institution's performance at different times. The institution should explain any changes in methods.	本集團已比較不同範疇在目前及過去的關鍵績效指標及信息，以便利益相關方對其績效作逐年比較。 The Group has compared its current and previous KPIs and information for different categories to enable stakeholders to compare their performance



## 非凡二零二四 An Extraordinary 2024

四環醫藥始終懷揣「成為具有競爭力的國際化製藥企業」的美好願景，肩負「創新服務於人類健康」的使命，堅持「醫美及創新藥」雙輪驅動戰略，致力於打造中國領先醫美及生物製藥平台，在不斷夯實自身業務基礎的同時，踐行企業社會責任，為人類健康保駕護航。二零二四年，我們在ESG管理、創新研發等方面獲得了多項殊榮，舉例如下：

Sihuan Pharmaceutical has always adhered to the vision of “becoming a competitive international pharmaceutical company” and the corporate mission of “innovation for human health”. We also insist in the strategy driven by “medical aesthetics and innovative drugs”, and are committed to building China's leading medical aesthetics and biopharmaceutical platform. While continuously consolidating its business foundation, it also practices corporate social responsibility and protects human health. In 2024, we won a number of awards in ESG management, innovative research and development, etc. Examples are as follows:



第十四屆公益節暨ESG影響力年會「2024年度ESG創新獎」  
“2024 ESG Pioneer Award” of  
The 14th Philanthropy Festival and ESG Summit

2024年第三屆國際綠色零碳節暨2024年  
ESG領袖峰會「ESG典範企業獎」  
“ESG Model Enterprise Award” of  
The 3rd International Green Zero-Carbon Festival  
2024 and ESG Leadership Summit 2024



第九屆智通財經資本市場年會暨上市公司頒獎典禮  
「最具價值醫藥及醫療公司」  
“Most Valuable Pharmaceutical and Healthcare Company” of  
The 9th Zhitong Finance Capital Market Annual Conference and  
Listed Company Awards Ceremony

格隆匯·全球投資嘉年華·2025金格獎·年度卓越公司評選  
「年度轉型先鋒企業」  
“Transformation Pioneer Enterprise of the Year” under the 2025 Jinge  
Award for Outstanding Listed Companies of the Year  
in Guruclue Global Investment Carnival



# 可持續發展管理 Sustainable Development Management

本集團致力於將可持續發展理念深度融入企業運營戰略，不斷完善可持續發展治理體系，建立健全ESG架構與運行機制，全面履行企業社會責任。同時，我們建立多元化的溝通渠道，積極回應各利益相關方對本集團可持續發展管理的關注，並依託自身的技術實力與管理經驗，傳遞可持續發展理念，推動可持續發展管理進程。

The Group is committed to in-depth integration of the concept of sustainable development into corporate operation strategies by continuously refining the sustainable development governance system and establishing a robust ESG structure and operating mechanism, in full compliance with corporate social responsibility. At the same time, we have established diversified communication channels to actively respond to the concerns of the stakeholders on sustainable development management. The Group delivers sustainable development concepts and facilitates the sustainable development management process in reliance on our own technical strength and management experience.

## 深化可持續發展治理

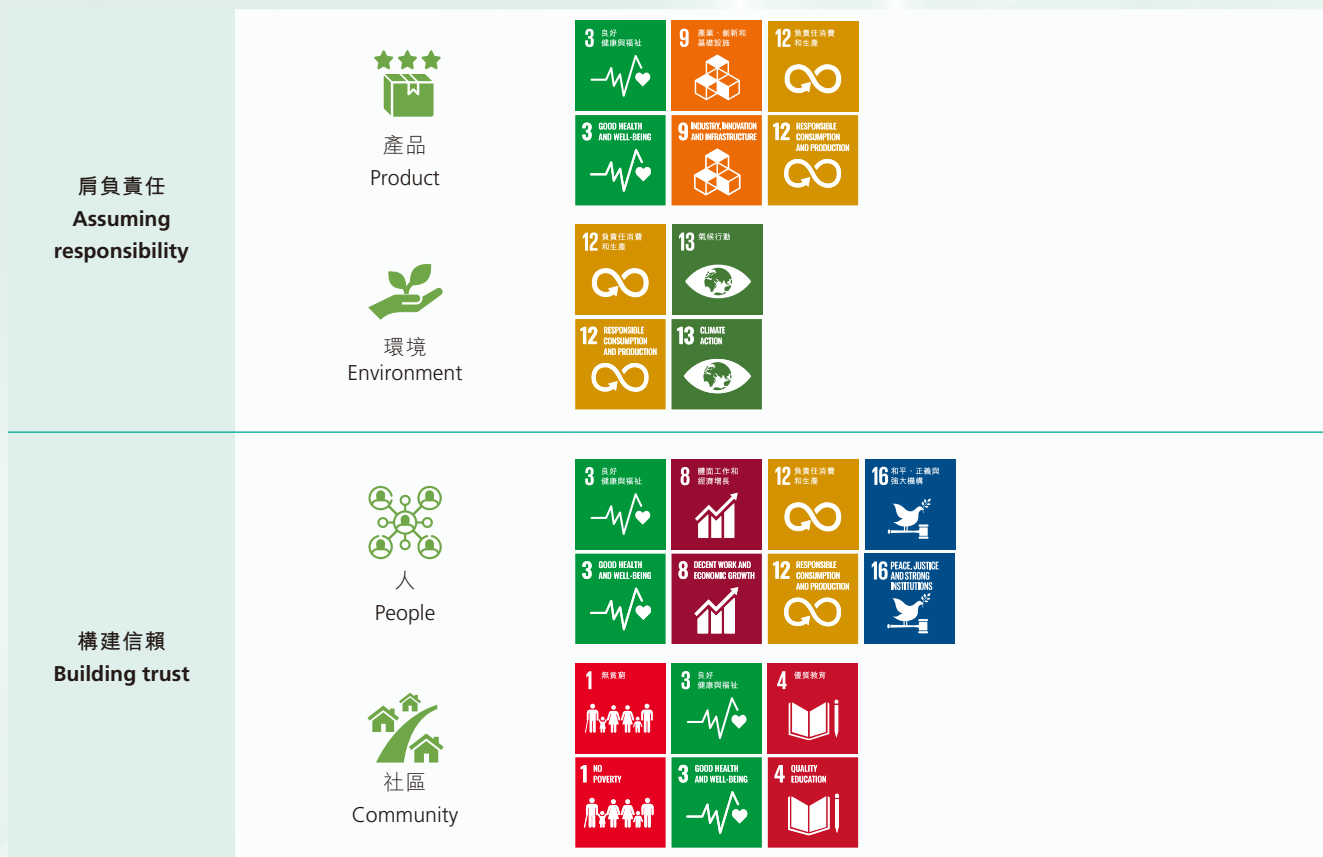
### 1、ESG 管治理念

我們以聯合國可持續發展目標（「SDGs」）為指引，結合自身業務特點以及各利益相關方的訴求，不斷探索本集團的可持續發展方向。我們充分審視自身ESG發展現況，從「產品、環境、社區、人」四個維度，梳理和分析了本集團可持續發展與SDGs的關聯程度，並將與本集團可持續發展管理密切相關的SDGs融入ESG運營管理中。

## DEEPENING SUSTAINABLE DEVELOPMENT GOVERNANCE

### 1. ESG Governance Concept













Under the guidance of the United Nations Sustainable Development Goals ("SDGs"), we have integrated our business characteristics and demands of stakeholders to continuously explore the direction of sustainable development of the Group. We have reviewed the current status of our own ESG development thoroughly from four dimensions of "products, environment, community, and people" to scrutinize and analyze the degree of correlation between the Group's sustainable development and the SDGs. The Group will integrate the SDGs that are closely related to the Group's sustainable development management into our ESG operation management.

















## 可持續發展管理 Sustainable Development Management

針對不同的責任領域，我們設立 ESG 管理目標，並充分發揮本集團的技術和產品優勢，針對性採取責任管理舉措，在不斷強化自身 ESG 管治能力的基礎上，肩負起企業責任，以負責任的態度看待並提升 ESG 表現，持續打造值得信賴的企業形象。

	責任領域	責任舉措	ESG 管理目標	響應 SDGs
責任於行 共享未來	健康責任 堅守品質保障 引領健康未來	<ul style="list-style-type: none"> <li>持續推進研發創新，助力醫療普惠</li> <li>加強研發投入，升級產品研發體系，推進關鍵性藥品領域研究</li> <li>優化產品質量管理體系，保障用藥安全</li> </ul>	持續加強創新研發投入，提供優質可及的產品，嚴格遵守質量管理規範，開展全生命週期的質量管控，保障產品使用安全，為客戶創造最大的價值。	  
	綠色責任 牢記安全使命 踐行綠色承諾	<ul style="list-style-type: none"> <li>提升能源及資源利用效率，持續探索低碳減排潛力</li> <li>強化三廢管理，落實環境合規管理</li> <li>建立完善的安全管理體系，守護員工健康</li> </ul>	強化生產安全管理，持續優化環境管理體系，提高資源利用效率，減少污染排放，並積極響應國家「碳达峰」、「碳中和」目標，助力全球氣候變化應對。	 
	治理責任 夯實責任根基 傳播清風正氣	<ul style="list-style-type: none"> <li>建立內部監督機制和廉潔建設體系</li> <li>持續開展商業道德及反貪腐培訓</li> <li>建立完善的利益相關方溝通機制</li> </ul>	進一步加強廉潔建設，通過內部監督機制、合規培訓等措施，強化廉潔管控，保障合規運營。	
信賴於心 共繪美好	聚焦人才 激發人才活力 共享發展成果	<ul style="list-style-type: none"> <li>關注員工發展，強化人才發展與培訓管理</li> <li>保障員工權益，建立全面的薪酬與福利體系</li> <li>暢通員工溝通渠道，構建平等多元的工作環境</li> </ul>	堅持以人為本，通過完善的人才發展體系，培育員工，並從員工福利、員工健康與安全、員工權益等方面強化管理，加強員工歸屬感，實現員工與企業共同發展。	 
	並進共贏 攜手責任並進 共創行業繁榮	<ul style="list-style-type: none"> <li>建立供應商全生命週期管理體系，實行分級分類管理</li> <li>加強供應商溝通交流，持續推進可持續供應鏈建設</li> </ul>	持續強化供應商管理，積極關注供應鏈的 ESG 風險，攜手供應商構建綠色、可持續的商業生態。	
	關懷社會 投身社會公益 共築美好生活	<ul style="list-style-type: none"> <li>持續助力鄉村振興</li> <li>建立教育發展基金會</li> <li>投身公益助力社區發展</li> </ul>	持續參與社會公益事業，積極履行自身肩負的社區使命，為社區發展貢獻四環力量。	  

# 可持續發展管理 Sustainable Development Management

We have set up ESG management goals targeting different responsible fields, fully utilizing the skills and product advantages of the Group to take targeted responsibility management measures. On the basis of continuously strengthening our ESG governance capabilities, the Group assumes its corporate responsibilities and improves ESG performance in a responsible manner, thereby consistently creating a trustworthy corporate image.

	Responsible fields	Responsible measures	ESG management goals	Responding to SDGs
Act with Responsibility and Share the Future	<b>Health Responsibility</b> Adhering to Quality Assurance to Lead a Healthy Future	<ul style="list-style-type: none"> <li>Continuously facilitating R&amp;D and innovation to promote inclusive health care</li> <li>Increasing investment in R&amp;D, upgrading the product R&amp;D system, promoting research in key drug areas</li> <li>Optimizing product quality control system to ensure the safety of drug use</li> </ul>	Continuously increase innovation and R&D investment, provide quality and accessible products, strictly comply with quality control regulations and carry out quality control throughout the life cycle to ensure the safety of product use and create maximum value for customers.	  
	<b>Green Responsibility</b> Keeping the Safety Mission in Mind and Fulfilling Green Commitments	<ul style="list-style-type: none"> <li>Improving the efficiency of energy and resource use to explore the potential of carbon emission reduction</li> <li>Strengthening the management of three wastes to put the environmental compliance management in place</li> <li>Establishing a complete safety management system to protect employee health</li> </ul>	Strengthen work safety management, continuously optimize the environmental management system, improve resource utilization efficiency, reduce pollution and emissions, and actively respond to the national "carbon peak" and "carbon neutrality" goal to help combat global climate change.	 
	<b>Governance Responsibility</b> Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity	<ul style="list-style-type: none"> <li>Establishing internal supervision mechanism and integrity system</li> <li>Continuously carrying out training on business ethics and anti-corruption</li> <li>Providing a more effective mechanism for stakeholder communication</li> </ul>	Further uphold integrity and enhance integrity management through measures such as internal supervision mechanism and compliance training to ensure compliant operation.	
Trusting with Heart and Creating a Better Future	<b>Empowering Talents</b> Stimulating the Vitality of Talents and Sharing the Development Results	<ul style="list-style-type: none"> <li>Focusing on employee development, strengthening talent development and training management</li> <li>Protecting employees' rights and interests, establishing a comprehensive compensation and benefit system</li> <li>Providing a more effective employee communication channel and building an equal and diverse working environment</li> </ul>	Uphold the people-oriented concept, cultivate employees through a perfect talent development system, and strengthen management in terms of employee welfare, employee health and safety, and employee rights and interests to enhance employees' sense of belonging and realize the common development of employees and the enterprise.	 
	<b>Progressing Together and Achieving Win-win Results</b> Working Together with Responsibility to Create Prosperity for the Industry	<ul style="list-style-type: none"> <li>Establishing a full life cycle management system for suppliers and implementing classification management</li> <li>Enhancing communication with suppliers, and continuously promoting the construction of a sustainable supply chain</li> </ul>	Continuously strengthen supplier management, focus on ESG risks in the supply chain, and work with suppliers to build a green and sustainable business ecosystem.	
	<b>Caring for the Society</b> Devoting to Social Public Welfare for a Happy Life	<ul style="list-style-type: none"> <li>Continuing to support rural revitalization</li> <li>Establishing the foundation for educational development</li> <li>Contributing to community development</li> </ul>	Continue to participate in social philanthropy undertakings and actively fulfil our mission to contribute to the community development.	  



## 可持續發展管理 Sustainable Development Management

### 2、ESG 管治架構

本集團致力於構建完善的ESG管理體系和運作機制。我們建立了以董事會為最高決策機構的三級ESG管理架構，執行《四環醫藥集團ESG管理辦法》，認真落實各項ESG相關事宜及其管理職責。



## 2. ESG Governance Structure

The Group is dedicated to constructing an ESG governance structure and operational mechanism. We established a three-tier ESG governance structure with the Board as the highest decision-making level to execute “ESG Management Measures of Sihuan Pharmaceutical” and address various ESG-related issues along with our management responsibilities in a cautious manner.





## 可持續發展管理 Sustainable Development Management

### 3、董事會聲明

本集團高度重視ESG管理，將綠色低碳、員工關懷、社會貢獻等責任理念與企業運營決策進行有機融合。為有效踐行ESG管治理念，我們建立了科學有效的ESG管治架構，全面提升ESG相關事宜的決策、管理及執行效率，落實ESG責任管理。

為提升ESG管理質效，我們不斷優化ESG管理工作流程，持續落實數據及資料常態化收集機制，並檢查ESG相關資料與數據提報的準確性等。同時，我們建立了ESG績效考核機制，將ESG管理工作納入負責人年度考核，以監督相關負責人的ESG工作執行情況。ESG工作小組負責全面檢查各子公司提報數據和資料的準確性、完整性、及時性，綜合評估數據提供部門和負責人的相關工作，將評估情況納入季度和年度的績效考核範圍。

展望未來，我們將貫徹並加速「醫美+創新藥」雙輪驅動戰略，持續以創新研發驅動，助力實現打造中國領先醫美和生物醫藥企業的戰略目標。同時，我們將繼續履行企業社會與環境責任，聚焦「產品、環境、社區、人」四個領域，累積創新力量，通過落實全面的可持續發展管理舉措，努力達成各利益相關方的期望，攜手各方助力可持續發展目標的實現。

### 3. Board Statement

The Group attaches great importance to ESG management and organically integrates responsible concepts of green and low-carbon, employee care and social contribution into the Group's corporate operation and decision-making. To implement effective ESG management, we have established a science-based and effective ESG governance framework which comprehensively improves the efficiency of decision-making, management and execution of ESG-related matters so as to implement the ESG responsibility management.

To improve the quality and efficiency of ESG management, we have optimized the management workflow continuously by implementing information and normalized data collection mechanism and reviewing the accuracy of ESG-related information with data submission. At the same time, we have established an ESG performance appraisal mechanism which incorporate ESG management into the annual appraisal of the person in charge, in a bid to supervise the implementation of the ESG work. The ESG Working Team is responsible for comprehensively assessing the accuracy, completeness and timeliness of the information and materials submitted by each subsidiary, evaluating the relevant work of the department and person in charge of providing data, and including the evaluation results into the quarterly and annual performance appraisal.

Looking ahead, we will accelerate the implementation of the strategy of "medical aesthetics + innovative drugs" driven by innovation and R&D, with an aim to realize the strategic goal of being a leading medical aesthetics and biopharmaceutical company in China. Also, we will continue to fulfill our corporate social and environmental responsibilities, focusing on the four areas of "products, environment, community, and people" to accumulate innovative strengths, and strive to meet the expectations of all stakeholders through the implementation of comprehensive sustainable development management measures, and work with all parties to realize the sustainable development goals.

## 推動 ESG 溝通交流


### 1、利益相關方溝通

本集團重視利益相關方溝通，通過面談、郵件、電話、座談會等多元化溝通渠道，積極了解政府、投資者、客戶、員工、供應商等利益相關方的關注重點及意見，針對性回應利益相關方的期望和訴求，持續提升四環醫藥的可持續發展水平。

## PROMOTING ESG COMMUNICATION AND EXCHANGE

### 1. Communication with Stakeholders

The Group attaches great importance to communication with stakeholders through diversified communication channels including meetings, mails, telephone calls and seminars in order to understand the key concerns and opinions of stakeholders including the government, investors, customers, employees and suppliers. Sihuan Pharmaceutical responds to the expectations and demands of stakeholders in a targeted manner to continuously improve our sustainable development standards.

利益相關方 Stakeholders	關注議題 Issues of concern	溝通回應方式 Ways of communication and response
 政府／監管機構 Government/regulatory departments	合法合規經營 Legal and compliant operation	遵守法律法規 Observing laws and regulations
	企業管治水平 Corporate governance level	信息披露 Information disclosure
	支持地方經濟 Supporting the local economy	創造就業機會 Creating job opportunities
 股東／投資者 Shareholders/investors	經營業績 Operating performance	提高盈利能力 Improving profitability
	公司透明度 Corporate transparency	召開股東大會 General meeting
	反腐敗 Anti-corruption	完善內部政策 Improving internal policies
	風險管理 Risk management	加強風險管控 Strengthening risk management and control
 客戶／分銷商 Customers/distributors	藥物安全質量 Drug safety and quality	健康宣傳 Health promotion
	服務質量 Service quality	客戶服務中心和熱線 Customer service center and hotline
	知識產權保護 Intellectual property protection	處理詢問和投訴 Addressing inquiries and complaints
	負責任營銷 Responsible marketing	搭建客戶溝通平台 Building a customer communication platform
	客戶信息與隱私保護 Customer information and privacy protection	定期回訪 Regular visits



## 可持續發展管理 Sustainable Development Management



### 內部員工 Internal employees

職業健康與安全 Occupational health and safety	日常安全檢查 Routine safety inspection
權利權益保障 Protection of rights and interests	設置投訴渠道 Establishing complaint channels
員工培訓教育 Staff training and education	提供技能培訓 Providing skills training
員工薪酬與福利 Employee compensation and benefits	舉辦員工關愛活動 Organizing employee care activities



### 供應商／合作夥伴 Suppliers/partners

合作共贏 Win-win cooperation	開展項目合作 Project cooperation
恪守商業道德 Complying with business ethics	日常溝通走訪 Daily communication and visits
安全優質產品 Safe and quality products	現場審計 On-site audit
供應鏈可持續發展管理 Sustainable development management of the supply chain	打造責任供應鏈 Establishment of the responsible supply chain



### 行業協會 Industry associations

藥物研發與創新 Drug R&D and innovation	參與行業會議 Participation in industry meetings
打擊假藥 Combating against counterfeit medicines	開展同行經驗交流會 Holding peer experience exchange meetings
推動行業發展 Promotion of industry development	相關研發項目合作 Cooperation of R&D projects



### 社區公眾 Community and the public

社區公益 Community charity	開展公益活動 Participation in charitable activities
關愛大眾健康 Care for public health	健康知識普及 Health knowledge popularization
帶動地方就業 Promotion of local employment	參與社區共建 Participation in community co-construction

## 可持續發展管理 Sustainable Development Management

本集團通過利益相關方溝通，基於行業特點及本集團實際運營情況，開展重要性評估。本年度，我們通過以下四個步驟判定重要性議題：

Through communication between the Group and stakeholders, materiality assessment has been carried out based on industrial characteristics and the actual operation of the Group. During the Year, we determined material issues through the following four steps:

01 議題識別  
01 Identification  
of issues

在行業對標的基礎上，結合本集團發展戰略、行業發展趨勢、監管及資本市場要求等因素，參照上一年度重要性議題識別結果，確認本年度的重要性議題庫。

On the basis of industry benchmarking and by taking into account the Group's business development strategy, industry development trends, regulatory and capital market requirements, and with reference to the identification results of important issues of the previous year, the Group confirms the material issues database of the Year.

02 議題調研  
02 Survey of  
issues

邀請內外部利益相關方參與問卷調研，瞭解利益相關方的關注重點，調研對象包括高級管理層、內部員工、客戶、供應商等。

Internal and external stakeholders are invited to participate in a questionnaire survey to understand their key concerns. These stakeholders include senior management, internal employees, customers and suppliers.

03 議題排序  
03 Prioritization  
of issues

依據「對外部利益相關方的重要性」和「對業務的重要性」兩個維度對議題進行重要性排序。

We prioritize the material issues based on two dimensions, materiality to external stakeholders and to business.

04 議題披露  
04 Disclosure  
of issues

本集團高級管理層對重要性議題及排序進行審核。根據重要性議題評估結果，確定本報告的披露重點，並編製本年度重要性議題矩陣。

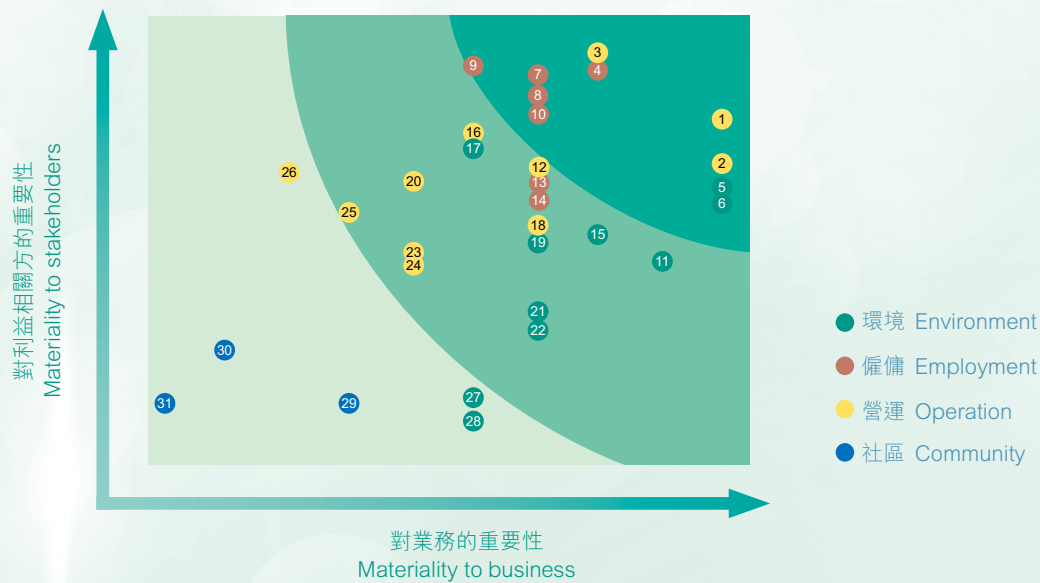
The senior management of the Group reviews the material issues and the prioritization. Based on the results of the material issue evaluation, the highlights of the Report are determined and the material issue matrix for the Year is compiled.

# 可持續發展管理

## Sustainable Development Management

以下為二零二四年度重要性評估結果：

The following are the materiality assessment results of 2024:



重要性程度 Importance	序號 No.	ESG 議題名稱 ESG-related issues
非常重要議題 Very important issues	1	研發及創新 R&D and innovation
	2	保障知識產權 Protection of intellectual property rights
	3	產品安全與質量 R&D and innovation
	4	員工權益保障 Protection of employee rights and interests
	5	清潔生產 Clean production
	6	污水處理與合規排放 Wastewater treatment and legal discharge
	7	職業健康與安全 Occupational health and safety
	8	員工培訓與發展機會 Staff training and development opportunities
	9	合法合規僱傭 Compliance with labour laws and regulations
	10	多元化與平等機會 Diversity and equal opportunities



## 可持續發展管理 Sustainable Development Management

重要議題 Important issues	11	包材合理使用和減少浪費 Reasonable use of packaging materials and reduction of waste
	12	有害廢棄物管理 Hazardous waste management
	13	薪酬與福利 Compensation and benefits
	14	人才吸納與團隊建設 Talents attraction and team building
	15	能耗管理 Management of energy consumption
	16	反腐敗與內控管理 Anti-corruption and internal control management
	17	廢氣管理 Air pollutant management
	18	負責任營銷 Responsible marketing
	19	水資源使用與節水措施 Use of water resources and water-saving measures
	20	客戶服務品質 Quality of customer service
	21	綠色辦公 Green office
	22	溫室氣體排放 Greenhouse gas ("GHG") emission
	23	供應商管理 Supplier management
	24	供應鏈環境及社會風險管控 Environmental and social risk control of the supply chain
	25	廉潔培訓與宣傳 Integrity training and publicity
次重要議題 Less important issues	26	客戶信息安全與隱私保護 Customer information security and privacy protection
	27	保護動物權益 Protection of animal rights
	28	氣候變化減緩與適應 Mitigation of and adaption to climate change
	29	社區參與及公益活動 Community involvement and charitable activities
	30	帶動地方就業 Promotion of local employment
	31	關愛社區健康 Care for community health

## 可持續發展管理 Sustainable Development Management

相較於二零二三年度，二零二四年度本集團內外部利益相關方將研發及創新、保障知識產權、產品質量與安全、員工權益保障、清潔生產等作為本集團在可持續發展方面的重要事宜，並加強對包材合理使用和減少浪費、有害廢棄物管理等事宜的關注。本集團將在後續章節就核心議題進行重點闡釋，以回應各利益相關方的關注與期待。

### 2、 共建行業ESG未來

我們積極參與行業交流活動，持續分享自身技術與管理經驗。本年度，我們參與了「第十四屆公益節暨ESG影響力年會」、第三屆國際綠色零碳節暨2024年ESG領袖峰會等ESG相關的行業活動，並憑藉自身可持續發展優秀管理實踐，榮獲多個ESG相關獎項，為整個行業的ESG發展持續助力。

我們參與編寫由中國化學製藥工業協會牽頭的《醫藥健康行業ESG管理規範》，結合自身ESG管理經驗，提供多項建設性管理意見和提升建議，推動醫藥行業可持續發展。

Compared with 2023, the Group's internal and external stakeholders regarded R&D and innovation, protection of intellectual property, quality and safety of the products, protection of employee rights and interests and clean production as important issues for the Group's sustainable development goals in 2024. More attention was paid to reasonable use of packaging materials and reduction of waste, and hazardous waste management. The Group will elaborate on the core issues in the following sections as a response to stakeholders' concerns and expectations.

### 2. Building an ESG Future for the Industry Together

We actively participate in industry exchange activities and constantly share our own technology and management experiences. During the Year, we participated in ESG-related industry activities such as "The 14th Philanthropy Festival and 2024 ESG Summit", "The 3rd International Green Zero-Carbon Festival 2024 and ESG Leadership Summit 2024", etc.. Leveraging on our own excellent management practices of sustainable development, we have been honored with a number of ESG-related awards, providing continuous support for the ESG development of the whole industry.

We contributed to the preparation of the "ESG Management Standards for the Pharmaceutical Health Industry" led by the China Pharmaceutical Industry Association. Based on our own ESG management experience, we provided a number of constructive management opinions and improvement suggestions to promote the sustainable development of the pharmaceutical industry.



第十四屆公益節暨ESG影響力年會現場  
The 14th Philanthropy Festival and 2024 ESG Summit

# 責任於行，共享未來

## ACT WITH RESPONSIBILITY AND SHARE THE FUTURE

四環醫藥始終責任於行，以創新為驅動，誠信為基石，堅守品質與安全，踐行綠色發展理念。我們通過全方位的質量管控和優質服務，不斷提高產品和服務的可及性與安全性，同時嚴格開展環境、健康與安全（「EHS」）管理與合規管理工作，為企業的穩健發展築牢根基，維護環境與發展平衡。展望未來，我們將持續以責任為引領，以行動為支撐，為社會創造更多價值，與各方攜手共創健康、綠色、誠信的美好未來。

Sihuan Pharmaceutical has always acted responsibly, driven by innovation, and rooted in integrity. We prioritize quality and safety, uphold our commitment to green development, and enhance product and service availability and safety through comprehensive quality control and exceptional service. By strictly implementing environment, health and safety ("EHS") management and compliance management, we establish a solid foundation for the sound development of the enterprise and maintaining the balance between environment and development. Looking ahead, we remain committed to being guided by responsibility and supported by action, creating greater societal value, and collaborating with all stakeholders to build a healthy, green, and ethical future.

我們的關注 Our concerns	我們的行動 Our actions	回應 SDGs
<b>健康責任</b> <b>堅守品質保障</b> <b>引領健康未來</b> <b>Health Responsibility</b> <b>Adhering to Quality Assurance to Lead a Healthy Future</b>	<ul style="list-style-type: none"> <li>• 二零二四年共10款產品納入國家集採目錄</li> <li>• 海外國家或地區持有授權專利共100+件</li> <li>• 優化信息安全基礎設施，確保各生產運營系統穩定運行</li> <li>• A total of 10 products were included in the National Centralised Procurement List in 2024</li> <li>• A total of 100+ authorized patents worldwide in foreign countries and regions</li> <li>• Optimised information security infrastructure to ensure the stable operation of each production and operation system</li> </ul>	<div> <div>3 良好健康與福祉</div> <div>3 GOOD HEALTH AND WELL-BEING</div> </div> <div> <div>9 產業、創新和基礎設施</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> </div> <div> <div>12 負責任消費和生產</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div>
<b>綠色責任</b> <b>牢記安全使命</b> <b>踐行綠色承諾</b> <b>Green Responsibility</b> <b>Keeping the Safety Mission in Mind and Fulfilling Green Commitments</b>	<ul style="list-style-type: none"> <li>• 制定並要求各子公司簽訂《二零二四年度EHS管理目標責任書》</li> <li>• 建立並完善EHS風險防範與控制措施</li> <li>• 制定適用於本集團的《重大氣候風險管理制度》</li> <li>• Formulated and required each subsidiary to sign the Letters of Responsibility for EHS Management Goals in 2024</li> <li>• Established and improved EHS Risk Prevention and Control Measures</li> <li>• Formulated the Material Climate Risk Management System applicable to the Group</li> </ul>	<div> <div>12 負責任消費和生產</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div> <div> <div>13 氣候行動</div> <div>13 CLIMATE ACTION</div> </div>
<b>治理責任</b> <b>夯實責任根基</b> <b>傳播清風正氣</b> <b>Governance Responsibility</b> <b>Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity</b>	<ul style="list-style-type: none"> <li>• 制定並實施適用於本集團所有員工、供應商以及經銷商的合規管理要求</li> <li>• 為全體董事及全體員工開展合規培訓</li> <li>• 零涉及貪污腐敗、歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件</li> <li>• Developed and implemented compliance management requirements applicable to all employees of the Group, suppliers and distributors</li> <li>• Conducted compliance training for all directors and all staff</li> <li>• No related non-compliance incidents involving corruption, discrimination or harassment, leakage of customer privacy, money laundering or insider dealing, conflict of interest, etc.</li> </ul>	<div> <div>12 負責任消費和生產</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div>





# 責任於行，共享未來 Act with Responsibility and Share the Future

## 健康責任－堅守品質保障， 引領健康未來

四環醫藥積極響應國家建設「健康中國」的號召，致力於守護患者健康，格外重視藥品研發，不斷加大研發投入，積極引進研發人才，通過技術創新和產品迭代推動企業可持續發展。同時，我們嚴控產品質量，建立健全質量管理體系，並不斷優化藥物警戒管理體系，妥善處置不良事件，確保患者用藥安全。我們亦堅持負責任營銷，堅決保障服務質量，提供普惠的高質量產品和服務。

### 1、 推動創新，助力醫藥產品服務 可及

四環醫藥堅持「創新藥+醫美」的雙輪驅動發展戰略，加強研發投入，不斷完善創新研發體系，在研發工藝創新、研發平台建設、研發人才培養等方面持續發力，應用創新技術，推出創新藥物，並大力培養研發人才，加快實現打造中國領先醫美及生物製藥企業的战略目標。

#### 創新研發

我們致力於滿足患者需求，矢志不渝投入研發創新。目前，我們擁有具備自主研發能力的創新生物藥平台－軒竹生物和惠升生物。二零二四年，我們繼續推進在糖尿病、心腦血管、消化系統等領域優質產品管線研發進展，截至本報告期末，本集團共擁有超過60款醫美產品管線，及超過40款創新生物藥產品管線，同時擁有註冊、生產、銷售三大核心能力。

## HEALTH RESPONSIBILITY – ADHERING TO QUALITY ASSURANCE TO LEAD A HEALTHY FUTURE

In response to the nation's initiative to promote the construction of "Healthy China", Sihuan Pharmaceutical is committed to safeguarding patients' health. The Group also places great emphasis on drug R&D, continuously increasing R&D investments, actively recruiting talented R&D professionals, and promoting the sustainable development of the enterprise through technological innovation and product reformulation. Furthermore, we maintain stringent product quality control, establish a robust quality control system, optimise our pharmacovigilance management system continuously, and effectively manage adverse events to guarantee patient's safety of drug use. We remain steadfast in our commitment to responsible marketing and are determined to safeguard the quality of our services to deliver inclusive, high-quality products and services.

### 1. Facilitating Innovation and Promoting the Accessibility of Pharmaceutical Products and Services

Sihuan Pharmaceutical has concentrated on the two-wheel drive development strategy of "innovative drugs + medical aesthetics", enhancing R&D investments and refining its innovation and R&D systems. Also, we will continue our efforts in R&D process innovation, R&D platform construction and R&D talent training, applying innovative technologies, launching innovative drugs, and vigorously cultivating R&D talents, so as to accelerate the realisation of our strategic goal of building a leading medical aesthetics and biopharmaceutical company in China.

#### Innovation and R&D

We are committed to meeting the needs of our patients and investing in R&D. Currently, we have biopharmaceutical product platforms with independent R&D capabilities – Xuanzhu Biopharm and Huisheng Biopharm. In 2024, we are continuing to advance R&D progress in high-quality product pipelines in the fields of diabetes, cardiovascular and cerebrovascular diseases, and digestive systems. As at the end of the reporting period, the Group had a pipeline of over 60 medical aesthetics products and over 40 innovative biopharmaceutical products, as well as three core capabilities of registration, production and sales.

## 責任於行，共享未來 Act with Responsibility and Share the Future

本集團以創新技術為核心，持續提供高質量的產品，提升藥品可及性。本年度，集團研發機構完成包括奧卡西平技術改進、舒更葡糖鈉注射液等3項原料驗證和3項製劑驗證，並持續推進磷酸川芎嗪、鹽酸度洛西汀腸溶膠囊等4個已註冊原料品種和8個已註冊制劑品種的補充研究。報告期內，本集團旗下非全資附屬公司惠升生物脯氨酸加格列淨片和聯營公司北京銳業粉液雙室袋產品「注射用頭孢哌酮鈉舒巴坦鈉／氯化鈉注射液」於本年度新納入國家醫保目錄。

- 漾顏空間獨家代理並由韓國的維奧有限公司 (VIOL.Co., Ltd.) (「**韓國維奧**」) 生產的雙波射頻微針 Sylfirm X 於二零二四年三月正式獲得中國國家藥品監督管理局 (「**國家藥監局**」) 頒發的三類醫療器械註冊證。Sylfirm X 是全球首個獲美國食品藥品管理局 (FDA) 和國家藥監局雙批准的雙波射頻微針。
- 軒竹生物自主研發的1類創新藥質子泵抑制劑安奈拉唑鈉腸溶片 (商品名：安久衛®) 於二零二三年六月獲得國家藥監局上市批准，並於上市當年成功納入國家醫保目錄。自該產品獲批至二零二四年六月，軒竹生物在一年內快速實現安久衛®的商業化、搭建銷售網絡，快速覆蓋全國超過600家醫院，並實現全國所有省級行政區全覆蓋，銷售網絡初具規模。此外，軒竹生物自主研發的1類創新藥「達希替尼片」(代號：XZP-3621) 上市申請獲國家藥監局藥品審評中心 (「**國家藥品審評中心**」) 受理，適用於間變性淋巴瘤激酶 (ALK) 陽性的局部晚期或轉移性非小細胞肺癌 (NSCLC) 患者的治療。

With innovative technology at its core, the Group continues to provide high-quality products to enhance access to medicines. During the Year, the Group's R&D institutes completed three raw material validations and three formulation validations, including technological improvements to Oxcarbazepine and Sugammadex Sodium Injection. They also continued to conduct supplementary studies on four registered raw material varieties and eight registered formulation varieties, such as Ligustrazine Phosphate and Duloxetine Hydrochloride Enteric Capsules. During the reporting period, Proline Ganagliflozin tablets of Huisheng Biopharm, a non-wholly owned subsidiary of the Group, and a dual chamber bag product for "cefoperazone sodium and sulbactam sodium for injection and sodium chloride injection" of Beijing Ruiye, an associate of the Group, were newly included in the National Medical Insurance Catalogue during the Year.

- In March 2024, Sylfirm X, a dual-wave radio frequency (RF) treatment device, which is exclusively distributed by Meiyang Space and produced by South Korea's VIOL Co., Ltd. ("Korea VIOL"), obtained a Class III medical device registration certificate from the National Medical Products Administration of the PRC (the "NMPA"). Sylfirm X is the world's first dual-wave RF treatment device registered with both the U.S. FDA and the NMPA.
- Xuanzhu Biopharm's independently developed class 1 innovative drug, proton pump inhibitor Anaprazole Sodium Enteric-coated Tablets (brand name: Anjiuwei®), obtained drug registration approval from the NMPA in June 2023, and was successfully included in the National Medical Insurance Catalogue in the same year of its launch. From the approval of the product to June 2024, Xuanzhu Biopharm rapidly commercialised Anjiuwei® and established a sales network within one year, covering more than 600 hospitals nationwide, and achieving full coverage in all provincial administrative districts in the country, with a sales network that has begun to take shape. Moreover, the NDA for Dexitinib tablets (code: XZP-3621), which is a class 1 innovative drug independently developed by Xuanzhu Biopharm, was accepted by the Center for Drug Evaluation ("CDE") of the NMPA. It is indicated for the treatment of patients with anaplastic lymphoma kinase (ALK)-positive, locally advanced or metastatic non-small cell lung cancer (NSCLC).

## 責任於行，共享未來 Act with Responsibility and Share the Future

- 惠升生物研發的SGLT-2抑制劑1類創新藥肺氨酸加格列淨片（商品名：惠優靜®）成功獲批上市，該產品是國產第二個獲批上市的SGLT-2抑制劑1類創新藥。此外，惠升生物研發的德谷門冬雙胰島素注射液及德谷胰島素注射液分別於二零二四年七月及八月成功獲批，這兩個產品均是繼原研產品後國產首個獲批上市的生物類似藥。此外，惠升生物研發的司美格魯肽注射液也獲得了積極的階段性進展，用於超重或肥胖的新藥臨床試驗（「新藥臨床」，IND）申請已於二零二四年八月獲國家藥監局批准臨床，用於降糖適應症的III期臨床試驗亦於本年度完成入組。

本集團持續穩步推進仿製藥業務，擁有近30個在研仿製藥產品，並持續推進仿製藥優質產品的註冊上市。本年度，本集團利伐沙班片（2.5mg）、替格瑞洛分散片、硫酸特布他林注射液、阿瑞匹坦膠囊等12個仿製藥產品獲國家藥監局頒發的藥品註冊批件，並獲得庫巴曲羥沙坦鈉、磷酸特地唑胺、奧氮格雷鈉等11個原料藥生產批件。同時，我們亦完成鹽酸納洛酮、拉考沙胺2個原料藥技改及沙庫巴曲羥沙坦鈉片（50mg）等7個製劑的生產註冊申請。此外，我們根據國家有關部門對利伐沙班片的現場合規審查開展相關技術指標和生產工藝整改，確保高標準的研發質量。

- Proline Janagliflozin tablets (trade name: Huiyoujing®), an SGLT-2 inhibitor and class 1 innovative drug developed by Huisheng Biopharm, obtained an NDA approval. This is the second self-developed SGLT-2 inhibitor innovative drug approved and marketed in China. The NDA for Insulin Degludec and Insulin Aspart Injection and Insulin Degludec Injection, developed by Huisheng Biopharm was accepted by the NMPA in July and August 2024. These two products are the first biosimilars approved for marketing in China following the original drugs approved for marketing. Additionally, positive milestones have been achieved for Semaglutide injection, developed by Huisheng Biopharm. Investigational New Drug (the “IND”) approval was granted by the NMPA for overweight or obesity in August 2024, and the enrollment for the Phase III clinical trial for the glucose-lowering indication was completed this year.

The Group has continued to steadily promote its generic drug business, with nearly 30 generic drug products currently under R&D, and has continued to promote the registration and marketing of quality generic drug products. During the Year, the Group's total of 12 generic drugs, including Rivaroxaban Tablets (2.5mg), Ticagrelor Orodispersible Tablets, Terbutaline Sulfate Injection, and Aprepitant Capsules, were granted registration approvals by the NMPA. We also obtained 11 production approvals for APIs, including Sacubitril Valsartan Sodium, Tedizolid Phosphate, and Ozagrel Sodium. Meanwhile, we have also completed the technological improvements for two APIs, including Naloxone hydrochloride and Lacosamide, and the application for registration of the production of 7 preparations, including Sacubitril Valsartan Sodium Tablets (50mg). In addition, we have begun rectifying relevant technical indicators and production processes in line with the on-site compliance review of the innovative drug Rivaroxaban Tablets conducted by the relevant state authorities to ensure high-quality standards in R&D.



### 替格瑞洛：惠及更多急性冠脈綜合症(ACS)患者

#### Ticagrelor: Benefitting More Patients with Acute Coronary Syndrome (ACS)

本年度，本集團成功推出替格瑞洛分散片的國內首仿劑型，並於二零二四年六月成功獲批生產。替格瑞洛是一種具有口服活性的P2Y12受體阻滯劑，被國內外眾多臨床診療指南推薦為急性冠脈綜合症(ACS)患者的一線抗血小板藥物。自2020年「替格瑞洛分散片」獲國家藥監局批准進口以來，目前已有多家國內藥企通過替格瑞洛片的仿製藥一致性評價，此次國內首個替格瑞洛分散片仿製藥上市，憑藉劑型和價格優勢惠及更多急性冠脈綜合症患者，促進「救命藥」的可及性。

During the Year, the Group successfully launched the first domestic generic version of Ticagrelor Orodispersible Tablets and received production approval in June 2024. Ticagrelor, an orally active P2Y12 receptor blocker, is recommended as a first-line antiplatelet agent for patients with acute coronary syndrome (ACS) by numerous clinical guidelines, both domestically and internationally. Since Ticagrelor Orodispersible Tablets were approved for import by the NMPA in 2020, several domestic pharmaceutical companies have passed the generic consistency evaluation of Ticagrelor Tablets. The launch of the first generic Ticagrelor Orodispersible Tablets in China will benefit more ACS patients due to its dosage form and affordability, thus improving access to this "life-saving drug".

我們亦持續推進研發工藝創新，強化研發平台建設，加強研發質量管控，不斷完善研發創新管理體系，並高度重視研發過程中的倫理道德標準，嚴格遵守倫理準則和管理規範，推行和遵守有關動物權益保護的政策，確保研發活動的正當性和合規性。

#### 研發工藝創新

本集團詳細梳理在產藥品工藝路線和生產條件，對多種產品實行技術改進，並採用最小成本分析方法和研究結果分析方法優化生產流程，提升經濟學指標，在推動降本增效的同時，進一步提升產品的可負擔性，惠及更多患者。二零二四年，研發機構對鹽酸納洛酮實施生產技術改進，將產品質量由CP標準升級至EP標準，工藝路線總收率由42%提高至約55%，進一步降低物料成本；對拉考沙胺實施技術改進，通過優化生產流程將物料成本降低至原來的27%左右，並使生產效率提升3倍。

We also continued to promote innovation in R&D process, strengthen the construction of R&D platforms, improve R&D quality control, and strengthen the management of R&D and innovation system consistently. Additionally, we attach great importance to ethical standards in our R&D process. We strictly abide by ethical standards and management regulations, implement and comply with policies related to the protection of animal rights and interests, and ensure the legitimacy and compliance of R&D activities.

#### Innovation in R&D Processes

The Group has conducted a detailed review of the process routes and production conditions for its pharmaceutical products currently in production, implemented technological improvements for several products, optimized the production process using a least-cost analysis methodology and research result analysis, and improved economic indicators. These efforts aim to enhance product affordability while promoting cost reduction and efficiency enhancement and benefiting more patients. In 2024, the R&D institutions introduced technical improvements to naloxone hydrochloride production, upgrading product quality from CP to EP standards and increasing the total yield rate of the process route from 42% to approximately 55%, further lowering material costs. They also enhanced lacosamide production technology, reducing material costs to about 27% of the original through process optimization and increasing productivity by up to 3 times.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 研發平台建設

本集團持續打造軒竹生物、惠升生物兩大生物製藥板塊的高質量研發業務平台，聚焦腫瘤、消化、NASH等領域和糖尿病領域，在創新驅動自主研發進展的同時，引進行業領先技術和產品，為患者帶來更多優質創新產品。二零二四年，北京澳合研究院獲得科技型中小企業入庫編號，有助於在融資擔保、財政補貼、招引人才、積分落戶等方面獲得更多支持。同時，北京澳合研究院獲得北京市經濟和信息化局頒發的「專精特新中小企業」證書，並獲得北京市通州區政府的人民幣20萬元科技服務業企業補貼。報告期內，山東軒竹亦獲山東省工業和信息化廳認定為山東省專精特新中小企業，加入所在地醫藥行業協會，致力於加強行業交流，促進研發創新。

### Construction of R&D Platforms

The Group continues to build a high-quality R&D business platform for its two major biopharmaceutical segments, Xuanzhu Biopharm and Huisheng Biopharm, focusing on oncology, gastroenterology, NASH and diabetes. While innovation drives the progress of independent R&D, it also introduces industry-leading technologies and products to bring more innovative products with high quality to patients. In 2024, Beijing Ao He Research Institute was included in the database to rate technology-based small and medium-sized enterprises, which will help it to obtain more support in terms of financing guarantee, financial subsidy, talent attraction and point-based household registration system. Furthermore, Beijing Ao He Research Institute was awarded the "Expertise, Precision, Specialty, and Innovation Small and Medium-sized Enterprises" certificate by the Beijing Municipal Bureau of Economy and Information Technology and received a subsidy of RMB200,000 from the Tongzhou District Government of Beijing for the science and technology service industry. During the reporting period, Shandong Xuanzhu was also recognised by the Department of Industry and Information Technology of Shandong Province as a Small and Medium-sized Enterprise of Expertise, Precision, Specialty, and Innovation in Shandong Province, and joined their local pharmaceutical industry associations, which are committed to strengthening industry exchanges and promoting R&D innovation.



北京市和山東省「專精特新」中小企業認定

Recognition of Small and Medium-sized Enterprises of  
"Expertise, Precision, Specialty, and Innovation" in Beijing and Shandong Province

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 研發人才培養

我們深知研發人才是集團創新研發的動力源泉，不斷加強研發人才培養，制定季度和年度研發人員培訓計劃，為研發人員提供包含研發法律法規、研發技術、前沿科技拓展、質量管理和註冊管理要求、操作流程指導等範疇的培訓課程。我們亦為研發人員提供內審員資格證書等外部培訓，鼓勵研發人員通過學習考取崗位需要的資格證書。同時，我們定期跟蹤考核培訓完成情況，確保培訓得到良好落實。

### R&D Talent Cultivation

We are fully aware that R&D talents are the driving force of the Group's innovative R&D. We have continuously strengthened the cultivation of R&D talent by formulating quarterly and annual training plans for R&D personnel and providing them with training programmes covering areas such as R&D laws and regulations, R&D technologies, the development of cutting-edge technologies, quality control and registration management requirements, and guidance on operational processes. We also offer external training such as internal auditor qualification courses for R&D staff and encourage them to acquire the qualifications required for their positions through learning. We also regularly track and evaluate the completion of training to ensure that the training is well implemented.

### 雜質製備過程中的分離純化技巧培訓

#### Training on Separation and Purification Techniques in the Impurity Preparation Process

二零二四年，我們面向研發機構合成部技術人員舉辦雜質製備過程中的分離純化技巧培訓，主要內容包括蛋白質藥物、糖類生物藥、DNA和RNA藥物降解等專業知識的，並拓展分享了關於早期藥物研發「將候選藥物推向臨床」的相關實例知識以及化學合成多肽質量研究和相關雜質情況的案例，有效提升合成部技術人員對雜質分離理論與技巧的掌握，助力創新研發工作的持續開展。

In 2024, we organized training on separation and purification techniques in the impurity preparation process for the technical staff of the synthesis departments at R&D institutions. The main content included protein drugs, glycobiotics, DNA and RNA drug degradation, and other professional knowledge. The training also expanded the sharing of insights about early drug development "drug candidate to the clinic" and covered case studies on the chemical synthesis of peptides, quality research, and related impurities. This effectively enhanced the ability of the technical staff in the synthesis departments to master the theory and skills of impurity separation, contributing to the continuous development of innovative R&D.



## 責任於行，共享未來 Act with Responsibility and Share the Future

### 研發質量管控

二零二四年，本集團持續推進研發質量管理，全年共優化並實施67份管理規程和操作規程，不斷優化研發質量管理體系，確保研發質量管理體系的合規性和有效性，強化研發過程的質量管理。

### R&D Quality Control

In 2024, the Group continued to promote the R&D quality control, and optimised and implemented a total of 67 management protocols and operating procedures throughout the Year, continuously optimized the R&D quality control system, ensured the compliance and effectiveness of the R&D quality control system, and strengthened the quality control of the R&D process.



### 質量管理體系 Quality Management System

不斷優化研發管理體系，修訂和更新質量管理制度，監督質量管理體系文件的有效落實；完善質量風險管理流程，審核和批准質量風險評估報告，確保風險得到有效管控。

We continuously optimized the R&D management system, revised and updated the quality management system, and oversaw the effective implementation of the documentation of the quality management system. We also improved the process of quality risk management, reviewed and approved quality risk assessment reports to ensure that risks were effectively controlled.

保存資質文件、驗證報告、實驗記錄、質量標準等文件，遵守文件管理規程，定期對質量體系文件管理進行複審，確保文件的起草、審核和批准的合規性。

We kept qualification documents, verification reports, experiment records, quality standards and other documents, complied with documentation management protocol, and regularly reviewed the documentation management of the quality system to ensure the compliance of document drafting, review and approval.



### 文件記錄管理 Documentation Management



### 合規性檢查 Compliance Check

定期對實驗室現場進行合規性巡查，及時整改不合規現象，並定期討論《異常實驗數據處理事件》，減少實驗異常發生，促使實驗數據更加準確、合規、高效，確保研發過程中各個環節的科學性、合理性及真實性。

We regularly carried out compliance inspections of laboratory sites, promptly rectified any non-compliance, and held regular discussions on "Abnormal Experimental Data Processing Events" to reduce the occurrence of experimental abnormalities, make experiments data more accurate, compliant and efficient, and ensure that all aspects of the R&D process were scientific, rational and authentic.

制定培訓計劃及培訓矩陣，按照計劃開展各類研發質量管理相關培訓，涵蓋藥品研發過程質量管理、新版GMP指南等，加強員工對最新的法律法規及集團規章管理制度的理解，夯實研發基礎。

We formulated training plans and training matrices, and developed R&D quality management-related training sessions according to these plans, which covered quality management of the drug R&D process and new GMP guidelines, to enhance employees' understanding of the latest laws and regulations as well as the Group's policies and to consolidate our R&D process.



### 研發質量培訓 R&D Quality Training

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 促進行業交流

本集團積極開展外部技術交流與推廣活動，選派研發機構相關人員於二零二四年十月參加在成都舉辦的AMWC-China 2024世界美容抗衰老大會。世界美容抗衰老大會(AMWC)系列展會是行業內最具知名度且最權威的醫學美容大會之一，吸引北美、中國、日本等多個國家和地區的醫藥企業和醫療機構參加。在本年度的大會中，我們與同行企業、研究機構和重要客戶廣泛交流，分享和了解前沿技術和行業信息，並積極尋求委託開發、技術轉讓等外部合作機會。

### 尊重研發倫理

本集團恪守研發倫理，嚴格遵守《實驗動物管理條例》等國家政策法規，制定並嚴格實施實驗動物管理制度與操作規程，加強對日常研發項目的倫理監督檢查，及時整改識別出的問題，並對已完結的項目提出倫理終結審查，確保動物實驗開展的合規性與規範性。我們倡導以下三項動物實驗基本原則：

### Facilitating Industry Exchanges

The Group has been actively engaged in external technical exchanges and promotional activities. Relevant staff of the Group's R&D institutes were selected to participate in the AMWC-China 2024 – the Aesthetic and Anti-Aging Medicine World Congress held in Chengdu in October 2024. The Aesthetic and Anti-Aging Medicine World Congress (AMWC) series of exhibitions is one of the most well-known and authoritative medical aesthetics congresses in the industry, attracting pharmaceutical enterprises and medical institutions from North America, China, Japan and many other countries and regions to participate. At this year's conference, we had extensive exchanges with peer companies, research institutes and key customers to share and delve into the cutting-edge technologies and industry information and actively explored external cooperation opportunities including commissioned development and technology transfer.

### Respect for R&D Ethics

The Group adheres to R&D ethics and strictly abides by national policies and regulations such as the "Regulations on the Administration of Experimental Animals". We formulated and strictly implement the experimental animal management systems and operating procedures, strengthen ethical supervision and inspection of daily R&D projects, promptly rectify identified problems, and propose ethical closure reviews for completed projects to ensure the compliance and standardization of animal experiments. We advocate three basic principles of animal experiments below:



### 保護原則 Principle of Protection

審查動物實驗的必要性，對實驗目的、預期利益與造成動物的傷害、死亡進行綜合的評估。  
We review the necessity of animal experiments and conduct comprehensive assessments of the purposes of these experiments, their expected benefits as well as the harm and death caused to animals.



### 福利原則 Principle of Welfare

保證實驗動物生存時包括運輸中享有最基本的權利，享有免受飢渴、舒適自由的生活環境，各類實驗動物管理應符合其對應的操作技術規程。  
We guarantee that experimental animals have the most basic rights when living and during transport and enjoy a living environment free from hunger and thirst and a comfortable and free life. The management of experimental animals should comply with corresponding operating technical protocol.



### 倫理原則 Principle of Ethics

實驗應充分考慮動物的利益，保證從業人員的安全，動物實驗方法和目的應符合人類的道德倫理標準和國際慣例。  
When an experiment is conducted, the interests of experimental animals should be duly considered, and the safety of experimenters should be guaranteed. The methods and purposes of animal experiments should conform to human ethical standards and international practices.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 知識產權保護

我們高度重視知識產權保護工作，嚴格遵守《中華人民共和國專利法》、《中華人民共和國商標法》、《中華人民共和國著作權法》等知識產權保護相關法律法規，於本年度優化並落實《四環醫藥控股集團知識產權管理規程》、《四環醫藥控股集團專利事務管理規定》、《四環醫藥控股集團保密信息管理規定》等內部政策和制度，規範專利、商標、著作權等知識產權管理，明確知識產權部門和各職能部門的管理職責，保護集團知識產權不受侵犯。

我們不斷優化知識產權決策委員會職責和工作流程，實行知識產權集中化管理制度，由知識產權決策委員會負責統籌集團知識產權制度建設、管理實施和溝通協調，集團各子公司按各自業務類型建立知識產權的實施機構，保障知識產權管理體系的有效運行。

在不斷完善知識產權相關制度和管理架構的同時，我們也採取以下多種有效措施強化知識產權的日常監督及管理，提升知識產權管理水平：

- 利用知識產權信息管理平台，定期將本部門處理的專利、商標、版權等涉密文件上傳至文檔資產安全系統(DASS)中，並對所傳文件進行分類和密級劃分，並落實涉密文檔資產、崗位人員管理要求，對於技術交底書、實驗數據、擬申報商標註冊申請等絕密級文檔，嚴格要求保密。

### Protection of Intellectual Property

We attached great importance to the protection of intellectual property and strictly abides by laws and regulations related to the protection of intellectual property, such as the "Patent Law of the People's Republic of China", "Trademark Law of the People's Republic of China" and "Copyright Law of the People's Republic of China". This year, the Group has improved and implemented internal policies and systems such as the "Procedures of Intellectual Property Rights Administration of Sihuan Pharmaceutical Holdings Group", "Patent Affairs Management System of Sihuan Pharmaceutical Holdings Group" and "Confidential Information Management System of Sihuan Pharmaceutical Holdings Group", to regulate the management of intellectual property such as patents, trademarks, and copyrights, clarify the management responsibilities of intellectual property department and each functional department, thereby safeguarding the Group's intellectual property from infringement.

We continue to optimize the responsibilities and work processes of the Intellectual Property Decision-making Committee while implementing a centralized management system for intellectual property. The Intellectual Property Decision-making Committee is responsible for overseeing system development, management, and implementation, as well as the communication and coordination of the Group's intellectual property. Each subsidiary of the Group establishes an intellectual property enforcement agency based on its specific business type to ensure the effective operation of the intellectual property rights management system.

While constantly improving the systems and management structures related to intellectual property, we have also taken the following effective measures to strengthen the daily supervision and management of intellectual property and improve the level of intellectual property management:

- We have utilized the intellectual property information management platform to regularly upload the Group's patents, trademarks, copyrights and other confidential documents handled by the committee to the Document Asset Security System (DASS) and have classified the relevant files uploaded and their confidentiality level. We implemented the management requirements for confidential documents and assets, as well as staff management requirements for positions, and strict confidentiality is required for top-secret documents such as technical briefing documents, experimental materials, and proposed trademark registration applications.



## 責任於行，共享未來 Act with Responsibility and Share the Future

- 圍繞產品全生命週期，根據創新藥、仿製藥及藥物領域特點，集中管理和嚴格審批專利、商標、域名，以及科技論文的發表、著作權的登記等流程，並安排知識產權部管理和審核涉及知識產權的相關合同及投資並購事宜。
- 對所有新入職的員工進行知識產權背景調查，與新入職員工簽署知識產權相關文件，包括人事合同中的知識產權條款、競業限制以及保密條款等，明確職務成果的產權歸屬，並對新入職員工開展文檔資產安全系統培訓；與涉及核心知識產權的離職員工簽署離職協議，確保其遵守勞動合同、保密協議中的競業限制條例。
- 針對不同崗位類別及管理層級的知識產權管理任務及特點，明確知識產權培訓需求，制定培訓計劃，組織開展各類知識產權培訓，幫助員工了解最新的知識產權知識，強化知識產權保護意識。
- By focusing on the entire product life cycle and based on the characteristics of innovative drugs, generic drugs and pharmaceutical fields, we have carried out centralized management and strict review and approval of patents, trademarks, domain names, as well as the publication of scientific papers, copyright registration and other processes. We have also arranged the intellectual property department to manage and review relevant contracts and investment and merger matters and acquisition involving intellectual property.
- We conduct intellectual property background checks on all new employees and sign relevant intellectual property documents with them, including intellectual property clauses, non-compete restrictions and confidentiality clauses in personnel contracts, to clarify the ownership of job results. We also provided document asset security system training for new employees. We sign severance agreements with resigned employees involving core intellectual property to ensure that they comply with the non-compete restrictions as stipulated in the labour contract and confidentiality agreement.
- Based on the intellectual property management tasks and characteristics of different job categories and management levels, we have clarified the needs for intellectual property training, formulated training plans, and organized various types of intellectual property training to help employees understand the latest intellectual property knowledge and strengthen their awareness of intellectual property protection.

### 商標專題培訓

#### Trademark Training

二零二四年八月，我們開展商標管理與保護專題培訓活動，邀請知識產權保護機構專業律師圍繞「關於禁止作為商標使用的標誌」，講解禁止作為商標使用標誌的指引、醫美行業常見違反「絕對理由」商標申請案例、申請註冊與使用「絕對禁止」標誌的法律後果和不同商業模式下的商標保護相關知識，提升各子公司相關部門人員的商標使用與保護、禁止使用等合規知識，避免因商標使用不當引起的糾紛。

In August 2024, we launched a training session on trademark management and protection, inviting professional lawyers from an intellectual property protection agency to deliver training. The lectures focused on the topic of “Prohibited of Use Marks as Trademarks”, explaining the guidelines for prohibiting the use of certain marks as trademarks, common cases of violations involving “absolute grounds” trademark applications in the medical and aesthetic industries, the legal consequences of applying for registration and using “absolutely prohibited” marks, and the principles of trademark protection across different business models. The training aims to enhance the knowledge of staff in the relevant departments of each subsidiary regarding trademark compliance and protection and prohibition, while also helping to prevent disputes arising from the inappropriate use of trademarks.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 保密專題培訓

#### Confidentiality Training

二零二四年十月，我們舉辦商業秘密保護專題培訓，邀請執業律師作為外部講師授課。本次培訓以「從司法實踐談公司內部商業秘密保護」為主題，圍繞商業秘密的定義、商業秘密之侵權行為、研發註冊信息洩露風險點識別、研發註冊保密風險防範措施應用和違反商業秘密保護義務的影響五大方面進行講解，強化員工商業秘密保護意識，提升謹慎處理相關涉商業秘密信息的能力。

In October 2024, we organized a training session on the protection of trade secrets by inviting practicing lawyers as external lecturers. The training, themed “Protection of Trade Secrets within the Company from Judicial Practice”, focused on the definition of trade secrets, infringement of trade secrets, identification of risk points for the disclosure of R&D registration information, application of confidentiality risk prevention measures for R&D registration, and the impact of violating the obligation to protect trade secrets. The training aimed to strengthen employees’ awareness of trade secret protection, and enhance their ability to handle relevant trade secret information with care.

截至二零二四年底，本集團各子公司累計提交專利申請1,000餘件，在中國國家知識產權局維持有效的授權專利共500多件，在其他國家或地區獲得授權且維持有效的國外授權專利100餘件；圍繞醫藥、醫美等領域的商標獲准註冊1,400餘件，獲得著作權17項。

此外，四環醫藥在知識產權保護領域的優秀實踐也獲得了外部認可。本年度，北京四環知識產權管理體系完成再認定，成功入選北京國際商會理事單位，並榮獲「國家知識產權示範企業」榮譽稱號。此外，北京四環和北京澳合研究院均榮獲「北京市知識產權優勢單位」榮譽稱號。

By the end of 2024, each subsidiary of the Group had submitted more than 1,000 patent applications in total, of which over 500 were validly authorized and maintained by China National Intellectual Property Administration and over 100 by other countries or regions. In terms of medicine, medical aesthetics and other fields, over 1,400 applications were granted approval for registration, and 17 were granted copyrights.

In addition, the outstanding practices of Sihuan Pharmaceutical in the field of intellectual property protection have also been recognized. During the Year, Beijing Sihuan completed the re-accreditation of its intelligent property rights management system, was successfully selected as the governing unit of Beijing Chamber of International Commerce, and was honored with the title of “National Intellectual Property Demonstration Unit”. Moreover, Beijing Sihuan and Beijing Ao He Research Institute received the honour title of “Beijing Intellectual Property Advantageous Units.



北京四环知识产权管理体系认证证书  
Beijing Sihuan's Intelligent Property Management System Certificate

## 2、嚴控質量，把握產品安全生命線

本集團視產品質量為可持續發展的根本保證，在生產經營的每一個環節持續完善質量管理體系，嚴控生產質量，嚴格監管臨床試驗質量，不斷完善藥物警戒體系，及時處理不良事件，致力於保障產品的品質與安全，為客戶提供高質量、可信賴的產品。

### 生產質量管理

本集團嚴格遵守《中華人民共和國藥品管理法》、《藥品生產監督管理辦法》及《藥品生產質量管理規範》等法律法規，不斷優化質量管理體系，落實質量風險評估、質量審計等管理機制，不斷提升質量管理效能，確保質量管理體系有效運行。

## 2. Strictly Control Quality and Observe the Lifeline of Quality and Safety

The Group views product quality as the cornerstone of sustainable development. We continuously refine our quality control system across all aspects of production and operations, rigorously overseeing production quality, closely monitoring clinical trial standards, enhancing our pharmacovigilance system, and addressing adverse events promptly. We are dedicated to ensuring the quality and safety of our products, delivering high-quality, trustworthy solutions to our customers.

### Production Quality Management

The Group constantly optimized the quality control system in strict accordance with the "Drug Administration Law of the People's Republic of China", "Measures for the Supervision over and Administration of Pharmaceutical Production", "Good Manufacturing Practices for Drugs" and other laws and regulations. We implemented quality risk assessment, quality audit and other management mechanisms to continuously improve the effectiveness of quality control and ensure the effective operation of the quality control system.



## 責任於行，共享未來 Act with Responsibility and Share the Future



### 質量體系管理

依據最新的法律法規更新質量管理文件體系，確保文件體系符合 GMP 等相關法律法規及生產工藝的要求，並針對接受委託生產的情況新建相應的受託生產文件體系；完善變更管理、偏差管理等相關工作，明確變更控制流程、偏差的等級判定等；加強對產品生產全過程關鍵控制點的質量監控，加大現場監控獎罰和工序獎罰力度；以各崗位質量控制點為核心，加強 GMP 日常檢查力度，嚴格落實 GMP 常態化和主動化管理。

#### Quality system management

We updated our quality management documentation system in accordance with the latest laws and regulations to ensure that the documentation system met the requirements of GMP and other relevant laws and regulations and production processes. We also created a new contract manufacturing documentation system for contract manufacturing. We improved our change management, deviation management and other related tasks, clarifying the process of change control as well as the grading of deviations. We enhanced the quality monitoring of key control points during the entire manufacturing process, as well as the use of rewards and penalties for on-site and process monitoring. Focusing on the quality control points of each position, we enhanced our daily GMP inspections and strictly implemented GMP normalization and proactive management.



### 質量風險管理

建立質量風險管理流程，包括風險評估、風險控制、風險交流、風險回顧等步驟，利用風險矩陣圖、魚骨圖、失效模式和影響分析(Failure Mode and Effect Analysis, FMEA)等工具對風險進行分析和評估，並對風險實行分級分類管理，制定相應的風險管理措施，確保質量風險得到有效管控。

#### Quality risk management

We established a quality risk management process, which consists of risk assessment, risk control, risk communication, risk review and other procedures, and employed risk matrices, fishbone diagrams, Failure Mode and Effect Analysis (FMEA) and other tools to analyze and evaluate risks. We also implemented hierarchical and classified management of risks, and developed corresponding risk management measures to ensure that quality risks were effectively controlled.



### 質量審計

定期開展法規符合性審計，涵蓋 GMP 符合性、藥物警戒體系符合性、研發技術轉移及委託／受託生產法規符合性等內容；組織開展公司級和部門級自檢，並接受外部審計，包括藥品 GMP 符合性現場檢查、日常監管檢查、受託生產品種現場檢查，並針對存在的問題制定整改計劃，定期跟蹤整改情況。

#### Quality audit

We regularly conducted regulatory compliance audits, which cover GMP compliance, pharmacovigilance system compliance and the regulatory compliance of R&D and technology transfer and contract manufacturing. We organized company-level and department-level internal audits, and accepted external audits, including on-site inspections of pharmaceutical GMP compliance, daily regulatory inspections, and on-site inspections of contract manufacturing varieties. We also formulated rectification plans for existing problems, and regularly followed up their rectification.

## 責任於行，共享未來 Act with Responsibility and Share the Future



### 質量信息收集

及時對標國家最新法律法規和政策要求，並安排專人跟蹤產品質量反饋，包括藥品在市場上的抽送檢情況、藥品質量反饋情況以及藥品上市後不良反應情況等。

#### Quality information collection

We kept abreast of the latest national laws and regulations and policy requirements, and assigned dedicated personnel to follow up on product quality feedback, including the random inspections of marketed drugs, drug quality feedback and adverse reactions to marketed drugs.



### 質量培訓

通過線上和線下的方式組織質量培訓，包括生產和過程控制、不合格品與物料再利用、GMP理論知識、物料質量標準、中試生產前培訓等，提高員工的專業技能和業務水平；加強內部學習交流，營造學習氛圍，強化員工自身競爭優勢，提高工作效率和能力。

#### Quality training

We organized online and offline quality training sessions, which covered production and process control, the reuse of defective products and materials, GMP theory and knowledge, material quality standards and pre-pilot production, to enhance employees' professional skills and business level. We also promoted learning and exchanges within the Company, created a conducive atmosphere for learning, strengthened employees' own competitive advantages, and improved their work efficiency and capabilities.

## 質量管理行業標準培訓

### Training on Quality Control Industry Standards

二零二四年，我們舉辦質量管理專業知識培訓，組織質量管理相關崗位員工學習《清潔驗證技術指南（徵求意見稿）》、《已上市化學藥品藥學變更研究技術指導原則（試行）》、《無菌藥品生產污染控制策略技術指南》等行業標準和技術指引，提升質量管理員工專業知識和實操能力，助力公司質量管理工作的專業化、合規化。

In 2024, we organized professional knowledge training on quality control for quality control staff, focusing on industry standards and technical guidelines. This included documents such as "Technical Guidelines for Cleaning Validation (Draft for comments)", "Technical Guidelines for Pharmaceutical Change Studies of Listed Chemical Pharmaceuticals (Trial)", and "Technical Guidelines on Pollution Control Strategies for Sterile Pharmaceutical Production". The training aimed to enhance the professional knowledge and practical skills of quality control personnel, supporting the professionalization of the Company's quality control processes and ensuring regulatory compliance.



質量管理行業標準培訓現場

Training on quality control industry standards

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 臨床試驗質量管理

本集團嚴格遵守藥物臨床試驗質量管理規範(Good Clinical Practice, GCP)和一致性評價要求等法律法規，制定標準作業程序(Standard Operating Procedures, SOP)，詳細規範臨床試驗程序，確保臨床試驗合規有效。同時，我們設置專門的臨床管理部門，負責統籌臨床試驗工作，為產品研發和測試提供臨床數據支持。本年度，我們開展的臨床試驗現場已通過國家藥品監督管理局食品藥品審核查驗中心核查，並有序開展受試者入組出組工作。

我們對臨床試驗項目實施開展全流程管理，加強對項目關鍵質量節點的管控，及時開展風險識別和風險評估，有效應對項目過程中出現的風險，確保高質高效完成試驗項目。在項目前期，我們制定臨床試驗進度計劃表，嚴格審核確認試驗的相關文件；在項目進展過程中，我們要求合同研究組織(Contract Research Organization, CRO)每週匯報項目進度，實時監控項目進程，協調處理風險和問題，保障試驗進度；必要時，我們在關鍵節點開展協同監查，監查項目質量及流程，及時整改發現的問題，保證臨床試驗項目質量。

### 藥物警戒體系

四環醫藥嚴格遵守《藥物警戒質量管理規範》、《藥物警戒檢查指導原則》等相關法律法規，設立集團藥械警戒部和各子公司藥物警戒部，實施各子公司獨立搭建與集團統一管理的交互運行模式，確保集團藥物警戒工作的合規性和一致性。

本年度，各子公司嚴格執行國家監測法規要求，多渠道收集、分析、評價產品安全性信息，並定期開展藥物警戒內部審核，積極配合監管部門開展常規藥物警戒檢查，確保產品臨床使用安全。

### Clinical Trial Quality Control

The Group strictly abides by laws and regulations, such as Good Clinical Practice (GCP) and consistency evaluation requirements. We have formulated Standard Operating Procedures (SOP), to clearly standardize the procedures of clinical trials, ensuring the compliance and effectiveness of clinical trials. Meanwhile, we have established a specialized clinical management department which is responsible for coordinating clinical trials and providing clinical data support for product development and testing. During the Year, the clinical trial sites initiated by us have been inspected and approved by the Centre for Food and Drug Inspection of the National Medical Products Administration. We have also systematically commenced the enrolment and exit processes for participants.

We carry out full-process management of the implementation of clinical trial projects, strengthen the control of key quality stages of the project, and conduct timely risk identification and risk assessment to effectively respond to risks that arise during the project and ensure the high quality and efficient completion of the trial project. In the early stage of the project, we formulate a clinical trial schedule and strictly review and confirm the relevant documents of the trial. During the project, we require the Contract Research Organization (CRO) to report the project progress every week, monitor the project progress in real time, coordinate and deal with risks and problems, and ensure the progress of the trial. We carry out collaborative inspections at key stages when necessary, so as to monitor project quality and processes, and rectify discovered problems in a timely manner to ensure the quality of clinical trial projects.

### Pharmacovigilance System

Sihuan Pharmaceutical strictly abides by relevant laws and regulations such as the "Good Pharmacovigilance Practice" and "Pharmacovigilance Inspection Guiding Principles", and has established the Group's pharmacovigilance department and the pharmacovigilance department of each subsidiary. It will facilitate the interactive working model that is independently established by each subsidiary and unified managed by the Group to ensure compliance and consistency in the Group's pharmacovigilance efforts.

During the Year, the subsidiaries strictly adhered to national monitoring regulations, collecting, analyzing, and evaluating product safety information through multiple channels. They conducted regular internal pharmacovigilance audits and proactively collaborated with regulatory authorities during routine pharmacovigilance inspections to ensure the safe clinical use of products.



## 責任於行，共享未來 Act with Responsibility and Share the Future

集團藥物警戒部則通過對標最新發佈的藥品安全法律法規和技術指南、開展產品安全監測和風險管理、加強藥物警戒系統數字化建設、開展藥物警戒內部審計、組織藥物警戒培訓等有效舉措，不斷提升本集團藥物警戒管理水平。

二零二四年，本集團未發現重大產品安全風險，藥物警戒體系持續有效運行。

### 對標最新法律法規和技術指南

建立實施監管法規及安全性信息監測制度，及時監測國內外最新藥物警戒法規及技術文件發佈情況，對標法規文件變更內容，及時更新集團藥物警戒管理制度及操作規程，有效規避體系合規性風險。同時，及時組織藥物警戒相關崗位員工參加外部或內部培訓，學習監管部門對藥品安全法規文件的權威解讀和對技術文件的詳細講解，確保員工熟悉法律法規並熟練掌握操作技術。

### 產品安全監測和風險管理

建立藥品聚集性事件信號檢測制度，對疑似風險事件進行深入調查評價，對部分藥品制定藥物警戒計劃並修訂說明書，二零二四年產品安全性監測和風險管理持續有效開展，未發生重大安全性藥害事件。

The pharmacovigilance department of the Group has enhanced the standard of the Group's pharmacovigilance management through effective measures, including compliance with the latest drug safety laws, regulations, and technical guidelines; product safety monitoring and risk management; strengthening the digitalization of the pharmacovigilance system; conducting internal pharmacovigilance audits; and organizing pharmacovigilance training.

In 2024, the Group identified no significant product safety risks, and the pharmacovigilance system continued to operate effectively.

### *Compliance with the Latest Laws, Regulations, and Technical Guidelines*

We have established a system for monitoring regulations and safety information to timely monitor the publishment of the latest domestic and international pharmacovigilance laws, regulations, and technical file updates, amend the compliance documents, and timely update the Group's pharmacovigilance management system and operating procedures so as to avoid system compliance risks in an effective manner. Furthermore, external and internal training are timely organized for staff in pharmacovigilance-related positions. This training allows them to learn from regulatory authorities the authoritative interpretation of drug safety regulations and detailed explanations of technical files, ensuring that staff are familiar with the laws and regulations and have a good grasp of operational techniques.

### *Product Safety Monitoring and Risk Management*

We have established a signal detection system on drug aggregation events on a daily basis, carry out in-depth investigation and evaluation of suspected risk events, and formulate pharmacovigilance plans and revise the specifications for some drugs. In 2024, product safety monitoring and risk management continued to be carried out effectively, and no major safety incidents related to drugs occurred.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 藥物警戒系統數字化建設

強化第三方藥物警戒系統的維護與管理，於本年度完成了藥物警戒系統更新迭代，增強藥物警戒系統功能模塊。同時，加強與系統開發商的溝通和交流，了解藥物警戒電子系統的行業前沿技術及發展趨勢，確保集團藥物警戒工作的穩定性和合規性。

### 藥物警戒內部審計

持續對各子公司藥物警戒各項制度、規程及執行情況開展內部審計，重點圍繞藥品安全事件處理制度、藥物警戒培訓、個例不良事件報告、定期數據分析報告等工作內容。審計結果顯示，各子公司藥物警戒體系完善，工作開展規範，未發現重大缺陷。各子公司亦對審計中發現的問題進行了有效整改，確保藥物警戒工作持續規範、有效。

### 藥物警戒培訓

持續組織各子公司藥物警戒專職人員開展藥物警戒專項培訓，覆蓋藥品安全法律法規、藥械監測技術等內容，確保集團藥物警戒人員全覆蓋，並錄製存檔所有培訓課程，實現隨時查閱學習。二零二四年，面向本集團全體員工、藥物警戒專職人員、營銷人員共開展6次藥物警戒培訓及知識講座，全面宣貫法律法規要求，解析相關人員的藥物警戒崗位職責，提升藥物警戒人員專業技能。

### Digitalization and Construction of the Pharmacovigilance System

We have strengthened the maintenance and management of the pharmacovigilance system of our third-party vendors. During the Year, we have completed the updating of the pharmacovigilance system with iterative calculations and enhancements to the functional modules of the pharmacovigilance system. Moreover, we have improved our communication and exchange with system developers to understand cutting-edge technology and development trends of pharmacovigilance electronic systems in the industry, ensuring the stability and compliance of the Group's pharmacovigilance work.

### Internal Pharmacovigilance Audits

We continued to conduct internal audits at our subsidiaries in respect of pharmacovigilance systems, procedures and implementation, focusing on the drug safety incident handling system, pharmacovigilance training, adverse event reporting, and periodic data analysis reports. The audit results indicated that the subsidiaries' pharmacovigilance systems were robust, with their operations conducted consistently and no major deficiencies identified. The subsidiaries also effectively addressed the issues identified during the audits, ensuring that pharmacovigilance activities remain consistent and effective.

### Pharmacovigilance Training

We continued to organize full-time pharmacovigilance personnel in our subsidiaries to conduct pharmacovigilance training, covering drug safety laws and regulations, drug monitoring techniques and more, ensuring full coverage of the Group's pharmacovigilance staff. All training courses were recorded and archived for easy access and ongoing learning. In 2024, a total of six pharmacovigilance training and knowledge lectures were conducted for all employees, full-time pharmacovigilance personnel, and marketing personnel of the Group to comprehensively advocate and implement legal and regulatory requirements, analyze the pharmacovigilance job responsibilities of relevant personnel, and improve the professional skills of pharmacovigilance personnel.

## 藥物警戒關鍵技術培訓班

### Pharmacovigilance Critical Techniques Training

二零二四年，組織藥物警戒專職人員參加國家藥品不良反應監測中心的藥物警戒技術專題培訓班，聚焦藥物警戒與風險管理，解讀藥物警戒政策要求和核心技術要點，重點學習用藥安全基礎、藥品上市後安全監測與評價、藥物警戒檢查流程、重要說明書修訂補充申請相關要求等知識，助力員工全面掌握藥物警戒技術方法及監測技術，為集團藥物警戒專職人員開展藥品不良事件監測、分析評價藥品風險積累寶貴經驗。

In 2024, we organized our full-time pharmacovigilance personnel to attend training on pharmacovigilance technology, conducted by the National Centre for Adverse Drug Reaction Monitoring. The training focused on pharmacovigilance and risk management, clarifying pharmacovigilance policy requirements and core technologies, and key topics such as medication safety basics, post-marketing safety monitoring and evaluation, the pharmacovigilance inspection process, and relevant requirements for amending and supplementing critical documents. This enabled our staff to master technical methods and monitoring techniques, while gaining valuable experience in monitoring adverse drug events and analyzing and evaluating drug risks.



藥物警戒關鍵技術培訓班  
Pharmacovigilance critical techniques training

### 不良反應／事件管理機制

本集團嚴格遵守《藥物警戒質量管理規範》、《藥品不良反應報告和監測管理辦法》等法律法規，優化並落實《藥品不良事件投訴與醫學信息諮詢處理程序》、《上市後藥品不良事件收集與處理程序》、《藥品群體不良事件處理程序》、《上市後藥品不良事件隨訪流程》等管理制度，開展藥品不良事件的收集、調查、分析及評價，評估和管控不良事件中可能存在的風險。我們持續完善不良反應／事件的管理機制，實施信息收集與核實、評估與報告、風險管控等流程，確保風險管理措施行之有效。

### Adverse Reactions/Event Management Mechanism

The Group strictly abides by laws and regulations such as the “Good Pharmacovigilance Practice” and “Provisions for Adverse Drug Reaction Reporting and Monitoring” and has improved and implemented management mechanisms such as “Procedures for Handling Complaints about Adverse Drug Events and Medical Information Consultation”, “Procedures for Collection and Handling of Adverse Drug Events after Marketing”, “Procedures for Handling Adverse Events in Drug Groups”, and “Post-marketing Adverse Drug Events Follow-up Procedures”, to carry out the collection, investigation, analysis and evaluation of adverse drug events, and assesses and controls possible risks in adverse events. We have continuously improved a management mechanism for adverse reactions/events, and implemented processes such as information collection and verification, assessment and reporting, and risk control, ensuring the effectiveness of risk management measures.



## 責任於行，共享未來 Act with Responsibility and Share the Future



### 信息收集

本集團通過患者、使用單位、經銷商、上市後的研究、文獻及網絡平台等，廣泛收集產品的不良事件信息。

### Information Collection

The Group widely collects information on products' adverse events through various channels such as patients, users, distributors, post-marketing studies, literature, and Internet platforms.



### 資料核實

本集團各子公司藥物警戒部對重要信息與缺失信息進行核實及隨訪，並對不良事件的已知性、嚴重性、關聯性以及是否遞交至藥品監管部門做出評價。

### Information Verification

The pharmacovigilance departments of the Group's subsidiaries verified and follow up on important and incomplete information and kept detailed records. It also assessed the known severity and association of the adverse events and whether they should have been submitted to the pharmacovigilance departments.



### 處理措施

實行分級管理，對群體不良事件立即開展調查並在規定時限內向藥品監管部門提交調查報告；對可能存在風險的事件，進一步開展風險評估及控制程序，必要時組織藥品安全委員會成員召開會議，進行研判決策；對確認採取風險控制措施的，相關情況由藥物警戒部向藥品監管部門進行溝通及報告。

### Risk Management and Control

Implementing hierarchical management, immediately launching investigations into mass adverse events and submitting investigation reports to the drug regulatory authorities within the stipulated timeframe; for incidents with potential risks, risk assessment and control measures are carried out, if necessary, a drug safety committee meeting is convened to examine and decide on the measures to be taken; the Pharmacovigilance Department communicates with and reports to the drug regulatory authorities about the confirmation of risk control measures.

不良反應／事件管理流程  
Adverse Reactions/Event Management Process

### 產品風險評價和控制

為加強對產品突發事件的應急管理能力，進一步保障患者權益與用藥安全，本集團優化並落實《藥品安全委員會管理制度》、《藥品安全性評價與風險控制程序》等管理制度，規範產品風險評價與控制的工作流程，並由藥品安全委員會負責分析和評價重要安全性風險信號，制定藥品風險控制策略等。

當發現產品存在不合理風險或其他缺陷的，相關子公司將組織召開藥品安全委員會會議，對產品風險進行溝通及評估，根據評估結果制定風險控制措施，必要時召回涉事產品並監督召回執行情況。若產品符合監管部門的召回條件，也將根據質量體系相關要求依法啟動产品召回程序。本年度，四環醫藥未監測到產品重大安全性風險，亦未發生大規模藥品召回事件。

### 3、用心服務，提供優質客戶體驗

四環醫藥堅持以客戶需求為導向，堅決踐行責任營銷，杜絕任何虛假陳述，並致力於保護客戶和合作方的信息安全，以實際行動贏得客戶認可和信任。

#### 堅持負責任營銷

本集團嚴格遵守《中華人民共和國廣告法》《藥品廣告審查發佈標準》、《藥品說明書和標籤管理規定》等有關法律法規，優化並落實《四環醫藥控股集團有限公司負責任營銷政策》等相關制度，不斷規範營銷舉措，確保營銷信息真實、科學、客觀，杜絕任何虛假陳述和誤導性信息，保障消費者用藥安全。本年度，本集團未發生有關廣告及標籤的違規事件。

### Product Risk Assessment and Control

In order to strengthen its emergency management capabilities for product emergencies and further protect patients' rights and medication safety, the Group has optimized and implemented management mechanisms such as the "Drug Safety Committee Management System" and "Drug Safety Evaluation and Risk Control Procedures" to standardize the work process of product risk assessment and control. The Drug Safety Committee is responsible for analyzing and evaluating important safety risk signals and formulating drug risk control strategies.

If a product is found to have unreasonable risks or other defects, the relevant subsidiaries will organize and hold drug safety committee meetings to discuss and evaluate product risks, formulate risk control measures based on the evaluation results, recall the involved products if necessary, and supervise such implementation. If the product falls into the recall scope specified by the drug regulatory department, we will also initiate the product recall process based on the requirements of the quality control system in accordance with the law. During the Year, no major safety risks of products were recorded, and no large-scale drug recalls occurred in Sihuan Pharmaceutical.

### 3. Providing Considerate Service and High-quality Customer Experience

Sihuan Pharmaceutical prioritizes a customer-centric approach, firmly practices responsible marketing, eliminates misleading claims, and is committed to protecting the information security of customers and partners, earning customers' recognition and trust through practical actions.

#### Insisting on Responsible Marketing

The Group strictly abides by relevant laws and regulations such as the "Advertising Law of the People's Republic of China", "Standards for the Examination and Publication of Drug Advertisements", and "Provisions for the Administration of Drug Instructions and Labels", and has optimized and implemented relevant mechanisms such as the "Responsible Marketing Policy of Sihuan Pharmaceutical Holdings Group Ltd." to continuously standardize marketing behavior. We aim to ensure the truthfulness, scientific accuracy and objectivity of our marketing information, to eliminate any false statements and misleading information, and to protect the safety of consumers in the use of medicines. During the Year, the Group had no violations related to advertising and labeling.

## 責任於行，共享未來 Act with Responsibility and Share the Future

在面向醫療機構的醫療衛生專業人士開展推廣活動時，我們要求相關人員務必提供真實準確的藥品信息，並提供專業知識培訓和其他必要的藥品使用輔助支持，不得隱瞞藥品已知的不良反應信息，杜絕任何可能誤導醫療衛生專業人士開具處方或以向患者、消費者推薦用藥為目的的推廣活動，持續規範營銷推廣行為，促進醫療行業健康發展。

同時，我們致力於保障藥品安全，依據《社交媒體宣傳標準》，科學客觀介紹藥品特性、適應症、禁忌症和不良反應，確保藥品信息真實，並添加必要的提示語和特定標識以規範處方藥和非處方藥的宣傳。我們亦在藥品廣告發佈前嚴格審核內容和相關信息，確保廣告內容符合藥品監管部門的規定。此外，我們與符合監管部門和行業標準的藥品分銷商簽署《經銷商合規承諾書》，規範各級經銷商行為，杜絕造假等非法營銷行為。

### 保障服務質量

本集團嚴格執行《用戶投訴管理規程》等投訴管理相關制度，不斷優化投訴處理流程。我們開放投訴窗口，通過郵件、電話、電報、信件等多元化渠道收集投訴信息，並按「三七原則」責成有關部門及時處理，在三天內解決一般訴求，在七天內處理複雜問題，必要時直接對接涉及部門的負責人，確保責任到人、落實到位。

同時，我們不斷加強用戶投訴檔案管理，對每一起投訴均建檔記錄，並定期開展客戶服務與投訴處理業務培訓，提升員工服務技能和服務意識，使相關崗位員工具備快速響應、高效處理、妥善解決客戶訴求的能力，致力於不斷提升服務質量和客戶滿意度。此外，在發貨、物流運輸和退換貨等階段，我們嚴格落實相關管理規程，確保始終為客戶提供高效和專業的服務。本年度，本集團未接獲客戶重大投訴。

When conducting promotional activities for medical and health professionals in healthcare organisations, we require relevant staff to provide true and accurate drug information and professional knowledge training and other necessary support in the use of medicines. They must not conceal information about known adverse reactions of drugs and are strictly prohibited from carrying out promotion activities aimed at medical and health professionals with the possibility of misleading them into prescribing or recommending medicines to patients and consumers. We continue to regulate the marketing and promotion behavior and promote the healthy development of the pharmaceutical industry.

Moreover, we are committed to ensuring the safety of medicines. In accordance with the "Social Media Promotion Standards", we provide scientific and objective information about the characteristics, indications, contraindications, and adverse reactions of medicines, ensuring that this information is truthful. We also include necessary reminders and specific labels to regulate the promotion of both prescription and over-the-counter medicines. Additionally, we will strengthen the review of the content and related information of drug advertisements before publication to ensure compliance with drug regulatory authority requirements. Furthermore, we have signed the "Distributor Compliance Undertaking Letter" with drug distributors who adhere to regulatory authorities and industry standards, aiming to regulate distributor behavior at all levels and eliminate illegal marketing practices, such as counterfeiting.

### Customer Service Quality Assurance

The Group strictly enforces the "Management Regulations of User Complaints" and other related complaint management systems while continuously optimizing the complaint-handling process. We maintain a complaint window, collecting complaint information through diverse channels such as email, telephone, messaging apps and letters. Relevant departments are instructed to address complaints promptly based on the "three-seven principle", resolving general complaints within three days and handling complex complaints within seven days. When necessary, we directly contact the persons in charge of the involved departments to ensure accountability and effective implementation.

Furthermore, we continue to strengthen the management of user complaint files and maintain records of every complaint. We also conduct regular training on customer service and complaint handling to improve our staff's service skills and awareness. This equips employees in relevant positions with the ability to respond quickly, handle issues efficiently, and resolve customer requests appropriately. We are committed to continuously enhancing the quality of our services and customer satisfaction. Additionally, we have strictly implemented management procedures for shipment, logistics, transportation, and returns and exchanges to ensure efficient and professional services for our customers at all times. During the Year, the Group did not receive any major complaints from customers.



### 信息安全與保護

本集團嚴格遵守《中華人民共和國網絡安全法》等法律法規，優化並落實《四環醫藥控股集團信息管理制度》等信息安全保護相關制度，不斷完善信息安全管理架構，由執行總裁擔任信息安全決策小組組長，統籌決策信息安全事項，並由集團數字化運營中心負責人擔任信息安全管理小組組長，負責集團日常信息安全工作。同時，我們不斷優化集團信息安全基礎設施，有序做好客戶信息安全和隱私保護工作，並舉辦覆蓋全體員工的信息安全培訓。二零二四年，我們嚴格遵循上市公司管理規範，定期開展信息安全外部審計，審計覆蓋範圍網絡安全風險、網絡風險管理計劃、網絡安全漏洞評估和信息安全架構等維度，未發現重大信息安全風險。

#### 優化信息安全基礎設施

- 搭建生產企業運營指標系統，以實現運營指標收集、核算等業務的全過程線上管理和自動核算，使生產運營可視化；
- 優化資金管理系統，實現資金週報、資金月報、理財台賬、賬戶餘額、銀行貸款管理等業務流程的可視化和系統支持，提升企業資金管理效率；
- 建設企業固定資產盤點系統，建立集團統一的固定資產台賬，通過信息化工具提升各企業固定資產盤點管理工作的準確性和處理效率；
- 優化採購庫存預警看板，提升業務運營過程中過期物料、近效期物料、長期呆滯庫存物料的預警管理工作，盡可能降低存貨損失；
- 與採購部門合作建立共享採購數據庫，完成了數據預警、低值易耗品性價比測算、採購趨勢的開發、OA定價流程關聯歷史價格等範疇的數據優化和改善工作。

### Information Security and Protection

The Group strictly complies with the "Cybersecurity Law of the People's Republic of China" and other laws and regulations, optimizes and implements the "Information Management System of Sihuan Pharmaceutical Holdings Group" and other information security protection-related systems, and continuously improves its information security management framework. The executive president serves as the leader of the information security decision-making group, who coordinates and decides on information security matters. The head of the digital operation center of the Group acts as the leader of the information security management team, overseeing daily information security work. Additionally, we continue to optimize the Group's information security infrastructure, ensure the security and privacy protection of customer information in an orderly manner, and organize information security training for all employees. In 2024, we strictly adhered to the management standards for listed companies and conducted regular external audits on information security. These audits covered cybersecurity risk, cyber risk management plans, cybersecurity vulnerability assessments, and the information security framework, and identified no significant information security risks.

#### Optimising Information Security Infrastructure

- We established an operational indicators system for manufacturing enterprises to facilitate the entire online management and automatic accounting of operational metrics, enabling visualisation of production operations;
- We optimised the fund management system to achieve visualisation and systematic support for processes such as weekly and monthly financial reports, asset management, account balances, and bank loan management, thereby enhancing the efficiency of corporate fund management;
- We developed a fixed asset inventory system to create a unified fixed asset ledger for the Group, improving the accuracy and processing efficiency of fixed asset management across enterprises through the use of informatised technology;
- We enhanced the procurement inventory warning dashboard to improve the management of expired materials, nearly expired materials, and long-term stagnant inventory during operations, minimising inventory losses whenever possible;
- We collaborated with the Procurement Department to establish a shared procurement database, successfully optimising and improving data across various areas, including regular data alerts, cost-effectiveness calculations for low-value consumables, procurement trend analysis, and linking historical prices to the OA pricing process.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 優化客戶信息安全與隱私保護工作

- 定期安全信息提醒：定期發佈系統訪問安全等信息安全提醒郵件，加強集團員工信息安全風險防範意識；
- 定期信息安全設施巡檢：對現有關鍵信息安全設備開展定期巡檢，優化調整網絡接入策略，及時更新安全補丁，增強整體安全防護能力；
- 應用級別分類：對內部應用進行分類管理，識別敏感信息和關鍵應用，對不同級別的應用實施相應的安全管理措施；
- 數據備份：建立完善的數據備份機制，定期進行數據備份並測試恢復流程，確保在數據丟失或系統故障時能夠快速恢復原有數據；
- 權限管理：實施嚴格的權限管理機制，通過權限管理審批流程確保員工僅能訪問與其工作相關的信息，並對權限設置進行定期審核，防止權限濫用。

### Optimising the Security and Privacy of Customer Information

- Regular Security Information Reminder: Consistently dispatch emails containing information security reminders about system access security and other security guidelines to enhance the Group's employees' awareness of information security risk prevention;
- Regular Information Security Facility Inspections: Routine inspections on existing critical information security equipment are conducted to optimize network access policies, promptly update security patches, and enhance overall security protection capabilities;
- Application Classification: Classify and manage internal applications, identify sensitive information and critical applications, and implement corresponding security management measures for applications at different levels;
- Data Backup: Establish a comprehensive data backup mechanism, conduct regular data backup and test the recovery process to ensure that the original data can be quickly recovered in case of data loss or system failure;
- Licence Management: A strict licence management mechanism is implemented to ensure that employees only have access to information relevant to their work through the licence management approval process, and that licence settings are regularly audited to prevent licence abuse.

### 資金管理系統培訓

#### Fund Management System Training

二零二四年四月，本集團數字化運營中心聯合計財中心組織財務人員開展資金管理系統培訓，詳細講解資金週報管理、資金月報管理、銀行貸款管理等相關，使財務人員熟練掌握資金管理系統使用流程，加強資金管理安全性和規範性。

In April 2024, the Group's digital operation centre, in collaboration with the finance centre, organised training for finance personnel on the fund management system. This training provided a detailed explanation of processes such as weekly and monthly financial report management and bank loan management, ensuring that finance staff became proficient in the use of the fund management system and enhancing the security and compliance of fund management.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 綠色責任－牢記安全使命， 踐行綠色承諾

四環醫藥積極肩負起保護環境、守護員工健康安全的責任，嚴格遵守環境、健康和安全的法律法規及相關要求，建立、保持並持續改進EHS管理體系，落實以預防為主的EHS管理舉措，持續提升EHS管理水平，全方位保障員工的健康與安全，持續推進安全環保的綠色企業建設，踐行可持續發展承諾。

響應國家綠色製造的總體規劃，四環醫藥全面評估產品全生命週期內環境、安全與健康等要素，力求在滿足客戶需求、提供高品質產品的基礎上，最大程度降低產品在研發、生產、運輸、銷售、使用及處置等各環節對自然資源的過度消耗。我們透過加強循環利用、引入可再生能源、包裝優化等措施積極落實綠色製造，為建構綠色、低碳、循環的經濟體系貢獻力量。

#### 1、完善EHS管理機制

本集團嚴格遵守《中華人民共和國環境保護法》、《中華人民共和國安全生產法》、《中華人民共和國消防法》、《中華人民共和國職業病防治法》、《工作場所職業衛生管理規定》等經營所在地法律法規，制定並落實《四環醫藥集團環境職業健康安全政策》、《EHS事故管理規程》、《事故應急管理規程》、《危險化學品安全管理規程》、《EHS教育培訓管理規程》等一系列內部制度，通過完善制度、細化流程、強化風險管控和加強培訓等舉措，全面落實EHS管理方針，完善集團EHS管理體系建設，提升EHS管理水平。

### GREEN RESPONSIBILITY – KEEPING THE SAFETY MISSION IN MIND AND FULFILLING GREEN COMMITMENTS

Sihuan Pharmaceutical actively assumes the responsibility of protecting the environment and protecting the health and safety of employees. We strictly abide by laws, regulations and related requirements related to environment, health and safety, and establish, maintain and continuously improve the EHS management mechanisms. We have implemented EHS management measures that focus on prevention, and continued to improve EHS management standards to comprehensively protect the health and safety of employees and continuously promote the construction of a safe and environmentally friendly green enterprise so as to fulfil our commitment to sustainable development.

In response to the national comprehensive plan for green manufacturing, Sihuan Pharmaceutical conducted a comprehensive assessment of environmental, safety, and health factors throughout the entire product lifecycle. Our goal was to minimize the excessive consumption of natural resources across all stages, including R&D, production, logistics, sales, usage, and disposal, while meeting customer needs and delivering high-quality products. We strived to practice green manufacturing through measures such as enhancing recycling, incorporating renewable energy, and optimizing packaging, thereby contributing to the establishment of a green, low-carbon, and circular economic system.

#### 1. Improving EHS Management Mechanism

The Group strictly abides by the laws and regulations of the places where it operates, such as the “Environmental Protection Law of the People’s Republic of China”, the “Work Safety Law of the People’s Republic of China”, the “Fire Protection Law of the People’s Republic of China”, the “Law of the People’s Republic of China on Prevention and Control of Occupational Diseases”, and the “Provisions on the Administration of Occupational Health at Workplaces”. The Group has formulated and implemented the “Environmental and Occupational Health and Safety Management Policy of Sihuan Pharmaceutical Holdings Group”, “EHS Accident Management Procedures”, “Accident Emergency Management Procedures”, “Hazardous Chemicals Safety Management Procedures” and “EHS Education and Training Management Procedures”. It aims to fully implement the EHS management principles, improve the Group’s EHS management system and enhance the level of EHS management by improving the system, refining the processes, strengthening risk control and enhancing training.



責任於行，共享未來  
Act with Responsibility and Share the Future



EHS 管理方針  
EHS Management Policy

## 責任於行，共享未來 Act with Responsibility and Share the Future

### EHS管理架構

本集團持續深化EHS管理實踐，充分發揮EHS委員會的統籌協調作用，持續監督EHS各項工作，制定並審定年度目標與規劃，推動EHS管理體系的完善與升級，同時為員工提供環境、職業健康和安全生产方面的全方位指導，確保EHS管理工作的全面落地與協同推進。EHS委員會管治架構及各層級管理職責如下：

### EHS Management Structure

The Group continues to strengthen its EHS management practices, fully utilises the coordinating role of the EHS Committee, continuously supervises the EHS activities, formulates and reviews the annual objectives and plans, and promotes the improvement and upgrading of the EHS management system. Meanwhile, the Group provides employees with comprehensive guidance on the environment, occupational health and safe production, ensuring that EHS management is implemented thoroughly and synergistically. The governance structure and management responsibilities of each level of the EHS committee are as follows:

集團總裁 President of the Group	<ul style="list-style-type: none"> <li>負責集團環境及職業健康安全工作的總體戰略部署</li> <li>Responsible for overall strategic arrangement of the Group's EHS work</li> <li>對重大環境及職業健康安全事項做出決策</li> <li>Major EHS decision making</li> </ul>
企業價值管理中心 Enterprise Value Management Center (the "Center")	<ul style="list-style-type: none"> <li>企業價值管理中心總監為集團環境及職業健康安全工作的分管負責人</li> <li>The director of the Center is the person in charge of the Group's EHS work</li> <li>企業價值管理中心EHS部為各子公司的環境及職業健康安全工作的進行統籌、指導、檢查並提供支持</li> <li>The EHS department of the Center coordinates, guides, inspects and provides supports for the EHS work of each subsidiary</li> </ul>
子公司總經理 General manager of subsidiaries	<ul style="list-style-type: none"> <li>子公司總經理是子公司負有執行責任的最高管理者，對子公司的環境及職業健康安全管理體系的有關事項具有決定權</li> <li>General manager of subsidiaries is the prime executive responsible for the execution of subsidiaries and has the power to make decisions on matters related to subsidiaries' environmental and occupational health and safety management systems</li> <li>負責子公司的職業健康、安全、消防、環保管理工作，完善子公司的EHS管理體系</li> <li>Responsible for the management of occupational health, safety, fire prevention and environmental protection of the subsidiaries, and improve the EHS management system of the subsidiaries</li> </ul>
子公司EHS部 EHS department of subsidiaries	<ul style="list-style-type: none"> <li>負責子公司EHS目標的分解落實及措施策劃的制定</li> <li>Responsible for resolution and implementation of EHS goals of subsidiaries and the formulation and implementation of measures and plans</li> <li>對環境因素／危險源進行辨識、評價及控制</li> <li>Identify, evaluate and control environmental factors/hazard sources</li> <li>開展子公司EHS培訓工作</li> <li>Organize EHS training for subsidiaries</li> </ul>
EHS委員會組織架構 Organizational Structure of the EHS Committee	

## 責任於行，共享未來 Act with Responsibility and Share the Future

### **EHS管理目標與績效考核**

本集團依據運營所在地和自身相關職業健康、安全、消防、環保等方面的法律法規與要求，制定並要求各子公司簽訂《二零二四年度EHS管理目標責任書》，明確各子公司需要完成的目標，完善具體的考核細則和獎懲標準，並將EHS績效與各子公司總經理薪酬掛鉤，充分調動各子公司的積極性，推動EHS管理的良性循環與穩定發展。

同時，本集團依據《EHS信息交流管理規程》，規範EHS信息的上報、協商、溝通等流程，並對各子公司實施EHS月度信息動態管理，及時把控EHS管理狀態，確保問題能夠快速響應並有效解決。

本年度，各子公司共制定59項EHS管理提升目標及方案，目前已全部完成，且未發生任何EHS相關事故。

### **Management Goals and Performance Appraisal**

In accordance with the laws, regulations, and requirements of the place of operation and its own relevant to occupational health, safety, fire safety, and environmental protection, the Group has developed and mandated that each subsidiary sign the "2024 EHS Management Targets and Responsibilities". It outlines the targets each subsidiary must achieve, refines specific assessment criteria, establishes standards for rewards and penalties, and aligns EHS performance to the remuneration of each subsidiary's general manager. This approach aims to enhance subsidiaries' motivation, fostering a sustainable cycle and stable development of EHS management.

At the same time, in accordance with the "EHS Information Exchange Management Regulations", the Group has standardized the reporting, consultation, communication and other processes of the Group's EHS information. We have also implemented dynamic monthly EHS information management for each subsidiary and control the EHS management status in a timely manner to ensure that concerns can be quickly responded to and effectively resolved.

During the Year, each of the subsidiaries formulated a total of 59 EHS management enhancement objectives and projects. Currently, all of them have been completed without any EHS-related incidents.



## 責任於行，共享未來 Act with Responsibility and Share the Future

### EHS 管理目標 EHS Management Goals

<b>管理目標</b> <b>Management goals</b>	<ul style="list-style-type: none"> <li>對集團EHS審計的問題點定期完成有效整改</li> <li>Regular and effective rectification of issues identified in the EHS audits of the Group</li> <li>按照要求完成集團下發的管理專案、優秀案例、制度、通知等內容</li> <li>Completion of management projects, excellent cases, systems, circulars and other documents issued by the Group as required</li> <li>制定年度EHS目標指標及方案並落實實施</li> <li>Formulation and implementation of annual EHS targets and plans</li> </ul>
<b>安全目標</b> <b>Safety goals</b>	<ul style="list-style-type: none"> <li>不發生與工作相關的死亡事故</li> <li>No work-related fatal accidents</li> <li>不發生與工作相關的嚴重傷害事故</li> <li>No work-related serious injury accidents</li> <li>不發生造成嚴重經濟損失的安全事故</li> <li>No safety accidents causing serious economic losses</li> <li>不發生因企業自身原因受到安全、消防方面的嚴重行政處罰</li> <li>No serious administrative penalties in respect of safety and fire safety for reasons attributable to the enterprises themselves</li> <li>不發生安全相關新聞媒體、網絡負面報道及公眾投訴事件</li> <li>No negative reports in the safety-related news media, internet and public complaints</li> <li>不發生食物中毒事件</li> <li>No food poisoning incidents</li> </ul>
<b>環保目標</b> <b>Environmental protection goals</b>	<ul style="list-style-type: none"> <li>不發生洩露事故</li> <li>No leakage accidents</li> <li>不發生環境污染事故</li> <li>No environment pollution incidents</li> <li>不發生造成嚴重經濟損失的環保事故</li> <li>No environmental accidents causing serious economic losses</li> </ul>
<b>職業健康目標</b> <b>Occupational health goals</b>	<ul style="list-style-type: none"> <li>不出現職業病</li> <li>No occupational disease</li> <li>不發生因公司自身原因受到職業健康方面停產整頓的行政處罰</li> <li>No administrative penalties for occupational health-related suspension and rectification due to the Company's own reasons</li> <li>無職業健康相關負面報道及公眾投訴事件</li> <li>No negative reports and public complaints related to occupational health</li> <li>不發生因企業自身原因受到職業健康方面的嚴重行政處罰</li> <li>No serious administrative penalties in respect of occupational health for reasons attributable to the enterprises themselves</li> </ul>

## 責任於行，共享未來 Act with Responsibility and Share the Future

### EHS體系建設與認證

為確保EHS管理的高標準落實，本集團依據ISO 14001環境管理體系、ISO 45001職業健康安全體系的相關標準，結合自身實際運營情況，制定並實施《環境、職業健康安全手冊》，明確各項管理要求與執行標準，並對各子公司的EHS管理情況進行監督、評估與指導，確保各子公司在EHS管理上持續達標並不斷優化。

在日常體系運行過程中，本集團注重經驗共享與知識傳播，積極收集各子公司在EHS管理中的創新實踐和有效方案，並通過內部平台進行推廣，促進各子公司之間的學習與交流，推動集團整體EHS管理水平的提升。同時，本集團積極協助各子公司進行ISO體系認證，並確保已經獲得ISO認證的子公司能夠持續滿足體系認證要求。本年度，吉林津升和吉林四長已再次完成ISO 14001和ISO 45001雙體系監督審核。

### EHS System Building and Certification

In order to ensure the implementation of high-standard EHS management, the Group has developed and implemented the "Environment, Occupational Health and Safety Management Manual" in accordance with ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety System standards. This manual, tailored to the Group's actual operating conditions, specifies management requirements and implementation standards. It also enables the Group to supervise, evaluate, and guide the EHS management of its subsidiaries, ensuring that their EHS practices consistently meet these standards and are continually optimized.

In the daily operation of the system, the Group emphasizes experience sharing and knowledge dissemination. It actively collects innovative practices and effective strategies from each subsidiary in EHS management and promotes them through an internal platform. This facilitates learning and exchange among subsidiaries, thereby enhancing the Group's overall EHS management level. Additionally, the Group actively supports subsidiaries in achieving ISO system certification and ensures that those already certified continue to meet the certification requirements. During the Year, Jilin Jinsheng and Jilin Sichang successfully completed the supervisory audits for the ISO 14001 and ISO 45001 systems once again.



吉林津升ISO體系認證證書  
ISO system certification certificate of Jilin Jinsheng

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吉林四長 ISO 體系認證證書  
ISO system certification certificate of Jilin Sichang

此外，我們也持續推進各子公司的安全生產標準化體系、綠色工廠等EHS體系相關認證工作。截止二零二四年十二月三十一日，北京四環、弘和製藥、吉林津升、吉林四長、長春翔通、惠升生物、吉林四環、吉林振澳、吉四澳康均已獲得安全生產標準化三級企業資質；本溪恒康取得遼寧省綠色工廠認證；北京四環、本溪恒康通過清潔生產審核。

### EHS風險防範與控制

本集團嚴格遵循《中華人民共和國突發事件應對法》、《突發環境事件應急管理辦法》及《突發環境事件信息報告辦法》等法律法規，依據ISO體系要求建立《EHS風險和機遇控制程序》、《危險源辨識、風險評價控制程序》等內部制度，並於本年度修訂《四環醫藥各生產企業EHS管理評估表》，主動識別在生產運營過程中EHS相關的風險源，建立並完善風險控制措施，部分舉措如下所示：

- 對新改擴建等有重大變更的項目進行前期EHS風險評估，及時識別潛在的風險因素並進行有效預防與管理；

In addition, we continue to promote the safety production standardization system, green factory and other EHS system-related certifications of each subsidiary. As of 31 December 2024, Beijing Sihuan, Ambest Pharmaceutical, Jilin Jinsheng, Jilin Sichang, Changchun Xiangtong, Huisheng Biopharm, Jilin Sihuan, Jilin Zhen'ao and Jisi Aokang have obtained the level III certificate of production safety standardization; Benxi Hengkang obtained Green Factory Certification of Liaoning Province; Beijing Sihuan and Benxi Hengkang have passed the clean production audit and assessment.

### EHS Risk Prevention and Control

The Group strictly complies with relevant laws and regulations such as the "Emergency Response Law of the People's Republic of China", "Measures for the Environmental Emergency Response Management" and "Measures for Information Report of Environmental Emergencies", has established certain internal systems such as the "EHS Risk and Opportunity Control Procedures" and "Hazard Sources Identification and Risk Assessment and Control Procedures" in accordance with ISO system requirements, and revised the "EHS Management Assessment Form for All Production Enterprises of Sihuan Pharmaceutical" during the Year. It aims to proactively identify EHS-related risk sources within the production and operation process, while also establishing and improving risk control measures. The relevant measures include:

- conducting preliminary EHS risk assessment of new, renovation and expansion projects with significant changes. Therefore, potential risk factors can be identified in a timely manner and can be effectively prevented and managed;



## 責任於行，共享未來 Act with Responsibility and Share the Future

- 依據《四環集團EHS風險級別評定標準》，對各子公司EHS風險進行評分，確定企業風險等級，並制定EHS風險台賬，嚴格規範與管控EHS風險管理工作；
- 鼓勵員工報告任何EHS相關的不合規行為、不安全行為、安全隱患或其他安全事件，並根據EHS事故報告調查管理辦法開展相應調查，以確定應對舉措與責任，保障EHS管理工作的平穩運行；
- 定期進行風險評估，組織有關部門專責工傷調查及善後工作，以及時預防工作場所發生的傷害和疾病。
- rating the EHS risks of each subsidiary based on the “EHS Risk Level Assessment Standard of Sihuan Group”, thereby determining the corporate risk level. We have also formulated an EHS risk ledger to strictly standardize and control EHS risk management work;
- encouraging employees to report any EHS-related non-compliance, unsafe behavior, safety hazards or other safety incidents, and have conducted corresponding investigations in accordance with the EHS incident report investigation and management measures to determine response measures and responsibilities and ensure the smooth operation of EHS management work;
- conducting regular risk assessments and organising the relevant departments to take special responsibility for workplace injury investigations and aftercare, so as to prevent injuries and illnesses in the workplace in a timely manner.

目前，我們已將EHS風險管理和評估納入所有業務流程中，制定有效的行動計劃和優先事項，持續地提升EHS風險應對水平。

Currently, we have incorporated EHS risk management and assessment into all business processes, and developed effective action plans and priorities, thereby continuously enhancing our EHS risk response.

### **EHS 審計**

本集團每年制定EHS審計計劃及審計實施方案，採取內部交叉互審的形式開展EHS審計。本年度，我們依據《EHS審計管理規程》對本溪恒康、長春翔通、吉四澳康、吉林振澳、吉林匯康、北京四環以及澳合研究院7家子公司開展年度EHS審計工作，審計範圍包括安全、消防、環保、職業健康相關的體系管理、制度文件、運行記錄、現場執行情況及員工訪談等，涵蓋各子公司的全部區域。本集團將通過開展EHS審計工作，協助各子公司發現實際管理中的缺陷與不足，制定相應的整改方案，明確責任人，並就整改情況進行定期跟進及驗證，有序指導各子公司開展EHS管理工作，提升EHS管理水平。

### **EHS Audit**

The Group has formulated an annual EHS audit plan and audit implementation program, and has conducted EHS audits in the form of internal cross-examinations. During the Year, we carried out annual EHS audits in accordance with the “EHS Audit Management Protocol” on seven subsidiaries, including Benxi Hengkang, Changchun Xiangtong, Jisi Aokang, Jilin Zhen’ao, Jilin Huikang, Beijing Sihuan, and Beijing Ao He Research Institute. The scope of the audit included system management, system files, operation records, on-site implementation and staff interviews related to safety, fire protection, environmental protection, and occupational health, covering all areas of each subsidiary. The Group will carry out EHS audit work to assist each subsidiary in discovering defects and shortcomings in actual management, formulate corresponding rectification plans, specifying the responsible person, conduct regular follow-up and verification on the rectification status, and guide each subsidiary in an orderly manner to conduct EHS management, thereby improving the overall EHS management level.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### EHS宣貫與培訓

本集團根據國家EHS相關法規要求，制定並執行《EHS教育培訓管理規程》，同時結合各子公司管理現況，從員工的日常行為安全出發，分析員工的操作、情緒、行為習慣等，通過專項培訓、優秀案例分享、主題交流活動、崗位實操等形式，針對性開展環境、健康和安全管理體系相關的教育與培訓，提升全體員工的EHS意識和業務技能水平，已達到人人講安全、個個會應急的管理狀態。

本年度，我們持續開展多項安全宣貫與培訓教育活動，在本集團內部推廣《如何有效實施EHS隱患排查》、《職業健康檔案管理》、《EHS管理知識－員工行為安全要求》等優秀EHS管理實踐案例，並要求各子公司進行對標整改，不斷完善安全管理工作。同時，我們秉承「經驗共享、共同促進」的理念，充分發揮集團化企業的群策群力優勢，統籌開展了《易制毒易制爆庫房管理》、《安全意識培養－「三違」現象與治理》、《部門安全管理手冊》等EHS技術主題交流活動，鼓勵並促進各子公司進行相互交流與學習，全方位提升本集團的EHS管理水平。

### EHS Publicity and Training

In accordance with the relevant requirements of national EHS regulations, the Group formulated and implemented the "EHS Education and Training Management Regulations". Meanwhile, alongside the current management of each subsidiary, we focus on employees' daily behavioral safety by analyzing their operations, emotions, and habits. Through activities such as specialized training, sharing excellent cases, hosting themed exchange activities, and conducting post-practice evaluations, we specifically deliver education and training related to the EHS system. This approach aims to improve employees' EHS awareness and their business skills, fostering a management of everyone who talks safety, and knows how to respond to emergencies.

During the Year, we continued to conduct various safety publicity, training and education activities. We promoted excellent EHS management practices within the Group, such as "How to Effectively Investigate EHS Hazards", "Occupational Health Records Management" and "EHS Management Knowledge – Staff Behavioral Safety Requirements", and requested the subsidiaries implement standardization and rectification measures to continually enhance our safety management efforts. Furthermore, adhering to the concept of "experience sharing and joint promotion", we fully utilized the advantages of Group enterprises and coordinated the implementation of EHS technical exchange activities, such as "Management of Easy-to-Use and Easy-to-Explode Warehouse", "Cultivation of Safety Awareness – the Phenomenon of "Three Violations" and Governance", "Departmental Safety Management Manual" and others, to encourage and facilitate mutual exchanges and learning among its subsidiaries, thereby enhancing the Group's EHS management in all aspects.

### 弘和製藥－EHS教育活動

#### Ambest Pharmaceutical – EHS Educational Event

二零二四年六月，弘和製藥緊緊圍繞「人人講安全，個個會應急－暢通生命通道」的活動主題，組織開展了消防安全、職業健康理論培訓；危險廢棄物管理、存儲及轉運的培訓及演練；火災應急教育和現場疏散演練；消防車通道、滅火救援窗以及消防車登高作業場地標識化管理等一系列行之有效的安全教育活動，並取得了豐碩成果，員工安全防範意識和自救能力、企業安全生產管理水平均得到了進一步提升。

In June 2024, Ambest Pharmaceutical organized a series of effective safety education activities centered around the theme "Everyone Talks Safety, Everyone Knows Emergency – Smooth Lifeline Paths." These activities included theoretical training on fire safety and occupational health; training and drills on the management, storage and transportation of hazardous waste; education on fire emergency response and on-site evacuation drills; as well as standardized management of fire truck access lanes, fire rescue windows, and fire truck high-rise operation sites. These activities have achieved fruitful results, leading to a significant improvement in employees' safety awareness, self-rescue capabilities, and the overall level of safety production management within Ambest Pharmaceutical.



弘和製藥EHS教育活動  
EHS educational event of Ambest Pharmaceutical

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 吉林津升－安全意識培訓

#### Jilin Jinsheng – Security Awareness Training

二零二四年九月，吉林津升舉行全員安全意識培訓，主要培訓內容包括安全管理知識、法律法規、應急知識等，培訓員工熟悉瞭解了現場急救知識、相關安全管理知識及日常需要的法律法規常識等相關知識，明確公司安全管理制度、工作方針及目標、崗位安全職責，並定期組織觀看安全警示教育片，警醒員工安全操作規程作業，全方位提升員工安全意識。

In September 2024, Jilin Jinsheng held safety awareness training for all staff. The main training content includes knowledge of safety management, laws and regulations, and emergency knowledge to ensure that staff became familiar with on-site first aid knowledge, knowledge of related safety management and general knowledge of laws and regulations relevant to their daily work through this training. The training also clarified Jilin Jinsheng's safety management system, work policies, objectives, and job-specific safety responsibilities. Moreover, Jilin Jinsheng regularly organized screenings of safety warning educational films to remind employees of the importance of following safe operating procedures, thereby enhancing staff safety awareness comprehensively.



吉林津升安全意識培訓  
Security awareness training of Jilin Jinsheng

## 2、安全生產管理

四環醫藥始終重視員工的健康與安全，嚴格落實「安全第一，預防為主，綜合治理」的安全生產方針，每年對安全生產管理標準、架構、手冊、方針及目標進行全面的審視和優化，確保安全生產管理體系與最新的法律法規和行業標準保持一致，提高安全管理效率和效果，保障員工人身安全和生產運營穩定。過往三年，本集團未發生任何因工死亡事件。

- **修訂安全管理制度：**根據國家安全相關的法律法規和國標規範，結合各子公司實際情況以及目前成熟的安全理念，不斷健全安全規章制度和獎懲制度，完善生產經營過程中的安全預防與管理工作，並做好各項紀錄留存與審批工作。同時，我們要求全員簽訂安全生產責任書，保證落實全崗位安全生產職責；

## 2. Work Safety Management

Siuhan Pharmaceutical always attaches great importance to the health and safety of its employees and strictly implements the safety production policy of "safety first with prevention and comprehensive treatment". A comprehensive review and optimization of the production safety management standards, framework, manuals, objectives and targets is conducted annually. This ensures that the production safety management system aligns with the latest laws, regulations and industry standards, improves the efficiency and effectiveness of safety management, and safeguards employee safety and the stability of production operations. During the past three years, there were no work-related fatalities of the Group.

- **Revising the safety management regulations:** In accordance with national safety-related laws, regulations and standards, and considering the actual situation of the subsidiaries as well as the current mature safety concepts, we will continue to improve the safety rules and regulations, along with the system of rewards and punishments for safety. We will also improve safety prevention and management throughout the production and operation processes, while ensuring the proper retention and approval of various records. At the same time, we required all employees to sign a safety production responsibility letter to ensure the implementation of safety production responsibilities for all positions;



## 責任於行，共享未來 Act with Responsibility and Share the Future

- **排查安全生產隱患：**各子公司定期組織員工對廠區進行全面安全檢查，範圍涵蓋生產車間、倉庫、辦公場所等區域，並對崗位安全操作規程進行統計和審核。同時，各子公司針對如節假日前後、惡劣天氣等特定時期或特定環節，組織開展專項安全檢查，及時排查安全隱患，制定整改方案，並監督和追蹤整改情況，形成閉環管理。同時，各子公司聯合第三方消防公司定期檢查廠區消防設施運行狀態，開展消防設施檢測和電氣防火檢測等，及時整改所查隱患，防範安全事故的發生；
- **開展安全宣傳活動：**我們積極開展安全宣傳與培訓活動，通過豐富多樣的宣傳形式，如培訓講座、經驗交流活動、安全生產月等，在本集團內部推廣和解读管理制度與優秀實踐案例，持續加強各子公司間的溝通與交流，營造良好的安全文化氛圍，提升整體安全生產意識。同時，我們對各項安全培訓教育工作的落實情況進行嚴格監督檢查，致力於提高全體員工的安全素養；
- **提高應急處理能力：**我們已制定《事故應急管理規程》等一系列內部制度，建立起完善的事務應急組織架構，並定期核實事故應急重要物資裝備的有效性、完好性等，以提升應對各項突發事件的能力，減少事故帶來的損失。同時，我們積極在各子公司定期組織多項應急演練活動，模擬不同特殊場景下的複雜應急處理與應急救援工作，全方位覆蓋作業中的各項風險，持續提升員工的危險應對與團隊協作能力。
- **Investigating potential safety hazards:** All subsidiaries regularly organize their staff to conduct comprehensive safety inspections of their plants, covering production factories, warehouses, offices, and other areas, while also compiling statistics and performing audits on the safe operation procedures for their posts. Additionally, the subsidiaries organize and conduct special safety inspections during specific periods or in targeted conditions, such as before and after festivals and holidays or during inclement weather, to promptly identify potential safety hazards, develop corrective action plans, and monitor and track corrective actions, thereby establishing a closed-loop management system. Furthermore, each subsidiary works with third-party fire protection company to regularly check the operation status of fire protection facilities in the plant area, carry out fire protection facilities detection and electrical fire protection detection, and timely rectify the hidden dangers found to prevent safety accidents;
- **Conducting safety publicity campaign:** We actively carried out safety publicity and training activities. Through various forms of publicity, such as training lectures, experience exchange activities, safety production months, etc., we promoted and interpreted management systems and excellent practical cases within the Group, continued to strengthen communication and exchanges among subsidiaries, creating a favourable safety culture, and enhanced overall safety production awareness. At the same time, we strictly monitor the implementation of various safety training and education plans and are committed to improving the safety quality of all employees;
- **Enhancing emergency response capability:** We formulated a series of internal systems such as the "Accident Emergency Management Procedures", established a sound accident emergency organizational structure, and regularly verified the effectiveness and integrity of important accident emergency supplies and equipment to improve our ability to respond to various emergencies, so as to minimize losses caused by accidents. At the same time, we have actively organized a number of emergency drills in each of our subsidiaries on a regular basis to simulate complex emergency response and emergency rescue work in different special scenarios, which comprehensively covered various risks in operations, thereby continuously improving employees' risk response and team collaboration capabilities.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 吉林四環－生產安全事故綜合應急演練

#### Jilin Sihuan – Comprehensive Emergency Drills for Production Safety Accidents

二零二四年九月，吉林四環舉行了生產安全事故綜合應急演練，幫助員工掌握安全消防常識、火災事故知識等，有效增強員工在緊急情況下的應對、自我防護、團隊協作能力，並提高應急領導小組的組織、指揮和應急應變能力。

In September 2024, Jilin Sihuan conducted comprehensive emergency drills for production safety accidents to assist employees master general knowledge of fire safety and fire accidents. It effectively enhances employees' ability to respond to emergencies, self-protection and teamwork, and to improve the organisational, commanding and emergency response capabilities of the emergency response leadership team.



吉林四環應急演練  
Emergency drills of Jilin Sihuan

### 吉林匯康－安全基礎知識專項培訓

#### Jilin Huikang – Special Training on Basic Safety Knowledge

二零二四年六月，吉林匯康組織開展安全基礎知識專項培訓，圍繞安全意識提升、安全管理紅線、安全知識學習、安全知識掌握、行業安全禁令等方面進行重點講解，並對員工的掌握情況進行考核，考核合格率达100%。

In June 2024, Jilin Huikang organized a special training session on basic safety knowledge, focusing on enhancing safety awareness, understanding safety management red lines, learning safety knowledge, mastering safety concepts, and adhering to industry safety bans. The staff's mastery of the relevant knowledge was assessed, with a pass rate of 100%.



吉林匯康安全基礎知識專項培訓  
Special training on basic safety knowledge of Jilin Huikang

### 3、環境管理

在環境管理與可持續發展實踐中，四環醫藥多措並舉，通過優化設備使用，提高能源利用效率；推行資源循環利用，減少資源浪費；利用智能平台監控，及時發現並解決問題等舉措，持續探索並制定科學的環境管理目標，並定期評估達成情況，將綠色環保理念融入生產經營全過程。同時，本集團在日常經營中嚴格執行節能減排措施，並積極通過宣傳教育活動，提升員工的環保意識和節能行為，營造綠色文化氛圍，共同推動企業在綠色低碳發展道路上的穩步前行。

#### 排放物管理

在生產運營過程中，本集團嚴格遵守《中華人民共和國水污染防治法》、《污水綜合排放標準》、《大氣污染物綜合排放標準》、《鍋爐大氣污染物排放標準》等各運營所在地排放物管理相關的法律法規及管理標準，並制定《廢水、廢氣、噪聲管理規程》等內部管理制度，為各部門和各子公司規範化排放提供指導，提升排放物治理水平。

我們致力於減少生產及運營過程中產生的三廢排放，持續加大環保投入，通過安裝在線監控系統、持續優化處理工藝、引入先進技術等舉措，不斷提升資源利用水平，盡可能減少廢物產生。同時，我們通過定期開展廢物審計、第三方監測等方式，深入了解各環節的廢物產生情況，在確保廢水、廢氣、廢棄物合規排放的基礎上，尋找和識別優化機會，從而制定出切實可行的行動計劃，努力將對環境的影響降至最低。此外，本集團定期開展針對性的培訓，幫助員工更好地理解並踐行減少廢物的行動。目前，本集團各子公司均取得排污許可證，並定期開展污染物排放檢測，確保合規排放。

### 3. Environmental Management

To practice its environmental management and sustainable development, Sihuan Pharmaceutical has adopted a multifaceted approach. These include optimizing equipment usage to enhance energy utilization efficiency, promoting resource recycling to reduce waste and utilizing smart platforms for monitoring to promptly identify and solve the problems etc.. The Group continuously explores and establishes science-based environmental management targets, and regularly evaluate progress to integrate green and eco-friendly principles into the entire production and operations. At the same time, the Group strictly implements energy-saving and emission-reduction measures in daily operations and actively conducts awareness campaigns and educational activities to enhance employees' environmental consciousness and energy-saving behaviors, fostering an atmosphere with green culture, and collectively driving the enterprise's steady progress along the path of green and low-carbon development.

#### Emissions Management

In the production and operation process, the Group strictly abides by the "Water Pollution Prevention and Control Law of the People's Republic of China", "Comprehensive Sewage Emission Standards", "Comprehensive Air Pollutant Emission Standards", "Boiler Air Pollutant Emission Standards" and other laws, regulations and management standards related to emission management in each operating location. It has the "Wastewater, Exhaust Gas and Noise Management Protocol" and other internal systems to standardize emission for all departments and subsidiaries and improve emissions management standards.

We are committed to reducing the discharge of three wastes generated during production and operations, and continued to increase investment in environmental protection. Through measures such as installing online monitoring systems, continuously optimizing treatment processes and introducing advanced technologies, we have steadily improved resource utilization levels while striving to minimize waste generation. At the same time, we conduct regular waste audits and third-party monitoring to gain a deeper understanding of waste generation across all stages. Based on our commitment to compliant emissions of wastewater, exhaust gases and wastes, we seek and identify optimization opportunities to develop practical action plans and to reduce environmental impact to the lowest possible level. Additionally, the Group regularly organizes targeted training programs to help employees better understand and implement waste reduction initiatives. Currently, all subsidiaries of the Group have obtained pollution discharge permits and conduct regular pollutant emission testing to ensure compliant emission.



## 責任於行，共享未來 Act with Responsibility and Share the Future

本集團生產經營過程中產生的主要廢氣、  
廢水、廢棄物類型及管理方法如下：

The main types of exhaust gases, wastewater and waste generated during the  
Group's production and operation and their management are as follows:

類型 Category	子類型 Subcategory	來源 Source	管理方法 Management Approach
廢氣  Exhaust Gas	生產廢氣	鍋爐廢氣以及藥物質檢、包裝噴碼等過程中產生的揮發性有機物(VOCs)等	採用規範的廢氣處理流程和處理工藝，定期檢測並委託第三方進行廢氣排放檢測，保障生產廢氣合規排放。
	Production exhaust gas	From the boiler, as well as the volatile organic compounds ("VOCs") generated in the process of drug quality inspection and package inkjet printing	We adopt standardized handling process and treatment technology of exhaust gas and regularly entrust a third party to conduct exhaust emission testing to guarantee the legal discharge of production exhaust gases.
	生活廢氣	食堂油煙	安裝並定期清理油煙淨化器等處理設施，保證設施正常運轉，降低廢氣排放影響。
	Domestic exhaust gas	Canteen lampblack	We install lampblack treatment facilities and guarantee the normal operation of these facilities to mitigate the impact of exhaust gas emissions.

## 責任於行，共享未來 Act with Responsibility and Share the Future

類型 Category	子類型 Subcategory	來源 Source	管理方法 Management Approach
廢水	生產廢水	日常生產運營過程產生	<ul style="list-style-type: none"> <li>採用規範的廢水處理流程和處理工藝，有效地對高鹽、高濃廢水及生活污水進行處理，並在污水站總排口安裝污水在線監測系統，實時監控化學需氧量、氨氮排放量等關鍵指標定期向地方生態環境局上傳污染物監測結果；</li> </ul>
Wastewater	Production wastewater	Generated from daily production and operation process	<ul style="list-style-type: none"> <li>We adopt standardized wastewater treatment process and technology to effectively treat high salinity, high concentration wastewater and domestic sewage. We install an online sewage monitoring system at the main outlet of the sewage station to monitor key indicators such as chemical oxygen demand ("COD") and ammonia nitrogen discharge. We also regularly upload the pollutant monitoring results to the local ecological environment bureau;</li> <li>積極推進廢水管理檢查，定期檢查污水站的管理情況，確保廠區設備正常運行，定期抽取水樣進行水質因子檢測，並委託第三方機構開展年度廢水水質檢測，確保廢水排放符合國家相應的法律法規和標準；</li> <li>We actively promote wastewater management inspections, regularly inspect the management of the sewage station to ensure the normal operation of the plant equipment. We also regularly take water samples for testing of water quality factors and entrust third party organizations to conduct annual wastewater quality tests to ensure that the wastewater discharge complies with the corresponding national laws, regulations and standards;</li> <li>持續開展污水站工藝技術等相關的環保培訓，提升員工技術及操作水平，有效改善廢水水質，確保廢水處理工作的高效進行；</li> <li>We continue to conduct relevant environmental protection training on the wastewater treatment processes and techniques of sewage station, so as to improve the staff's technical and operation level, improve the quality of wastewater and ensure the wastewater is treated in an efficient way;</li> <li>本年度，本集團在求取適用水源上無任何問題。</li> <li>During the Year, the Group did not have any problem in obtaining applicable water sources.</li> </ul>

## 責任於行，共享未來 Act with Responsibility and Share the Future

類型 Category	子類型 Subcategory	來源 Source	管理方法 Management Approach
廢棄物 Waste	無害廢棄物 Non-hazardous waste	<p>一般工業固體廢棄物等 生產垃圾及餐廚垃圾等 生活垃圾</p> <p>Production waste, such as general industrial solid waste, and daily garbage, such as kitchen waste</p>	<ul style="list-style-type: none"> <li>• 生產垃圾由EHS部門進行監督管理，並定期交由有資質的第三方單位進行無害化處理；</li> <li>• The EHS department is responsible for supervising and managing the treatment of production waste, and regularly transferring it to a professional third party for harmless disposal;</li> <li>• 生活垃圾則由行政部負責管理分類，並定期轉移至環保公司進行處理。</li> <li>• The administration department is responsible for the management and classification of daily garbage, and they send it to sanitation companies for disposal regularly.</li> </ul>
	有害廢棄物 Hazardous waste	<p>生產與研發過程中產生的化學品及醫療廢物，減排過程中產生的廢活性炭、污水站污泥等，及少量廢棄墨盒、硒鼓等辦公用品</p> <p>Chemicals and medical waste from production and R&amp;D, waste activated carbon and sewage sludge generated in the process of emission reduction, as well as small quantity of office supplies such as waste ink cartridges and toner cartridges</p>	<ul style="list-style-type: none"> <li>• 嚴格遵守危險廢棄物管理相關法律法規，依照《危險廢棄物管理規程》等內部制度，對廢棄物的產生、收集、分類、標籤、記錄、儲存、運輸、處置等環節進行嚴格監督與管理，堅持「勤周轉、少暫存」的管理方式，並通過環保監管平台，委託有資質的第三方單位處理各項危險廢棄物；</li> <li>• We strictly abide by relevant laws and regulations on the management of hazardous waste, and strictly supervise and manage the generation, collection, classification, labeling, recording, storage, transportation and disposal of waste in accordance with internal systems such as the "Provision on Hazardous Waste Management". We also adhere to the management approach of "More rotation, less temporary storage" to handle various hazardous wastes by entrusting qualified third party through the environmental monitoring platform;</li> <li>• 定期對相關人員進行培訓，幫助員工熟悉廢棄物處理流程，保證每個環節準確可控。</li> <li>• We provide regular training to relevant staff to help them familiarize with the waste treatment process and ensure that each link is accurate and controllable.</li> </ul>



### 本溪恒康－「減少廢棄物，共建綠色工廠」主題培訓活動

#### Benxi Hengkang – “Reducing Waste and Building a Green Factory” Themed Training

二零二四年，本溪恒康圍繞「減少廢棄物，共建綠色工廠」主題，面向員工開展廢棄物管理培訓。該活動採用現場培訓與在線視頻教學相結合的方式，培訓內容包括廢棄物分類知識、源頭減量措施、循環利用實踐等，幫助員工對廢棄物處理有了更深刻的認識。

In 2024, Benxi Hengkang centered its efforts around the theme of “Reducing Waste and Building a Green Factory” by conducting employee waste management training. The initiative combined on-site training with online video instruction, covering training topics such as waste classification knowledge, source reduction measures and recycling practices. This training deepened employees’ understanding of waste handling.

#### 能源及資源管理

四環醫藥嚴格遵守《中華人民共和國能源節約法》等法律法規，執行《資源利用與能源消耗管理規程》等管理制度，在生產運營過程中實踐高效的資源利用和節能減排工作。我們以降低生產過程中的能源、資源消耗為目標，通過監控能耗情況、能源統計分析等方式，開展能源審計、廢棄物審計、水資源使用評估，並定期評估節能降耗的進展，持續探索節能降耗、節約水資源等的新方向。各子公司自身根據運營實際情況，每年制定具體的節能降耗量化目標，並通過詳細的記錄和嚴格的考核機制，確保目標的順利達成。

我們定期針對員工開展節能降耗、減少水資源使用、減少廢棄物使用等培訓，以優化員工能源使用及水資源使用行為，減少運營過程中的能源及水資源使用，減少廢棄物的產生。同時，我們通過數據收集及分析、管理政策及流程宣貫等形式，培訓引導員工挖掘能源效率提升的方法，提升員工在廢棄物數據等的統計及報告、廢棄物管理、水資源效率提升等方面的能力，以期優化能源使用行為，挖掘生產運營過程中水資源使用效率提升的機會，建立資源節約的文化。

#### Energy and Resource Management

Sihuan Pharmaceutical has strictly complied with the “Energy Conservation Law of the People’s Republic of China” and other laws and regulations and implemented management mechanisms such as the “Resource Utilization and Energy Consumption Management Protocol”. We have practiced efficient energy utilization and energy saving and emission reduction during production and operations. With the goal of reducing energy and resources consumption during the production process, we conduct energy audits, waste audits and water resource usage assessments by monitoring energy consumption and energy statistical analysis. We also periodically evaluate progress in energy conservation and consumption reduction, continuously explore new approaches to energy conservation, consumption reduction and water resource conservation. All subsidiaries formulate specific quantitative targets of energy conservation and consumption reduction annually based on their own operations. Through detailed record and stringent assessment mechanisms, we ensure the successful achievement of these targets.

We regularly conduct training for employees on energy conservation and consumption reduction, water resource conservation and waste reduction to optimize their energy and water resource-use behaviors. This helps reduce energy and water consumption during operations process while decreasing waste. At the same time, through data collection and analysis as well as the dissemination of management policies and processes, we train and guide employees to identify methods for improving energy efficiency. This training also enhances their capabilities in areas such as waste data statistics and reporting, waste management and water resource efficiency improvement. These efforts aim to optimize energy use behaviors, uncover opportunities to enhance water resource efficiency during its production and operations, and foster a culture of resource conservation.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 節能減排

- 節約用電

我們在生產過程中持續強化用電管理，在各生產車間、輔助車間安裝電壓表計量，並安排專人負責定期抄表、分析、匯總各區域用電情況，持續監控電力使用，並定期進行能耗評估，識別高耗能環節，制定相應的節能策略，確保經濟用電、安全用電。同時，我們規定階段性集中生產並精簡生產程序，減少生產過程中的電力使用，並制定巡檢制度，合理調配空調等設備使用，降低電力消耗。此外，我們採用改造冷卻系統、更換LED照明、安裝感應開關持續推進節能管理。同時，我們積極引入可再生能源，本年度集團組織下屬各子公司進行光伏供電改造項目規劃，致力打造低碳節能綠色園區。

### Energy Conservation and Emission reduction

- Conservation of electricity

We continued to strengthen electricity management during the production process. We have installed voltmeters in each production workshop and auxiliary workshop, and assigned dedicated personnel to regularly read meters, analyze, and summarize the power consumption in each area, continuously monitored power use and conduct periodic energy consumption assessments to identify high-energy use areas and develop corresponding energy-saving strategies in order to ensure economical and safe use of electricity. At the same time, we required centralized production in stages and streamline production procedures to reduce the electricity consumption during production. We have also set up inspection system to rationally allocate the use of air conditioners and other equipment to reduce power consumption. In addition, we continued to promote energy-saving management by modifying the cooling system, replacing LED lighting and installing sensor switches. Meanwhile, we endeavor to introduce renewable energy. During the Year, the Group cooperated with its subsidiaries to carry out the planning for photovoltaic power supply transformation project, with an aim to create a low-carbon, energy-efficient, and green park.

### 弘和製藥－節能降耗培訓活動

#### Ambest Pharmaceutical – Energy Saving and Consumption Reduction Training

二零二四年，弘和製藥開展節能降耗培訓活動，培訓內容包括對生產設備進行節能評估，提出節能改造方案；採用高效節能設備，如LED照明、節能電機等，替代老舊高耗能設備；優化生產工藝流程，減少不必要的能源消耗；倡導員工在日常工作和生活中養成節能習慣，如節約用水、用電等，以期提高員工的節能降耗意識，降低企業能耗，推動企業綠色可持續發展。

In 2024, Ambest Pharmaceutical conducted energy saving and consumption reduction training activities. The training content included energy saving assessments of production equipment and energy efficiency retrofit proposal. It adopted high-efficiency energy-saving equipment such as LED lighting and energy-efficient motors etc to replace outdated and highly consumed devices; optimized production process workflows to reduce unnecessary energy consumption; encouraged employees to develop energy saving habits in their daily work and personal lives such as conserving water and electricity. These efforts aim to enhance employees' awareness of energy conservation and consumption reduction, lower the enterprise's energy consumption and promote green and sustainable development.



弘和製藥節能降耗培訓  
Ambest Pharmaceutical energy saving and consumption reduction training

### 節約蒸汽

為合理管控生產過程及生活供暖過程中的蒸汽耗用，我們制定相應的規章制度，要求蒸汽使用單位嚴格遵守，定期匯總蒸汽耗用量，持續加強蒸汽使用管理。同時，我們通過更新生產設備、改造車間冷凝水餘熱回收轉換暖氣系統、循環利用冷凝水等措施，提高蒸汽的利用效率，減少蒸汽耗用。此外，我們持續加強對蒸汽管道巡檢和疏水閥檢修工作，避免因蒸汽系統產生「跑、冒、滴、漏」等現象而造成蒸汽的浪費。

### 節約水資源

本集團高度重視水資源的節約利用，通過用水評估和用水審計全面分析水流程，尋求提高用水效率的機會，並制定減少用水量的目標。我們優先選用高效能節水設備，並部署智能水錶和監控系統，實時監測用水情況，及時修復漏損，減少用水浪費。同時，我們積極探索水資源循環利用的可能性，通過純化水二級濃水返原水罐回收利用、冷卻循環水回收水箱循環利用、供水供氣車間實現循環水閉路循環等方式，有效提高設備冷卻效率和水資源利用率。此外，我們鼓勵各子公司結合自身實際情況訂立節水目標，採取節水措施，並設立節水獎勵制度，激勵全員參與節水行動。我們還定期開展節水宣傳教育，發佈節水知識和技巧，並為員工提供水效率管理計劃的意識培訓，同時對浪費水資源的行為進行批評處分，切實提升員工的節水意識，營造節約用水的良好氛圍。

### Steam Saving

In order to reasonably control the steam consumption in the production process and domestic heating process, we have formulated corresponding rules and regulations for units that use steam to follow and require steam consumption should be regularly summarized, so as to continuously strengthen steam usage management. At the same time, we improve the efficiency of steam utilization and reduce steam consumption by upgrading production equipment, revamping workshop condensate heat recovery and conversion heating systems, and recycling condensate. In addition, we continuously strengthen inspections of steam pipelines and examination and maintenance of steam trap to avoid steam wastage due to “running, bubbling, dripping and leaking” in the steam system.

### Conservation of Water Resources

The Group attaches high importance to the conservation and utilization of water resources. We comprehensively analyze water usage workflows through water usage assessments and audits to identify opportunities for improving water efficiency, and establish targets for reducing water consumption. We give priority to the use of high-efficiency water-saving equipment and deploy smart water meters and monitoring systems to track water usage in real time, promptly repair leaks and minimize water waste. At the same time, we endeavour to explore the possibilities of water resource recycling, including the recovery and reuse of secondary concentrated water from purified water tanks, the recycling of cooling water through recovery tanks, and the implementation of closed-loop circulation in water and gas supply workshops, which effectively enhances efficiency of equipment cooling and improve the utilisation rate of water resources. Apart from that, we encourage our subsidiaries to set water-saving goals based on their own actual situations, adopt water-saving measures and establish a water-saving incentive system to encourage full participation in water conservation actions. We also periodically carry out water-saving publicity and education to deliver water-saving knowledge and techniques while providing employees with awareness training on water efficiency management plans. At the same time, criticism and punishment are given for any behaviors that cause waste water, so as to practically enhance the water-saving awareness of employees and create a positive atmosphere for water conservation.



## 責任於行，共享未來 Act with Responsibility and Share the Future

### 本溪恒康－循環水系統優化

#### Benxi Hengkang – Water Cycling System

二零二四年，本溪恒康對循環水系統進行了技術改造，通過增加過濾器 and 冷卻塔效率提升裝置，循環水系統的運行效率得到了顯著提升，預計全年節水達1,000立方米，減少廢水排放1,000立方米。

In 2024, Benxi Hengkang implemented technical enhancement to its water cycling system through the addition of filters and efficiency-enhancing devices for cooling towers, which significantly boosted the operational efficiency of the water cycling system, with an estimated annual water saving of 1,000 cubic meters and a reduction in wastewater discharge by 1,000 cubic meters.

### 吉林津升－「提升水資源使用效率」培訓活動

#### Jilin Jinsheng – Training on “Enhancing Water Resource Usage Efficiency”

二零二四年七月，吉林津升開展提升水資源使用效率培訓，採取工作現場教學方式，對重點用水場所的節水精益生產改造項目做運行使用講解、日常巡視維護等，保證節水設施能夠持續穩定的發揮效能，提升水資源利用效率，並培訓員工從日常點滴做起，樹立員工節約意識，共同開展節水節能工作。

In July 2024, Jilin Jinsheng conducted training to enhance water resource usage efficiency, utilizing on-site teaching methods at the workplace. The training focused on explaining the operation and usage of water-saving lean production retrofit projects in key water-use areas, daily inspection and maintenance etc, ensuring that water-saving facilities function consistently stable and effective. This initiative improved water resource utilization efficiency while training employees to adopt water-saving habits in their daily routines, fostering employee awareness of conservation and promoting joint efforts in water and energy saving.



吉林津升用水培訓  
Jilin Jinsheng water usage training

## 吉林四長－生產循環利用

### Jilin Sichang – Production Recycling

二零二四年，吉林四長在生產過程中積極推行循環利用理念以實現節水目標。針對純化水設備的二級濃水，吉林四長通過改造管線和程序控制，將原本直接排放的濃水回收至原水罐，實現了水資源的再次利用。在冷卻循環水系統中，吉林四長增加回水管線和回收水箱以實現冷卻水循環使用，減少了新鮮水的補充和廢水排放。此外，吉林四長冬季將冷凍水切換為冷卻水降溫，避免了冷水機組的開啓，節省了大量電能。這些創新舉措提升了資源利用效率，助力企業構建循環綠色的生產模式。

In 2024, Jilin Sichang endeavored to implement the concept of recycling during its production to achieve water conservation goals. For the secondary concentrated water from the purified water equipment, Jilin Sichang modified pipelines and control procedures to recover the concentrated water that was previously discharged directly and redirect it back to the raw water tank, achieving reuse of water resources. In the cooling water circulation system, Jilin Sichang added return pipelines and recovery tanks to enable the recycling of cooling water, thereby reducing the need for freshwater supplementation and minimizing wastewater discharge. Additionally, during winter, Jilin Sichang switched from chilled water to cooling water for temperature regulation, thereby avoiding the operation of chiller units and saving substantial amounts of electricity. These innovative measures have enhanced resource utilization efficiency and supported our establishment of a circular and green production model.

#### 節約包裝材料

本集團持續關注產品包裝材料的安全性與環保性，通過包裝設計、包材選擇、包裝優化等方面的管理措施，持續強化綠色包裝管理，減少生產與銷售環節的包裝使用，順應綠色包裝的發展趨勢。

#### *Saving of Packing Materials*

The Group continued to pay attention to the safety and environmental protection of product packaging materials. Through management measures in packaging design, selection of packaging materials, packaging optimization, etc., the Group continued to strengthen green packaging management, reduce the use of packaging in production and sales processes, and comply with the development trend of green packaging.

<b>包裝設計</b> <b>Package design</b>	<ul style="list-style-type: none"><li>基於藥品規格，在保障包裝基本功能和藥品質量的前提下，重新優化和設計包裝形式，盡可能減少包裝材料的使用量；</li><li>Based on drug specifications and on the premise of ensuring the basic functions of packaging and drug quality, we re-optimized and redesigned the packaging form to reduce the use of packaging materials as much as possible;</li><li>採用三色印刷藥品內外包裝以及產品說明書，降低油墨的使用量。</li><li>For the inner and outer packaging and instructions of drugs, three-color printing is used to reduce the amount of ink used.</li></ul>
<b>包材選擇</b> <b>Selection of packing materials</b>	<ul style="list-style-type: none"><li>在保證藥品的質量和各種成分穩定的前提下，優先選擇可循環再生、可降解的環保型包材；</li><li>On the basis of ensuring the quality of drugs and stability of various components, we give priority to environmentally friendly packaging materials that are recyclable and degradable;</li><li>合理選擇紙箱大小、產品說明書的尺寸以及紙張厚度，減少紙張浪費，避免過度包裝。</li><li>We reasonably select the size of carton, the size of product instructions and the thickness of paper to reduce waste of paper and prevent over-packaging.</li></ul>
<b>包裝優化</b> <b>Packaging optimization</b>	<ul style="list-style-type: none"><li>針對已上市的产品，持續探索新的環保工藝流程，並進行工藝驗證，優化現有包裝形式，節約包裝材料。</li><li>For the marketed products, the Group optimizes the existing packaging forms upon exploration for new environmentally friendly processes and craft validation, so as to save packaging materials.</li></ul>

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 弘和製藥—「減少辦公和生產環節廢棄物產生」培訓活動

#### Ambest Pharmaceutical – Training on “Reducing Waste Generated in Office and Production Processes”

二零二四年，弘和製藥針對如何減少辦公和生產環節廢棄物產生開展員工培訓。弘和製藥在辦公環節推行無紙化辦公，減少一次性用品的使用等；在生產環節，按照實際需求精準採購原材料，避免過度庫存導致材料過期浪費，同時對產品進行合理的設計包裝，避免過度包裝產生大量廢棄物。

In 2024, Ambest Pharmaceutical conducted employee training aimed at reducing waste generated in office and production processes. In the office, Ambest Pharmaceutical promoted paperless operations and reduced the use of disposable items. In the production process, raw materials were procured precisely according to actual demand to avoid excess inventory and material waste due to expiration. Additionally, product packaging was designed rationally to minimize excessive packaging and the resulting waste.



弘和製藥減廢培訓

Ambest Pharmaceutical waste reduction training

#### 綠色辦公

本集團始終秉持節能環保的理念，積極落實綠色辦公管理措施，努力營造高效、環保、可持續的辦公環境。我們嚴格執行《辦公室行為規範管理制度》、《垃圾分類管理制度》等內部制度，並推行「整理、整頓、清潔、清掃、素養、安全」的6S管理舉措，開展日常巡視檢查工作，從細節入手，減少資源浪費。同時，我們於本年度發起「節能新征程，責任人人承」節能降耗倡議活動，並要求全員參與簽署倡議書，致力於將節能降耗的理念落實到日常工作中。

#### Green Office

The Group has consistently upheld the principles of energy conservation and environmental protection, actively implementing green office management measures to foster an efficient, environmentally friendly and sustainable office environment. We strictly enforce internal systems such as the “Office Code of Conduct Management System” and the “Garbage Classification Management System”, while promoting the 6S management approaches as comprising organization, orderliness, cleanliness, tidiness, discipline and safety. Daily inspection routines are conducted to address details and reduce resource waste. At the same time, we launched the “Everyone is responsible for the New Journey of Energy Saving” initiative during the Year to promote energy conservation and consumption reduction, requiring full employee participation through signing a proposal to integrate the principles of energy conservation and consumption reduction into daily work.



## 責任於行，共享未來 Act with Responsibility and Share the Future

<b>節約水電</b> <b>Water and Power Conservation</b>	<ul style="list-style-type: none"> <li>• 提倡使用自然光照明，並增加人體感應傳感器，通過感應燈自動明滅，減少電能消耗；</li> <li>• To advocate the use of natural lighting, and adding human body sensor to automatically turn on and off the sensor lights to reduce power consumption;</li> <li>• 減少電子辦公設備電耗和待機能耗，合理開啟和使用電腦、打印機、複印機等用電設備，下班時要關閉電源；</li> <li>• To reduce power consumption and standby energy consumption of electronic office equipment, turn on and use computers, printers, photocopiers and other electrical equipment reasonably, and turn off the power when getting off work;</li> <li>• 嚴格控制室內空調溫度及使用時間，並張貼標識，提倡「晚開早關」；</li> <li>• To strictly control the temperature and usage time of indoor air conditioners and stick the labels to advocate the start of energy supply as late as possible and stop it as early as possible;</li> <li>• 飲水機加裝定時開關，並通過在飲水機、衛生間張貼標語等，督促員工節約用水，同時要求員工在發現水龍頭漏水、設備損壞等情況後及時上報，避免資源浪費。</li> <li>• To install timed switches on drinking fountains and supervise employees to save water by posting slogans on drinking fountains and bathrooms, at the same time, require employees to report leaks from faucets, damaged equipment, etc., in a timely manner to avoid wasting resources.</li> </ul>
<b>節約辦公資源</b> <b>Saving of Office Resources</b>	<ul style="list-style-type: none"> <li>• 推行無紙化辦公，提倡精簡文件，減少複印紙張，避免重印、多印，並在複印、打印時使用雙面打印，非必要不彩打；</li> <li>• To advocate paperless office, streamlined files, reduce the use of paper, avoid reprinting and excessive printing, and require double-sided printing and copying and only allow colored printing when necessary;</li> <li>• 設置固定的紙張回收箱，將可二次利用的紙張統一收集並循環利用，節約紙張；</li> <li>• To set up fixed paper recycling bins to collect and recycle reusable paper to save paper;</li> <li>• 共享打印機，將打印機聯網，辦公區內共用一部打印機，減少設備閒置，提高效率，節約能源；</li> <li>• To share printers, connect the printers to the network and share a printer in the office area, so as to reduce idle equipment, improve efficiency, and save energy;</li> <li>• 杜絕使用一次性用品，取消一次性紙杯、一次性洗漱用品的使用。</li> <li>• To eliminate the use of disposable products, eliminate the use of disposable paper cups and disposable toiletries.</li> </ul>
<b>公務車管理</b> <b>Office Vehicle Management</b>	<ul style="list-style-type: none"> <li>• 推行車輛共享，通過在車輛共享平台建立公務車管理員群，共享行程信息，員工出差等如行程相近儘量同車前往，提高車輛使用效率，並採用發放補貼等方式鼓勵車輛共享；</li> <li>• To implementing vehicle sharing to share trip information through the establishment of an office vehicle manager group on the vehicle sharing platform. Employees with similar travel routes in business trips should ride the same vehicle to improve vehicle use efficiency. Vehicle sharing is also encouraged through subsidies and other means;</li> <li>• 加強公務用車管理，落實派車審批制度，使用在線OA系統對公務車的申請、調度、維護保養等流程進行調控，協助合理安排車輛，避免車輛資源浪費；</li> <li>• To strengthen the management of official vehicles and implement the vehicle dispatch approval system, carry out application, scheduling, maintenance, etc. of office vehicles via the online OA system to reasonably arrange vehicles and avoid waste of vehicle resources;</li> <li>• 通過日常倡導，鼓勵員工日常通勤採用公共交通代替私家車，綠色出行。</li> <li>• Through daily publicity and guidance, employees are encouraged to take public transportation in daily life and to practice low-carbon travel.</li> </ul>

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 廢棄物管理 Waste Management

- 制定《垃圾分類管理制度》，確保辦公室垃圾的分類收集、定時轉送、妥善處理；
- The “Garbage Classification Management System” is formulated to ensure the office garbage is collected after classification, transferred timely, and disposed properly;
- 設置分類回收垃圾桶，區分可回收與不可回收垃圾，提升生活垃圾減量化、資源化和無害化管理水平；
- Recycling bins to distinguish recyclable and non-recyclable garbage to improve the level of domestic waste reduction, recycling and harmless management;
- 張貼宣傳標語，開展垃圾分類培訓，引導員工進行合理垃圾回收。
- Posters are set up and garbage classification training are carried out to guide employees to recycle garbage reasonably.

### 積極應對氣候變化

氣候變化是全球當前面臨的巨大挑戰之一，本集團深明氣候變化對各行各業帶來的影響與風險，將氣候變化應對視為業務發展的重要考慮因素。我們積極響應國家雙碳政策和《巴黎協定》相關倡議和要求，充分參考氣候相關財務披露工作小組(TCFD)框架，完善ESG管治架構和氣候風險的識別與管理流程，嚴格控制各生產基地和業務活動的碳排放，並與各相關方密切協同，持續關注氣候變化對本集團業務持續性、穩定性的影響。本年度，四環醫藥制定適用於本集團的《重大氣候風險管理制度》，明確氣候風險管理職責、管理程序等信息，並作出具體承諾，致力於在應對全球氣候變化過程中發揮積極作用。

#### 1. 管治

四環醫藥結合企業實際設定符合科學的目標及策略，各子公司識別和管理氣候變化的風險與機遇，根據集團目標和策略制定具體的實施措施，從而適應及減緩氣候變化對其業務的負面影響。

各子公司成立工作組，由子公司總經理擔任組長，工程、EHS、採購、財務、質量等部門的相關人員作為小組成員。工作組負責氣候變化風險辨識與應對、能源政策制定、專業培訓、減碳項目費用審核等事項。工作組每年就相關議題組織專題會議，並將重大事項上報集團ESG委員會。

### Proactively Responding to Climate Change

Climate change is one of the great challenges that the world is currently facing. The Group is well aware of the impact and risks of climate change on various industries and regards climate change response as an important consideration for business development. We actively respond to the country's policies on carbon peaking and carbon neutrality and the relevant advocacy and requirements in the Paris Agreement, fully refer to the Task Force on Climate-related Financial Disclosure (“TCFD”) framework, and improve the ESG governance structure and climate risk identification and management processes. We strictly control carbon emissions across all production bases and business activities, working closely with relevant stakeholders to continuously focus on the impact of climate change on continuity and stability of the Group's operation. During the Year, Sihuan Pharmaceutical established the “Material Climate Risk Management System” which was applicable to the Group. This system clarifies information like climate risk management responsibilities, management procedures etc. while making specific commitments to play an active role in addressing global climate change.

#### 1. Governance

Sihuan Pharmaceutical integrates its actual conditions to establish scientific targets and strategies. All of its subsidiaries identify and manage their risks and opportunities related to climate change and formulate specific implementation measures according to the Group's targets and strategies to adapt to and mitigate the adverse impacts of climate change on its business.

All of its subsidiaries have established a working group, led by the subsidiaries' general manager, with group members drawn from personnels of relevant departments including engineering, EHS, procurement, finance and quality. The working group is responsible for identifying and addressing climate change risks, formulating energy policies, conducting professional training and reviewing expenses for carbon reduction projects etc.. The working group organizes project meetings on related topics annually and escalates significant matters to the Group's ESG Committee.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 2. 氣候風險管理

在氣候變化和低碳轉型背景下，我們密切關注生產經營過程中與本集團業務有關的氣候變化風險，充分考慮價值鏈各環節在氣候風險下，由於政策、法律、技術、市場等因素的變動，對企業短期、長期生產運營的影響，並在發展戰略中制定應對策略，積極採取措施緩解和適應氣候變化，以更好地提升企業應對風險的能力。本集團的氣候變化風險主要分為由極端天氣等帶來的實體風險和由低碳經濟等帶來的轉型風險，其相關影響及應對措施如下：

### 2. Climate Risk Management

In the context of climate change and low-carbon transformation, we pay close attention to the climate change risks related to the Group's business during the production and operation process and fully consider the impact of all stages of the value chain under climate risks on the short-term and long-term production operations due to changes in factors such as policies, laws, technology and markets. We also formulate contingency plans in the development strategy, and actively take measures to mitigate and adapt to climate change in order to better enhance the enterprise's ability in response to risks. The Group's climate change risks are mainly divided into physical risks caused by extreme weather and transition risks brought about by low-carbon economy, etc., and their related impacts and countermeasures are as follows:

風險類型 Risk types	風險描述 Risk descriptions	風險應對 Countermeasures against risks
實體風險 Physical risks	<b>急性 Acute</b> <ul style="list-style-type: none"> <li>氣候變化導致的極端天氣事件，如暴雨、颱風等會切斷電力，導致廠區停水停電或設備損壞，導致產能下降，一定程度上影響業務持續性，同時可能會威脅內外部相關方的人身財產安全</li> <li>Extreme weather events caused by climate change, such as heavy rain and typhoons, will cut off power, resulting in water and power outages or equipment damage in the factory area, and then a decline in production capacity, affecting business continuity to a certain extent, and even threatening the personal and property safety of internal and external stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>針對極端天氣事件，本集團根據實際運營情況制定了極端天氣應急預案，並組織人員進行日常巡檢與預警工作</li> <li>In response to extreme weather events, the Group has formulated extreme weather emergency plans according to actual operating conditions, and organized personnel to carry out daily inspection and early warning</li> <li>我們儲備充足的應急抗災物資，積極開展災害預防相關培訓，以提高員工的自我保護能力</li> <li>We reserve sufficient emergency materials and actively conduct disaster prevention training to improve the self-protection ability of our employees</li> <li>我們與氣象、水利等部門保持密切聯繫，針對可能出現的災害研究防禦對策，明確防禦重點</li> <li>We maintain close contact with meteorological and water conservancy departments to study defense countermeasures for possible disasters and clarify defense priorities</li> </ul>
	<b>慢性 Chronic</b> <ul style="list-style-type: none"> <li>氣候模式變化會導致運營成本上升，例如限電政策可能會導致生產運營成本增加</li> <li>Changes in climate patterns can lead to higher operating costs, for instance, power curtailment policies may lead to increased production operating costs</li> <li>全球平均氣溫上升導致倉庫和車間運維所消耗的能源增加</li> <li>Rising global average temperatures lead to increased energy consumption in warehouse and workshop operations</li> </ul>	<ul style="list-style-type: none"> <li>持續評估溫度變化情況對不同地域營業、生產場所的影響，及時調節能源採購和使用策略，保障供應鏈平穩運行</li> <li>We continuously assess the impact of temperature changes on business and production sites in different regions, timely adjust energy procurement and use strategies, and ensure the smooth operation of the supply chain</li> <li>優化能源結構，增加可再生能源的使用</li> <li>We optimize the energy structure and increase the use of renewable energy</li> </ul>



## 責任於行，共享未來 Act with Responsibility and Share the Future

轉型風險 Transition risks	政策和法律 Policies and laws	<ul style="list-style-type: none"> <li>氣候變化相關合規披露要求日趨嚴格，國家或地方陸續出台相關政策，可能限制碳排放，會給本集團的生產運營帶來影響</li> <li>Climate change-related compliance disclosure requirements are becoming more stringent, and relevant national or local policies have been introduced successively, which may limit carbon emissions and have an impact on the Group's production and operations</li> </ul>	<ul style="list-style-type: none"> <li>及時追蹤國家及地方出台的各種法律法規，並加強對溫室氣體的追蹤和排放監管</li> <li>We track various national and local laws and regulations in a timely manner and strengthen the tracking and emission supervision of greenhouse gases</li> </ul>
	技術 Technology	<ul style="list-style-type: none"> <li>響應國家低碳政策，進行技術改造或設備引進，導致生產運營成本增加</li> <li>In response to the national low-carbon policy, technological transformation or equipment introduction will lead to an increase in production and operation costs</li> </ul>	<ul style="list-style-type: none"> <li>推進節能降耗技術的研發創新，並借鑒同行優秀管理實踐，開展技術改進的可行性分析與應用</li> <li>We promote the R&amp;D and innovation of energy-saving and consumption-reducing technologies, and draw on the excellent management practices of peers to carry out feasibility analysis and application of technological improvements</li> </ul>
	市場 Market	<ul style="list-style-type: none"> <li>氣候變化可能會導致生產藥品所用的原輔材料和能源成本提升，同時受重大氣候影響，物流成本也不斷增加，由此可能影響供應鏈的平穩供應</li> <li>The climate change may lead to an increase in the cost of raw and auxiliary materials and energy used in the production of drugs. At the same time, affecting by the major climate changes, logistics costs are also surging, which may affect the stability of supply chains</li> </ul>	<ul style="list-style-type: none"> <li>積極展開原輔材料市場情況調研，建立原輔包成品聯動機制，實時掌握市場變化，並推進本集團招採平台建設工作，通過大數據平台提供決策支持</li> <li>The Group actively carries out research on the market of raw and auxiliary materials, and has established a linkage mechanism of raw materials, auxiliary materials, packaging materials and finished products to master the market changes in real time. We carry out the construction of the Group's procurement platform which provide support for decision making based on the big data platform</li> <li>儲備生產用關鍵物料，由集團統一集採子公司通用材料，降低成本</li> <li>We reserve core materials for production, and purchase general-purpose materials used by subsidiaries through centralized procurement, which is conducive to reducing the cost</li> </ul>
	聲譽 Reputation	<ul style="list-style-type: none"> <li>低碳趨勢下，未來本集團需要對自身以及供應鏈碳排放進行有效管理，若長期對氣候造成破壞性影響會產生客戶、員工、投資者流失等負面影響</li> <li>Under the low carbon trend, the Group will need to effectively manage its own carbon emissions and those of its supply chain in the future, as a long-term damaging impact on the climate will result in negative impacts such as the loss of customers, employees, investors, etc.</li> </ul>	<ul style="list-style-type: none"> <li>在生產經營中不斷優化工藝，節能減排，並在日常辦公中推行無紙化辦公、辦公資源共享等措施，有效控制碳排放，力求打造綠色環保型企業，建立良好的品牌形象</li> <li>We constantly optimize the processes, save energy and reduce emission in production and operation, implement paperless office and the office resource sharing system in daily office to effectively control carbon emissions, striving to create an environmentally-friendly business, and establish a positive brand image</li> </ul>

## 責任於行，共享未來 Act with Responsibility and Share the Future

我們力求在風險中把握機遇，及時跟蹤並契合國家產業發展戰略，積極佈局綠色低碳產品與業務，以低碳排放的產品和服務替代現有的產品和服務，並通過數字化等手段助力生產運營，將有效助力降低企業運營成本，推動業務發展，大幅度提升企業競爭力。我們通過遵守監管要求進行碳排放信息披露，並持續推進綠色包裝、清潔能源使用等方式，向內外部利益相關方樹立負責任的企業形象。同時，本集團通過進行節能降耗技術的研發創新、引進先進節能環保設備等方式，更好地優化能源結構，提升能源利用效率。

此外，我們順應國際綠色發展趨勢，投資綠色金融產品，存入交通銀行的美元資金經過第三方機構認證且出具認證報告，作為「綠色及可持續發展存款」用於綠色定期存款計劃。該綠色定期存款計劃通過吸收企業客戶盈餘資金進而以貸款的形式將資金投放到符合條件的環保項目中，投放項目包括可再生能源、能效提升、污染防控、綠色建築、清潔交通和可持續水資源管理和污水處理、生物資源和土地資源的環境可持續管理等。通過綠色定期存款計劃，我們佈局了更多綠色低碳產品，為推動可持續發展和應對氣候變化持續貢獻力量。

### 3. 我們的承諾

氣候變化對全球環境、經濟的影響愈演愈烈，為有效識別、評估、應對和管理氣候變化風險，把握氣候變化機遇，提升企業策略及業務的抵禦能力，助力可持續發展目標的達成，我們作出如下承諾：

- 積極探索與增加可再生能源的使用，並持續提升能源使用效率，進而減輕運營過程中所帶來的氣候影響。

We strive to seize opportunities amid risks, timely track and conform to the national industrial development strategy, and actively lay out green and low-carbon products and business, replacing the existing products and services with products and services with low-carbon emissions. Besides, we promote production and operation by methods such as digitization. It can reduce the operating costs of the enterprise effectively, promote business development, and enhance the corporate competitiveness greatly. We disclose carbon emission information in compliance with regulatory requirements and continue to promote green packaging, clean energy use and other methods to establish a responsible corporate image to internal and external stakeholders. At the same time, the Group better optimizes the energy structure and improves energy utilization efficiency through R&D and innovation of energy-saving and consumption-reducing technologies and the introduction of advanced energy-saving and environmentally friendly equipment.

In addition, we follow the international green development trend and invest in green financial products. The U.S.-dollar funds were deposited at the Bank of Communications, which was certified by a third-party organization with an issued certification report and qualified as "Green and Sustainable Deposits" for a green fixed deposit program. It is designed to absorb surplus funds from corporate customers and invest them in eligible environmental projects in the form of loans. The projects include renewable energy, energy efficiency, pollution prevention and control, green buildings, clean transportation and sustainable water management and wastewater treatment, environmental sustainability management of biological resources and land resources. Through the green fixed deposit program, we have laid out more green and low-carbon products to promote sustainable development and continuously contribute to addressing climate change.

### 3. Our Commitment

The impact of climate change on the global environment and economy is becoming increasingly severe. In order to effectively identify, assess, respond to and manage climate change risks, we seize climate change opportunities, enhance the resilience of the enterprise's strategies and businesses, and help achieve the sustainable development targets. We have made the following commitments:

- To actively explore and increase the use of renewable energy while continuously improving energy efficiency to mitigate the climate impact arising from our operations.

## 責任於行，共享未來 Act with Responsibility and Share the Future

- 設定溫室氣體排放和能源消耗的降低目標，並定期審查和更新進展。
- 由相關部門負責制定和實施能源效率提升項目，增強能源管理系統在運營過程中的有效性，並助力本公司總體目標的達成。
- 推行低碳經濟模式，包括制定以下方面的要求和行動計劃：能源管理、研發運營、生產設施、服務和物流等環節的碳排放及其監測，定期對業務運營基地及關鍵供應商的表現進行監督與審核。
- 致力於與客戶、員工、外包方、供應商、社區和其他利益相關方通力協作，共同構建低碳價值鏈。
- 定期披露本公司在應對氣候變化方面的進展，確保氣候變化相關信息的透明度和公開性。
- To set targets for reducing greenhouse gas emissions and energy consumption, with regular reviews and updates on progress.
- To develop and implement energy efficiency enhancement projects by relevant departments, strengthening the effectiveness of the energy management system during our operations and supporting the achievement of the Company's overall objectives.
- To promote a low-carbon economic model, including formulation of requirements and action plans in the following areas: energy management, carbon emissions from R&D operations, production facilities, services logistics and their monitoring as well as periodic supervision and review on the performance of our business operation bases and key suppliers.
- To commit to collaborating with customers, employees, contractors, suppliers, communities and other stakeholders to collectively build a low-carbon value chain.
- To regularly disclose the Company's progress in addressing climate change, ensuring transparency and openness regarding climate change-related information.



# 責任於行，共享未來 Act with Responsibility and Share the Future

## 治理責任－夯實責任根基， 傳播清風正氣

四環醫藥秉承「誠信負責、務實創新、合作共享、追求卓越」的核心價值觀，恪守最高的誠信標準，通過健全制度體系、強化監督管控、完善投訴舉報機制以及全面的合規風險培訓等實際行動，積極營造廉潔、透明的工作環境，持續推動合規誠信的商業文化深入人心，並期望與各利益相關者攜手共進，共同構建一個誠信、道德的商業生態環境。

### 1、 加強廉政建設

本集團嚴格遵守《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》及《中華人民共和國反壟斷法》等經營所在地反貪腐、反勒索、反欺詐、反洗錢相關的法律法規，制定並落實《四環醫藥控股集團有限公司商業道德行為準則》（《商業道德行為準則》）、《四環醫藥控股集團有限公司供應商行為準則》等內部制度規範，明確本集團反賄賂、反腐敗、反不正當競爭相關的管理要求，禁止任何形式的賄賂與腐敗行為，並要求本集團的所有員工、供應商以及經銷商嚴格遵照執行。同時，我們要求營銷、財務、採購、工程、臨床等重點部門員工每年度簽署《員工合規承諾書》，明確各項合規嚴禁行為，嚴格防控合規風險。

此外，我們將合規運營與商業道德管理原則深入滲透運營關鍵環節，持續強化相關關鍵領域的合規管理。

## GOVERNANCE RESPONSIBILITY – LAYING A SOLID FOUNDATION FOR RESPONSIBILITY AND FOSTERING A CULTURE OF INTEGRITY

Sihuan Pharmaceutical adheres to the core values of “integrity and responsibility, pragmatism and innovation, cooperation and sharing, and pursuit of excellence”. We uphold the highest standards of integrity through practical actions such as establishing a robust system, strengthening supervision and control, improving the complaint and whistleblowing mechanism and providing comprehensive compliance risk training, so as to foster a workplace with integrity and transparency. We continue to promote a business culture of compliance and integrity that resonates deeply, and expect to collaborate with all stakeholders to jointly create an honest and ethical business ecological environment.

### 1. Strengthening Construction of Clean Administration

The Group strictly abides by the “Anti-Unfair Competition Law of the People’s Republic of China”, the “Interim Provisions on the Prohibition of Commercial Bribery”, the “Anti-monopoly Law of the People’s Republic of China” and other laws and regulations related to anti-corruption, anti-extortion, anti-fraud, and anti-money laundering where it operates. We have formulated and implemented internal systems standards such as the “Code of Business Conduct and Ethics of Sihuan Pharmaceutical Holdings Group Ltd.” (the “**Code of Business Conduct and Ethics**”) and the “Supplier Code of Conduct of Sihuan Pharmaceutical Holdings Group Ltd.”, which clarifies the Group’s anti-bribery, anti-corruption and anti-unfair competition management requirements, prohibits any form of bribery or corruption behavior and requires all employees, suppliers and distributors of the Group to strictly comply with them. At the same time, we require employees in key departments such as marketing, finance, procurement, engineering and clinical services to sign the “Employee Compliance Commitment Letter” annually to clarify all complied and prohibited behaviors and strictly prevent and control compliance risks.

In addition, we have deeply penetrated the principles of compliance operations and business ethics management into key aspects of operations and continued to strengthen compliance management in relevant key areas.

## 責任於行，共享未來 Act with Responsibility and Share the Future

### 資助與捐贈合規管理 Compliance Management of Funding and Donations

本集團嚴禁向政府官員或任何其他第三方提供任何不正當的款項或不正當的經濟激勵。針對資助、捐贈、贊助等商業賄賂風險較高的項目，本集團合規部會進行重點審核與檢查。本年度，我們未發生任何政治捐款行為，亦未發現任何相關合規風險。

The Group strictly prohibits any improper payments or improper financial incentives to government officials or any other third parties. For projects with high commercial bribery risks such as funding, donations, and sponsorships, the Group's Compliance Department will conduct targeted reviews and inspections. During the Year, we did not make any political donations, nor did we find any related compliance risks.

### 供應鏈合規管理 Compliance Management of Supply Chains

本集團高度重視供應鏈各環節的反貪腐管理，從招標監督、價格分析調研、後期審計等不同維度進行合規監管，防止發生採購人員利用權利尋租的腐敗行為。同時，我們與外部經銷商簽署《廉潔協議》，明確告知本集團的反腐敗、反賄賂等合規要求。

The Group attaches great importance to anti-corruption management in all aspects of the supply chain, and conducts compliance supervision on the procurement process from different dimensions such as bidding supervision, price analysis and research, and post-auditing to prevent corruption in which procurement personnel take advantage of their power to seek rent. At the same time, we have signed an "Integrity Agreement" with external distributors to clearly inform the Group of the anti-corruption and anti-bribery compliance requirements.

### 醫美合規管理 Compliance Management of Medical Aesthetics

本集團合規部根據醫美行業監管要點嚴格審核醫美類外宣合規要求，並對本集團旗下醫美板塊相關人員持續開展醫美類外宣合規要求相關宣導與培訓。

The Group's Compliance Department strictly reviews compliance requirements for external publicity in the medical aesthetics segment based on the key points of supervision of the industry. It also continuously conducts outreach and training on these compliance requirements for relevant personnel within the Group's medical aesthetics segment.

### 醫藥代表合規管理 Compliance Management of Medical Representatives

本集團依國家相關部門要求，前期針對醫藥代表進院推廣制定《四環集團醫藥代表備案管理方案(試行)》以及《四環集團醫藥代表合規管理實施細則》用以規範醫藥代表行為，並持續重點監控醫藥代表入院情況及國家政策要求，根據實際情況及時修訂制度。

In accordance with requirements from national relevant authorities, the Group previously formulated the "Record Management Plan (Trial) on Medical Representatives of Sihuan Group" and the "Implementation Rules of Compliance Management of Medical Representatives of Sihuan Group" for medical representatives' hospital promotion to standardize the conduct of medical representatives. We maintain a strong focus on monitoring medical representatives' hospitals and national policy requirements, promptly revising our systems as needed based on actual circumstances.

## 責任於行，共享未來 Act with Responsibility and Share the Future

本集團持續強化合規監督與管控，明確風險管理職責，強化風險管控。我們在董事會下設風險管理委員會，對經營活動的合規性進行持續監督，並由內部審計部進行定期審查，積極防範和應對各類商業道德風險。同時，我們已將合規等風險管理標準納入員工薪酬考核與績效評估中。對於腐敗、賄賂、洩露機密信息等違反商業道德管理要求的員工，我們將秉持「實事求是、公平公正、處罰與教育並重」的原則，按照《四環醫藥控股集團有限公司員工手冊》、《違規事項處罰管理制度》等制度要求，對涉事員工採取警告、降職、降薪、解除勞動合同等不同程度的處罰，積極創造並維護廉潔合規的工作環境。

### 2、投訴舉報的受理和保障

本集團持續優化投訴舉報機制，制定《投訴舉報制度》，建立包含電話、郵件、信件等在內的多種投訴舉報渠道。同時，我們在本集團官方網站與本集團總部、子公司辦公場所的顯著位置放置廉政投訴舉報牌，並在各項制度中明確投訴舉報管理要求，鼓勵所有內外部利益相關方通過不同渠道向我們及時舉報貪污腐敗等具有潛在風險的行為，以持續強化本集團風險管理水平。此外，對於打擊報復舉報人的行為，我們始終秉持零容忍態度，並在合規管理規定和投訴舉報制度等文件中明確列示舉報人保護條例，避免舉報人遭由投訴帶來的僱傭或商業上的損失，緊守合規運營底線，保障企業健康發展。

The Group continued to strengthen compliance supervision and control, clarified risk management responsibilities, and strengthened management and control. We have established a Risk Management Committee under the Board to continuously supervise the compliance of business activities, and conduct regular reviews by the internal audit department to actively prevent and respond to various business ethics risks. At the same time, we have incorporated compliance and other risk management standards into employee salary assessment and performance evaluation. For employees who violate business ethics management requirements such as corruption, bribery, leakage of confidential information, etc., we will adhere to the principles of "seeking truth from facts, fairness and justice, and paying equal attention to punishment and education" and follow requirements under systems such as the "Employee Manual of Sihuan Pharmaceutical Holdings Group Ltd." and the "Penalty Management System for Violation Matters", etc., to impose varying degrees of punishment on the employees involved, including warnings, demotions, salary cuts, and termination of labour contracts, to actively create and maintain an honest and compliant working environment.

### 2. Acceptance and Guarantee of Complaints and Reporting

The Group continued to optimize the complaint and reporting mechanism, and formulated a "Complaint and Reporting System", and established various violation reporting channels including telephone, e-mail, letter, etc.. At the same time, we have placed anti-corruption complaint boards in prominent locations on the Group's official website and the Group's headquarters and subsidiaries' offices. The Group has clarified the requirements for complaint and reporting management in various systems, encouraging all internal and external stakeholders to promptly report corruption and other potentially risky behaviors to us through different channels, so as to continue to strengthen the Group's risk management level. In addition, we have always adhered to a zero-tolerance attitude towards retaliation against whistleblowers, and clearly listed whistleblower protection regulations in the documents such as compliance management regulations and the complaint and reporting systems, to ensure that whistleblowers will not suffer employment or commercial losses arising from complaints so as to adhere to the bottom line of compliance operations and ensure the healthy development of the enterprise.



## 責任於行，共享未來 Act with Responsibility and Share the Future



廉政投訴舉報牌

*Anti-corruption complaint and reporting board*

同時，為履行合規承諾並保證合規管理的有效性，我們建立反貪腐投訴舉報審查及處理程序，對受理的舉報及時進行調研與處理，積極維護利益相關者的合法權益。本年度，四環醫藥未發生任何涉及貪污腐敗的訴訟案件，亦未發生歧視或騷擾、客戶隱私洩露、洗錢或內部交易、利益衝突等相關違規事件。

### 舉報受理

#### Reporting acceptance

集團合規部在接收舉報後，將按照舉報受理程序，評估舉報內容的真實性，確認是否存在違規行為，並根據初評結果反饋舉報人。

After receiving a report, the Compliance Department of the Group will evaluate the authenticity of the reporting content according to the reporting acceptance procedures, confirm whether there are violations and will give a reply to the whistleblower according to the initial evaluation results.

### 舉報調查

#### Reporting investigation

集團合規部將圍繞舉報內容展開調查，通過談話等方式了解情況、收集證據，並以報告的形式匯總調查結果呈交集團管理層。

The Compliance Department of the Group will investigate the contents of the reporting, understand the situation and collect evidence through conversation, and summarize the investigation results through reports and submit them to the management of the Group

### 舉報處理

#### Reporting handling

若違規行為屬實，本集團將依據員工手冊規定予以相應的處罰，情節特別嚴重涉嫌犯罪者移送公安機關處理。

If the violation is true, the Group will impose corresponding punishment according to the provisions of the employee manual. If the circumstances are particularly serious, the suspected offender will be transferred to the public security agencies for handling.

### 舉報審查與處理流程

*Process to review and handle reporting*

### 3、 合規培訓

本集團持續強化風險管理，不斷推進合規培訓教育工作，於《商業道德行為準則》中明確規定所有員工均需要完成合規培訓，並在日常管理中推進廉潔文化建設，全面提升本集團的風險管理水平。我們為員工提供多種類型的風險管理相關培訓課程，包括為新入職員工提供完整、系統的合規培訓、向營銷、採購等重點部門員工定期開展合規培訓等，確保培訓全面覆蓋風險管理，並提升全體員工風險防範意識，持續深化廉潔合規建設。此外，針對本集團旗下醫美板塊，我們也基於醫美行業監管要點，持續開展醫美類外宣合規要求相關培訓，不斷提升員工合規意識，全面且有針對性地貫徹落實內外合規監管要求，打造健全的合規風險管理體系。

### 3. Compliance Training

The Group continued to strengthen risk management and continuously promotes compliance training and education. It has clearly stipulated in the "Code of Business Conduct and Ethics" that all employees need to complete compliance training, and promotes the construction of a culture of integrity in daily management to comprehensively enhance the Group's Risk management level. We have provided employees with various types of risk management-related training courses, including complete and systematic compliance training for new employees and regular compliance training for employees in key departments such as marketing and procurement etc, to ensure the risk management is fully covered in the training, to enhance risk control awareness of all staff and continue to deepen integrity and compliance. In addition, for the medical aesthetic segment of the Group, we also continued to carry out training on compliance requirements for external publicity of medical aesthetics based on the key points of supervision of the medical aesthetic industry. We continued to improve employees' compliance awareness, comprehensively and intentionally implement internal and external compliance supervision requirements, and build a sound compliance risk management system.

#### 廉政建設及合規培訓

#### Integrity Construction and Compliance Training

二零二四年五月，本集團合規部圍繞當下醫藥、醫療反腐形式及案例、集團合規要求、反商業賄賂相關法律及案例等為全體員工開展廉政建設及合規培訓，覆蓋各生產子公司、營銷公司及集團各職能部門人員等，進一步強化了員工的廉潔自律意識，提升了集團整體的合規管理水平。

In May 2024, the Group's Compliance Department conducted integrity construction and compliance training for all employees, focusing on current anti-corruption trends and cases in the pharmaceutical and medical sectors, the Group's compliance requirements, anti-commercial bribery laws and related cases. The training covered personnel from all production subsidiaries, marketing companies and various functional departments of the Group, which further strengthened employees' awareness of integrity and self-discipline while enhancing the overall compliance management level of the Group.



合規培訓文件  
Compliance training document

## 責任於行，共享未來 Act with Responsibility and Share the Future

同時，我們持續加強針對董事會成員的合規等風險管理培訓工作。我們每年為全體董事提供各不少於一次的合規培訓講座及合規培訓材料宣導，以提高董事的專業水平及廉潔意識，進一步保障廣大股東與投資者的利益。本年度，董事會全體成員參與了本集團合規律師關於合規及風險管理培訓講座，培訓覆蓋率100%，內容包括聯交所刊發有關優化《企業管治守則》的諮詢文件；信息披露的規則體系、基本原則與披露分類；近期處罰案例等，進一步強化了董事在風險管理、合規風險防範、反貪腐方面的意識與能力。

At the same time, we continued to strengthen compliance and other risk management training for members of the Board. We provide all directors with at least one compliance training lecture and publicity of compliance training materials every year to improve the professional standards and integrity awareness of directors and further protect the interests of shareholders and investors. During the Year, all the Board members participated in compliance and risk management training seminars provided by compliance solicitors of the Group. The training coverage rate was 100%, and the content included consultation document issued by the Stock Exchange on enhancing the "Corporate Governance Code", the regulatory system of information disclosure, fundamental principles and disclosure classification, along with recent penalty cases etc., which further strengthened Directors' awareness and capabilities of risk management, compliance risk prevention, and anti-corruption.



# 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

四環醫藥始終信賴於心，聚焦人才，堅決保障員工權益，大力支持員工發展，持續做好員工關懷工作，與員工共享企業發展成果；我們加強供應商交流與合作，共同打造可持續供應鏈；我們投身社會公益，開展慈善捐贈，助力社區發展。未來，我們將繼續秉承「國家所需即為集團所能，社會所盼即為集團所向」的理念，積極承擔企業社會責任，攜手各方共繪美好未來。

Sihuan Pharmaceutical has always placed trust at its core, focusing on talent and firmly safeguarding employee rights. We strongly support employee development and continually enhance our employee care initiatives, sharing the achievements of corporate growth with our staff. We strengthen communication and collaboration with suppliers to jointly create a sustainable supply chain. We are also committed to social public welfare, engaging in charitable donations to support community development. In the future, we will continue to uphold the principle that "what the country needs is what the Group delivers, and what society expects is what the Group strives for", assume our corporate social responsibility, and work hand in hand with all stakeholders to shape a brighter future.

我們的關注 Our concerns	我們的行動 Our actions	SDGs 回應 Responding to SDGs
<b>聚焦人才</b> <b>激發人才活力</b> <b>共享發展成果</b> <b>Empowering Talents</b> <b>Stimulating the Vitality of Talents and Sharing the Development Results</b>	<ul style="list-style-type: none"> <li>• 女性員工佔比 56.77%</li> <li>• 組織開展人才盤點工作，對不同崗位的員工進行任職能力評估</li> <li>• 線上課程超過 600 個，超 2,200 人次登錄培訓平台進行課程學習</li> <li>• Female employees accounted for 56.77%</li> <li>• Performing a talent review to evaluate the competencies of employees across various positions</li> <li>• Over 600 online courses, and more than 2,200 people have logged in to the training platform to participate in such courses</li> </ul>	<div> <div>3 良好健康與福祉</div> <div>3 GOOD HEALTH AND WELL-BEING</div> </div> <div> <div>8 體面工作和經濟增長</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> </div>
<b>並進共贏</b> <b>攜手責任並進</b> <b>共創行業繁榮</b> <b>Progressing Together and Achieving Win-win Results</b> <b>Working Together with Responsibility to Create Prosperity for the Industry</b>	<ul style="list-style-type: none"> <li>• 對供應商實行全生命週期管理</li> <li>• 落實綠色採購、廉潔採購管理要求</li> <li>• 提高產品可回收利用率和再生材料使用比例</li> <li>• Implementation of full life cycle management of suppliers</li> <li>• Implementation of green procurement and integrity in procurement management requirements</li> <li>• Increasing the recyclability of products and the proportion of recycled materials used</li> </ul>	<div> <div>12 負責任消費和生產</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> </div>
<b>關懷社會</b> <b>投身社會公益</b> <b>共築美好生活</b> <b>Caring for the Society</b> <b>Devoting to Social Public Welfare for a Happy Life</b>	<ul style="list-style-type: none"> <li>• 設教育發展基金會，並捐款人民幣 2,000 萬元作為原始基金</li> <li>• 累計為梅河口市捐款人民幣 3,000 多萬元</li> <li>• 舉辦黨建義診活動，為公眾健康保駕護航</li> <li>• Formation of an educational development fund with donation of RMB20 million as the initial funding</li> <li>• Accumulated donations of more than RMB30 million to Meihoukou</li> <li>• Free medical services in support of party-building initiatives, safeguarding public health</li> </ul>	<div> <div>1 無貧窮</div> <div>1 NO POVERTY</div> </div> <div> <div>4 優質教育</div> <div>4 QUALITY EDUCATION</div> </div>



## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

### 聚焦人才－激發人才活力， 共享發展成果

四環醫藥一向將員工視為企業的寶貴財富，高度重視員工權益保障，致力於建設平等、多元、包容的工作氛圍，並不斷優化績效考核機制，全面激發人才活力。同時，我們不斷加強員工溝通與關懷工作，努力實現好、維護好、發展好全體員工的利益。我們亦認識到員工終身學習是企業可持續發展的動力源泉，為員工提供多元化的培訓課程，大力支持員工發展。

#### 1、員工權益保障

本集團始終秉承「人才強企」的理念，堅決保障員工合法權益，不斷規範員工招聘與錄用流程，持續完善勞動用工管理制度，杜絕任何歧視和騷擾行為。

##### **合規與平等僱傭**

我們嚴格遵守《中華人民共和國勞動法》《中華人民共和國勞動合同法》、《禁止使用童工規定》等國家和地方相關法律法規，優化並落實《四環醫藥控股集團勞動關係管理制度》、《四環醫藥控股集團招聘管理制度及流程規範》等合規僱傭、平等僱傭相關政策和制度，承諾杜絕使用童工和強制勞工，並在招聘與錄用環節做到過程公開、程序公平、結果公正。

### EMPOWERING TALENTS – STIMULATING THE VITALITY OF TALENTS AND SHARING THE DEVELOPMENT RESULTS

Sihuan Pharmaceutical has always regarded its employees as their invaluable assets. We have placed a high priority on safeguarding employee rights and are committed to fostering a workplace environment which is equal, diverse, and inclusive through continuous optimization of our performance appraisal mechanisms to fully unleash the potential of our talent. At the same time, we have been strengthening communication with and care about our employees, striving to realize, protect, and advance the interests of all employees. We also recognized that lifelong learning among employees is a driving force for our sustainable development, we therefore provide a wide range of training programs to give a strong support to the growth of employees.

#### 1. Protection of Employee Rights and Interests

The Group has always adhered to the philosophy of “empowering the enterprise with talents”, firmly safeguarding the legitimate rights and interests of employees. We have been standardizing recruitment and hiring processes, by improving labour management systems and prohibiting any form of discrimination or harassment in a stringent manner.

##### **Compliant and Equal Employment**

We are in strict compliance with national and local laws and regulations, including the “Labour Law of the People’s Republic of China”, the Labour Contract Law of the People’s Republic of China, and the “Provisions on the Prohibition of Child Labour”. We have optimized and implemented policies and systems related to compliant and equitable employment, such as the “Labour Relations Management System of Sihuan Pharmaceutical Holdings Group” and the “Recruitment Management System and Process Specifications of Sihuan Pharmaceutical Holdings Group”. We are committed to eradicating the use of child and forced labour, ensuring transparency and fairness throughout the hiring process and recruitment with unbiased results.

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### 合規僱傭 Compliant employment

- 我們嚴格遵守國家相關法律法規，落實集團合規僱傭相關政策和制度，嚴格審查招聘候選人資格，嚴禁聘用童工或強制勞工。報告期內，我們仔細檢查核對招聘候選人身份證件，若發現候選人年齡未滿足法定工作年齡，將取消其入職資格，嚴守僱傭合規流程，杜絕任何非法用工事件。
- In strict compliance with relevant national laws and regulations, we enforce the Group's policies and systems on compliant employment and rigorously review the qualifications of candidates during recruitment. The employment of child or forced labour is strictly prohibited. During the reporting period, we verified the identification documents of candidates with due care. If a candidate is found to be below the legal working age, their eligibility for employment is revoked. We maintain strict compliance with employment procedures to prevent any incidents of illegal employment.



### 平等僱傭 Equal employment

- 我們在開展招聘活動時，始終堅持公平、公正、公開的原則，拒絕一切歧視和偏見行為。我們對所有候選人一視同仁，將任職資格和能力作為決定性因素，不因性別、年齡、民族、種族、國籍、宗教信仰因素區別對待。
- We carry out recruitment activities in accordance with the principles of fairness, impartiality and openness, and reject all discrimination and prejudice. Considering job candidate qualifications and abilities, we treat them all equally without distinction based on factors including gender, age, ethnicity, race, nationality and religious belief.
- 在與員工簽訂勞動合同以及日常工作中，若涉及工作內容、工資、績效等與員工核心利益密切相關的事項，或者本集團管理制度的修訂等重要事宜，按法定程序與工會開展平等協商，充分聽取全體員工的意見，努力營造平等、和諧的工作環境。同時，我們尊重員工結社自由和集體談判的權利，二零二四年，員工參加工會的比例達100%。
- At the same time, when signing labour contracts with employees and in daily work, if it comes to significant matters closely related to the core interests of employees such as work content, wages, performance, or the revision of the Group's management system, we will implement legal procedures and negotiate with the trade union on an equal footing. We will also collect opinions from all employees, striving to create an equal and harmonious workplace. Meanwhile, we respect our employees' rights to freedom of association and collective bargaining. In 2024, the proportion of employees participating in the trade union reached 100%.

本年度，我們採取校園招聘和社會招聘相結合的方式開展招聘工作，在校園招聘方面，我們重點在以醫藥相關專業見長的院校中選拔人才，並持續與多家知名高校開展校企合作項目，選聘優秀人才；在社會招聘方面，我們通過招聘網站發佈招聘通告，擴大招聘範圍，廣納賢才。

During the year, we carried out recruitment work through schools and the community. In terms of school recruitment, we focused on selecting talent from institutions specializing in pharmaceutical-related fields and continuously engaged in collaborative projects with several prestigious universities to hire outstanding candidates. In terms of community recruitment, we have published job announcements on recruitment websites to broaden our hiring scope and attract a diverse pool of talent.



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此外，我們亦積極開展人才保留工作，不斷優化薪酬福利結構，加強員工溝通與交流，為員工解決實際困難。我們面向主動離職的員工開展離職訪談，了解員工離職原因，解決員工關切，整改相關問題，盡可能留住人才，減少人員流失。截至二零二四年十二月三十一日，本集團共有員工2,667人，其中女性員工佔比56.77%。

### 多元化與包容

我們致力於打造多元、平等、包容的工作環境，優化並落實《四環醫藥集團商業道德行為準則》，對一切歧視和騷擾行為持零容忍態度，堅決反對任何歧視、偏見及騷擾（包括性騷擾和其他騷擾）行為。我們設置關於歧視和騷擾事件的舉報途徑，在接到相關舉報後責成相關部門立即調查，若發現舉報事件屬實，則根據國家相關法律法規和集團制度嚴肅處理。同時，我們堅持性別平等的原則，尊重女性員工追求個人發展的權利，堅決不以性別為由在晉升、考核等事項區別對待。

In addition, we also actively carry out talent retention work and reserve core talents through optimization of salary and benefits structure and active communication with employees to address any existing difficulties encountered. We conduct exit interviews with employees who voluntarily leave, analyze the reasons for their resignation, and provide solutions on their concerns and rectify related issues, so as to achieve retention of talents and reduce turnover rate. As of 31 December 2024, the Group had a total of 2,667 employees, among which female employees accounted for 56.77%.

### *Diversity and Inclusivity*

We are committed to creating a diverse, equal and inclusive work environment. We optimize and implement the “Code of Business Conduct and Ethics of Sihuan Pharmaceutical Holdings Group”, with a zero-tolerance attitude towards discrimination and harassment, and therefore we resolutely oppose and prohibit all discrimination, prejudice, and harassment (including sexual harassment and other harassment). We have set up reporting channels for incidents of discrimination and harassment. Upon receiving relevant reports, we mandate the departments responsible to conduct an immediate investigation. If the reports are found to be valid, we will take serious action in accordance with national laws and regulations as well as Group policies. Meanwhile, we uphold the principle of gender equality, respecting the rights of female employees to pursue personal development, and we are committed to ensuring that no distinctions are made based on gender in matters such as promotions and appraisal.

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### 績效考核

我們堅持「戰略導向、反饋提升、責任自律、客觀公正」的績效考核原則，落實《四環醫藥控股集團本部員工績效管理制度》、《四環醫藥控股集團中高層績效管理制度》等績效考核制度，不斷優化「集團—部門—員工」三級績效指標體系，根據業務及運營實際情況合理分解績效指標。

二零二四年，我們加強參股企業績效考核管理要求，將集團績效考核對象由集團子公司調整為全部參股企業負責人，擴大績效考核範圍。在績效考核內容方面，我們繼續完善生產、營銷及集團各職能部門季度考核要點，使考核內容與各部門核心業務目標緊密關聯，並統一規範各維度、各層級的關鍵績效指標目標值與評價標準。同時，我們實施考核人與被考核人一對一績效輔導，促進考核目標落地見效，並加強考核結果跟蹤。在考核流程方面，我們持續收集辦公自動系統(OA系統)中績效表單和各流程節點的意見和建議，不斷對績效考評流程中的問題進行總結分析，重點完善考核人設置管理、高管試用期考核管理、會議項目管理等重點績效流程表單，有效提升各考核環節的工作效率，並將部門績效任務目標分解落實到員工績效考核，將員工的考核任務目標與部門績效任務目標掛鉤，使員工成長與集團業務發展緊密相連。此外，我們也定期與員工就績效考核、目標達成情況等開展對話，在溝通過程中及時幫助員工發現並解決問題，不斷助力員工成長。在考核模式方面，我們制定《人均效能專項考核方案》，對部門負責人及以上管理人員開展多維度評估，對營銷、生產的人均效能，直間接工時比等進行分析對比，對低於平均值的企業及時預警，並由相關部門對子公司進行指導從而提升目標值的達成。同時，我們對關鍵崗位或特殊崗位採用360度考核評估等方式。

### Performance Appraisal

Adhering to the performance appraisal principles of “strategic orientation, feedback for improvement, sense of responsibility and self-discipline, and objectivity and fairness”, we implement performance appraisal systems such as the “Headquarters Employee Performance Management System of Sihuan Pharmaceutical Holdings Group” and the “Mid-to-Senior Level Performance Management System of Sihuan Pharmaceutical Holdings Group”, continuously optimizing the three-level performance indicator system namely the “Group level, department level, and positional level”. Performance indicators are reasonably allocated based on actual business and operational conditions.

In 2024, we strengthened performance appraisal requirements for joint stock companies by expanding the scope of performance appraisal to include all responsible persons of joint stock companies, rather than solely subsidiaries of the Group. In terms of the content of performance appraisal, we further refined quarterly appraisal criteria for production, marketing, and various functional departments, ensuring close alignment with core business objectives of all departments. We also standardized KPI targets and evaluation criteria across all dimensions and levels. At the same time, we implemented one-on-one performance coaching between evaluators and evaluatees to ensure the effective achievement of appraisal targets and enhanced follow-up on appraisal results. In terms of the appraisal process, we have been gathering feedback and suggestions from the Office Automation (OA) system regarding performance forms and workflow nodes and achieving departmental performance task objectives by incorporating them into employee performance appraisals, and linking employee appraisal task objectives to departmental performance task objectives, where employee growth has been closely linked to the Group's business development. In addition, we regularly communicate with our employees regarding their performance assessments and goal achievement. Through the communication, we assist our employees in identifying and resolving issues promptly, thereby supporting their continuous growth. With regard to the assessment model, we have developed the “Performance Appraisal Program on Workforce Efficiency”, which conducts multidimensional assessment of department heads and higher-level management. This analysis includes comparisons of workforce efficiency in marketing and production, as well as the ratio of direct to indirect working hours. Businesses falling below the average are promptly alerted, and relevant departments provide guidance to subsidiaries to enhance goal attainment. Meanwhile, we implement 360-degree assessment appraisal for key or specialised positions.

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### 薪酬與晉升管理

我們嚴格遵守《中華人民共和國勞動法》、《中華人民共和國社會保險法》、《中華人民共和國勞動和社會保障部最低工資規定》等國家相關法律法規，優化並落實《薪酬管理制度》、《四環醫藥控股集團員工晉職晉級管理制度》等內部制度和政策，不斷完善薪酬與晉升管理體系，科學調整薪酬與晉升方案，致力於提升員工幸福感與獲得感。

本集團的薪酬管理委員會負責制定和調整薪酬管理政策，人力資源部門負責落實薪酬管理政策，並就薪酬管理政策的科學性和有效性開展調研及持續改進。我們為員工提供具有市場競爭力的薪酬，根據年度績效考核結果為員工發放績效獎金，並根據公司經營狀況、市場薪酬水平等因素對員工薪酬進行動態調整。同時，我們差異化薪酬策略，對管理、研發、市場銷售等不同崗位的員工實行不同的薪酬結構，確保薪酬機制科學合理。

我們秉承「能者上、平者讓、庸者下」的用人理念，不斷優化人才選拔體系，持續推動人才梯隊建設。二零二四年，我們組織開展人才盤點工作，對生產、研發、質量、營銷等崗位的員工進行任職能力評估，聽取上級和同事反饋，考核工作績效，關注跨部門合作表現，並制定針對性的人才發展策略規劃，不斷增強員工任職能力。同時，我們制定正式的人才發展戰略，設立人才儲備庫，對員工素質、能力、崗位匹配程度、工作績效等方面開展綜合考核，將優秀人才納入後備人才庫，在合適時機進行晉升或晉級，並給予能力特別突出的員工破格晉升的機會。

### Remuneration and Promotion Management

We are in strict compliance with relevant national laws and regulations such as the "Labour Law of the People's Republic of China", "Social Insurance Law of the People's Republic of China", and the "Provisions on Minimum Wages of the Ministry of Labour and Social Security of the People's Republic of China". We optimize and implement internal systems and policies such as the "Salary Management System" and "Employee Promotion Management System of Sihuan Pharmaceutical Holdings Group", to continuously optimize salary and promotion management system, scientifically adjust salary and promotion plans, and strive to enhance employees' sense of happiness and satisfaction.

The Remuneration Management Committee of the Group is responsible for formulating and adjusting remuneration management policies, while the Human Resources Department ensures their implementation of remuneration management policies and conducts research and ongoing improvement of these policies in a scientific and effective manner. We offer market-competitive remuneration to our employees, distribute performance-based bonuses based on their annual performance appraisal, and adjust salaries based on the factors such as the Company's operational performance and market salary level in a flexible way. Meanwhile, we employ differentiated remuneration strategies, tailoring salary structures to roles in management, R&D and marketing sales to ensure a fair and scientifically sound remuneration mechanism.

Guided by the people-oriented philosophy of "let the capable lead, the competent step aside, and the underperforming stand back", we continuously refine our talent selection system and advance the development of a strong talent pool. In 2024, we conducted a comprehensive talent review by assessing the competencies of employees in production, R&D, quality assurance, and marketing sales. By incorporating feedback from supervisors and colleagues, assessing job performance, and considering cross-departmental collaboration, we developed strategies targeted at talent development to enhance employee capabilities. At the same time, we established a formal talent development strategy, creating a talent reserve pool. Employees are assessed comprehensively on their qualifications, skills, role suitability and job performance, with top performers being included in the talent pool for future promotion or advancement as and when appropriate. Exceptional employees may also be granted special promotions based on their outstanding contributions.



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### 2、員工溝通與關懷

本集團重視員工的溝通與關懷工作，認真傾聽員工聲音，尊重每位員工的意見和建議，持續打造平等、透明、民主的溝通環境。同時，我們高度關注員工健康與福利，加強人文關懷，為員工提供多元化的福利待遇，致力於建設健康企業。

#### 員工溝通與活動

我們不斷優化員工溝通機制，人力資源部門通過工作郵箱、內部通訊系統、員工意見信箱等方式定期收集員工在薪酬、績效、考勤、員工關係等日常工作中遇到的問題，並設置專門崗位負責處理相關反饋。我們會在收到員工意見後3個工作日內與相關人員溝通，及時了解反饋的問題，並協調相關部門制定解決方案。同時，我們建立工會溝通機制，定期邀請工會主席、工會委員及員工代表舉行座談會，暢談對集團管理層及日常運營的意見和建議，以提升員工的參與感和幸福感。我們亦積極組織技能競賽、體育活動、節日活動，豐富員工業餘生活，做好工作和生活的平衡，保持積極樂觀的心態。

### 2. Employee Communication and Care

The Group values communication with and care about our employees, listening to the voices of our staff and respecting their opinions and suggestions. We are committed to fostering an equal, transparent, and democratic communication environment. Simultaneously, we prioritize employee health and well-being, and enhance our focus on humanistic care, providing diverse benefits and striving to build a healthy workplace.

#### Employee Communication and Activities

We continually optimize our employee communication mechanisms. The Human Resources Department regularly collects feedback from employees regarding issues related to remuneration, performance, attendance and employee relations through various channels, including work emails, internal communication systems and suggestion boxes. We have also set up special positions to be responsible for the relevant feedback. Upon receipt of opinions from employees, we communicate with relevant individuals within three business days to promptly understand the issues raised and coordinate with related departments to develop solutions. Meanwhile, we have established a union communication mechanism to invite the union chairman, union committee members and employee representatives on a regular basis to seminars which provide an opportunity to share their opinions and suggestions regarding Group management and daily operations, enhancing employee engagement and well-being. We also actively organize skills competitions, sports activities and holiday events to enrich employees' leisure lives, promoting a healthy work-life balance and maintaining a positive and optimistic mindset.

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### 職工騎行活動

#### Staff Cycling Event

二零二四年四月，北京四環組織員工參加「騎行大運河，暢遊副中心」騎行活動，共吸引近百名員工參加。騎行活動以城市綠心公園為起點，全程共16公里，騎行隊伍沿「運河騎行綠道」親水而行，欣賞沿途景觀，切身感受大運河世界文化遺產的深厚底蘊，觀賞北京城市副中心水城共榮的生態城市景觀。本次活動旨在傳播運河文化，倡導文明交通、綠色出行的環保理念，並鼓勵積極參與全民健身，強健體魄。

In April 2024, Sihuan Pharmaceutical organized a cycling event titled "Ride along the Grand Canal, Explore the Beijing MC" which attracted nearly a hundred employees. The cycling route began at the Urban Green Heart Forest Park and covered a total of 16 kilometers. Participants rode along the "Canal Cycling Greenway", enjoying the scenic views and experiencing the rich cultural heritage of the Grand Canal, listed as a UNESCO World Heritage site. This event aimed to promote canal culture, advocate civil transportation and green travel, and encourage engagement in public fitness activities to enhance physical health.



職工騎行活動  
Staff cycling event

### 中秋團建演出

#### Mid-Autumn Team-building Performance

二零二四年中秋節來臨之際，集團舉辦以「月滿中秋，舞動風采」為主題的中秋團建演出，得到員工的大力支持。各子公司員工積極籌備演出，將中秋元素作為創作靈感，並融入集團企業文化，精心編排創意十足的舞蹈、舞台劇等豐富多彩的節目，共慶中秋佳節。

As the Mid-Autumn Festival approached in 2024, the Group organized a team-building performance themed "Full Moon in the Mid-Autumn Festival, Dance with Elegance", which received strong support from employees. Employees of the subsidiaries strived to prepare for the event, using Mid-Autumn elements as creative inspiration and integrating them into our corporate culture. They meticulously arranged a variety of engaging performances, including innovative dances and stage plays, to celebrate the festival together.



中秋團建演出  
Mid-autumn team-building performance

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### 員工健康與福利

我們始終關注員工健康，嚴格遵守《中華人民共和國職業病防治法》、《工作場所職業衛生監督管理規定》等職業健康安全相關法律法規，優化並落實《員工健康管理程序》等內部制度，致力於營造健康、安全、舒適的工作環境。我們定期安排全體員工進行免費健康體檢，建立員工健康檔案，提醒員工根據體檢結果做好自我健康管理。同時，我們在辦公區域規劃籃球場、羽毛球場，並配備乒乓球桌、檯球桌等設備，鼓勵員工在業餘時間開展豐富的體育活動，鍛煉身體、強健體魄。

我們亦不斷優化員工福利體系，落實《考勤管理制度》等政策和制度，明確工作時長、加班時間計算與補償、休假申請流程等內容，依法依規用工，實現勞逸結合。我們為員工提供年假、婚假、哺乳假等假期福利，並按照當地法規的要求，為員工提供相應時長的產假及陪產假。此外，我們設立居家辦公制度，滿足相關條件的員工可選擇居家工作，為員工提供更靈活的工作選擇，促進工作和生活的平衡，以提升員工幸福感和歸屬感。

### Employee Health and Welfare

We remain steadfast in our commitment to employee health, in strict compliance with relevant occupational health and safety laws and regulations, including the "Law of the People's Republic of China on Prevention and Control of Occupational Diseases" and the "Provisions on the Supervision and Administration of Occupational Health at Work Sites". We have optimized and implemented internal policies such as the "Employee Health Management Procedure" to foster a healthy, safe, and comfortable workplace. We regularly arrange free health check-ups for all employees, maintain individual health records, and encourage employees to manage their health based on the results of these examinations. Additionally, we have designated basketball and badminton courts in our office areas, along with table tennis and billiards tables, to encourage employees to engage in diverse sports activities during their leisure time, promoting physical fitness and well-being.

We have also been enhancing our employee benefits system and implementing policies and systems such as the "Attendance Management System" which clarifies working hours, calculation and compensation of overtime work, and leave application process. We ensure compliance with labour laws and regulations, striving to achieve a balance between work and rest. Employees are provided with benefits such as annual leave, marriage leave, and breastfeeding leave, as well as maternity and paternity leave of corresponding length in accordance with local regulations. Furthermore, we have established a remote work policy, allowing eligible employees to work from home, providing greater flexibility in their work arrangements and facilitating work-life balance, which enhances employee satisfaction and a sense of belonging.

### 員工義診活動

#### Free Medical Services for Employees

二零二四年九月，集團與首都醫科大學附屬北京潞河醫院合作開展員工義診活動，邀請潞河醫院醫生進駐張家灣廠區為員工現場看診，並回答員工常見的健康問題，提供專業的醫療建議。

In September 2024, the Group partnered with Beijing Luhe Hospital, affiliated with Capital Medical University, to conduct free medical services for employees. Doctors from Luhe Hospital were invited to the Zhangjiawan facility to provide on-site medical consultations for employees, addressing common health concerns and offering professional medical advice.



員工義診活動  
Free medical services for employees



## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

### 3、員工培訓與發展

四環醫藥一向將員工終身學習視為企業可持續發展的基礎，優化並落實《四環醫藥控股集團有限公司人才發展與培訓管理制度》、《四環醫藥控股集團有限公司應屆生培養方案》等培訓相關政策和制度，建立健全培訓體系，為各層級、各崗位的員工提供定制化的培訓課程，不斷加強培訓管理，培養複合型人才，建設學習型企業。

本年度，我們以「線上為主，線下為輔」的方式開展培訓工作，不斷優化線上培訓平台，提供領導力、職業素養類、生產類、研發類、營銷類、員工職業技能、職業健康等多種類別的培訓課程，並鼓勵員工跨專業、跨部門學習不同的培訓課程。同時，我們依託釘釘雲課堂促進員工自主學習，圍繞生產經營中的難點痛點問題自行開發、自行講授線上課程，面向全體員工傳授經驗。截至二零二四年底，我們於線上培訓平台累計上傳課程600餘個，超過2,200人次登錄培訓平台，線上課程體驗反饋良好，深受集團員工歡迎。

### 3. Employee Training and Development

Sihuan Pharmaceutical has always regarded lifelong learning for employees as the foundation for sustainable development. We continuously optimize and implement training-related policies and systems, such as the "Talent Development and Training Management System of Sihuan Pharmaceutical Holdings Group Co., Ltd." and the "Fresh Graduate Training Plan of Sihuan Pharmaceutical Holdings Group Co., Ltd.". This enables us to establish a comprehensive training system that offers customized training courses for employees at all levels and positions, thereby strengthening training management and cultivating multidisciplinary talent to build a learning-oriented enterprise.

This Year, we adopted a "primarily online, supplemented by offline" approach to our training. We have been optimizing our online training platform, offering a wide range of courses in leadership, professional skills, production, R&D, marketing and sales, staff vocational skills, and occupational health. We encourage our employees to learn from various training courses across different professions and departments. Meanwhile, we promote self-directed learning among employees through DingTalk Cloud Classroom, allowing them to develop and teach online courses addressing key challenges in production and operations. These courses are available to all employees for experience sharing. By the end of 2024, we had uploaded over 600 courses to our online training platform, with more than 2,200 users accessing the platform. Feedback on the online courses has been positive, and they are well received by our staff.

#### 技能提升類課程培訓

#### Skill Enhancement Courses and Training

##### 1、運營指標分析與應用培訓：

二零二四年六月，我們面向生產、質量、物資、人力資源等部門負責人以及各生產廠負責人等340餘名管理崗位員工，組織開展運營指標分析與應用培訓，重點介紹如何使用量化運營管理工具對生產管理進行科學、量化評估，並圍繞與集團業務相關的重點運營指標開展分析與解讀，提升管理人員經營管理实操能力。

##### 1. *Operational Metrics Analysis and Application Training:*

In June 2024, we organized training on operational metrics analysis and application for over 340 management staff, including department heads from production, quality, materials, and human resources, as well as plant managers. This training focused on how to utilize quantitative operational management tools for scientific and quantitative assessments of production management. Participants engaged in analysis and interpretation of key operational metrics related to the Group's business, enhancing the practical management skills of our management personnel.

##### 2、庫存預警看板培訓：

二零二四年四月，我們組織287名採購、物資管理崗位一線員工，開展庫存預警看板培訓，重點講解庫存預警管理系統的使用及庫存管理流程等業務技能，旨在提高生產廠庫存管理的準確性和及時性，減少重複採購造成的浪費。

##### 2. *Training on Inventory Warning Dashboard:*

In April 2024, we conducted training on the inventory warning dashboard for 287 frontline employees in procurement and supplies management. This training emphasized the use of the inventory warning management system and inventory management processes, aiming to improve the accuracy and timeliness of inventory management at our production facilities, and to reduce waste caused by duplicate purchasing.

## ESG 主題培訓

### Themed Training on ESG

二零二四年八月，我們以線上培訓的方式開展ESG主題培訓，重點介紹可持續發展的意義以及對企業的重要性，倡導員工從小事做起，節水節電，以強化本集團ESG管理水平，推動集團的可持續發展。本次培訓共有300餘名生產、行政、營銷、工程等主要部門員工參加，促進將ESG理念落實到集團日常經營管理中。

In August 2024, we conducted a themed training session on ESG via an online platform, focusing on the significance of sustainable development and its importance to enterprises. The training encouraged employees to start with small actions, such as conserving water and electricity, enhancing the Group's ESG management standards and driving sustainable development. The training session was attended by over 300 employees from key departments including production, administration, marketing and engineering, fostering the integration of ESG principles into the Group's daily operations and management practices.



ESG 主題培訓  
Themed training on ESG

二零二四年，本集團員工培訓總時數達83,169.66小時，按性別、職級劃分的受訓僱員百分比及每位僱員的受訓平均時數如下所示：

In 2024, the total training hours for the employees of the Group amounted to 83,169.66 hours. The percentage of employees trained and average training hours per employee by gender and grade are as follows:

- 按性別劃分的受訓僱員百分比及僱員受訓平均時數：

- Percentage of employees trained and average training hours of employees by gender:

性別	Gender	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
男	Male	98.38%	31.99
女	Female	99.46%	38.47

- 按職級劃分的受訓僱員百分比及僱員平均受訓平均時數：

- Percentage of employees trained and average training hours of employees by grade:

職級	Grade	受訓僱員百分比 Percentage of employees trained	受訓平均時數 Average training hours
總監及以上	Director and above	96.84%	20.29
經理主管	Manager and head	98.61%	24.86
普通員工	General staff	99.17%	38.92

# 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

## 並進共贏－攜手責任並進， 共創行業繁榮

四環醫藥在供應鏈管理過程中深入貫徹可持續發展理念，通過完善的制度體系和全生命週期管理模式，涵蓋供應商尋源、准入、考核與評估等環節，確保供應鏈的合規與穩定。我們優先選擇符合ESG標準的供應商，實施綠色採購與廉潔採購，保障產品質量與安全，推動供應鏈的低碳轉型和透明化管理。同時，通過定期審計與多渠道溝通，我們與供應商保持緊密合作，共同提升管理水平，攜手承擔社會責任。

### 1、 供應商管理

四環醫藥嚴格遵守《中華人民共和國招投標法》、《中華人民共和國政府採購法》等法律法規，制定並嚴格落實《供應商管理規程》、《集中採購管理規程》、《採購管理制度》、《合格供應商評級分級管理制度》、《四環醫藥集團供應商行為準則》（《供應商行為準則》）等內部管理制度，並持續優化制度管理體系，強化供應商管理。

我們秉持「公平競價、質量優先」的原則，建立覆蓋供應商尋源、准入、考核與評估各階段的全生命週期管理機制，對供應商採取「統一歸口、分類分級」管理，嚴格把控採購質量，從源頭保障產品的質量與安全。

## PROGRESSING TOGETHER AND ACHIEVING WIN-WIN RESULTS – WORKING TOGETHER WITH RESPONSIBILITY TO CREATE PROSPERITY FOR THE INDUSTRY

Sihuan Pharmaceutical upholds the principle of sustainable development throughout its process of supply chain management. Through a comprehensive system and full lifecycle management model that encompasses supplier sourcing, qualification, assessment and evaluation, we ensure compliance and stability within our supply chain. We prioritize suppliers that meet ESG standards and implement green procurement and ethical purchasing practices to guarantee product quality and safety while promoting the low-carbon transformation and transparent management of our supply chain. Meanwhile, through regular audits and multi-channel communication, we maintain close collaboration with our suppliers to enhance management standards and collectively assume social responsibility.

### 1. Supplier Management

Sihuan Pharmaceutical strictly abides by the laws and regulations such as the “Bidding Law of the People’s Republic of China” and the “Government Procurement Law of the People’s Republic of China”. We have formulated and implemented the internal management system and requirements such as the “Supplier Management Protocol”, the “Centralized Procurement Management Protocol”, the “Procurement Management System”, the “Qualified Supplier Rating Management System”, the “Supplier Code of Conduct of Sihuan Pharmaceutical” (the “**Supplier Code of Conduct**”), and constantly optimized our institutional management systems to improve supplier management.

The Group upholds the principle of “fair bidding and quality first” and has established a life cycle management mechanism that covers supplier sourcing, admission, assessment, and evaluation. We adopt a “centralized and classified” management approach, strictly monitor procurement quality, and ensure product quality and safety from the source.



## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future



### 供應商尋源 Supplier sourcing

本集團在供應商尋源及篩選過程中從供應商的業務管理、ESG管理等多維度出發，對供應商開展背景調查與資質審核，篩選維度包括供應商生產能力、技術水平、服務質量、履約能力、品質控制體系、環境影響、勞工管理等。

In the process of supplier sourcing and selection, the Group conducts background investigations and qualification assessments on suppliers based on multiple aspects such as business management and ESG management. The selection considerations include suppliers' production capability, technical level, service quality, performance capability, quality control system, environmental impact, labour management and other aspects.



### 供應商準入 Supplier admission

本集團對備選供應商進行樣品檢測、供應商審計以及小批量試驗審核：通過審核的供應商將被納入本集團合格供應商庫。

The Group detects samples provided by comparable suppliers, and conducts supplier audit and small batch tests. Suppliers who passed the admission reviews will be included in the Group's qualified supplier list.



### 供應商考核與評價 Supplier assessment and evaluation

本集團通過日常監督管理和年度考核的方式，對供應商ESG表現、產品質量狀況、履約情況、貿易合規性等方面進行考核與評價。

The Group conducts evaluation through daily supervision and management and annual assessment based on indicators such as ESG performance, quality status of products, performance, and trade compliance of suppliers, and other aspects.



### 供應商分級分類管理 Supplier classified management

根據考核評估結果，我們針對供應商開展分級管理。對於考核不達標、產品質量存在問題、不滿足本集團ESG相關管理要求的供應商，我們將根據實際情況，給予終止交易、限期整改或進入黑名單的處罰。

Based on the assessment and examination results, we conduct hierarchical management for suppliers. For suppliers that fail to meet the assessment standards, have problems with product quality, or fail to meet the Group's ESG-related management requirements, we will depending on the actual situation, impose penalties such as termination of transactions, rectification within a certain period of time, or entry into the blacklist.

## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

為加強供應商管理，及時梳理並把控供應鏈風險，我們每年度針對供應商開展現場審核，及時對供應商的資質及採購行為等進行評估及審核，將供應商信息及時、正確地維護在供應商數據庫中，確保供應商滿足本集團《供應商行為準則》等管理要求。同時，各子公司及時針對審核過程中發現的物料質量和供應相關問題進行妥善處理，並根據物料採購情況開展第三方現場評估，例如本年度弘和製藥開展供應商現場審計3次，非現場審計24次；北京四環本年度開展的供應商現場審計次數16次，非現場審計9次等。

我們推行並落實採購精細化管理。我們要求所有採購事項應嚴格按照制度流程進行申報，嚴禁在提報採購需求時為特定供應商等設定專屬資格條件。同時，我們要求採購全流程留痕，以便後期進行工作追蹤與檢查，落實採購合規管理，並制定《應急採購管理制度》，規範物料應急採購管理，以更快捷處理突發情況，強化風險管理水平。此外，我們積極開發和利用數字化手段對採購管理進行優化，持續推進數據共享，提高採購效率與透明程度。

In order to strengthen supplier management, we timely address and control supply chain risks. Each year, we conduct on-site assessments of our suppliers to evaluate and assess their qualifications and procurement practices, ensuring that their information in the supplier database is up-to-date and accurate and in compliance with the Group's "Supplier Code of Conduct" and other management requirements. Furthermore, all subsidiaries promptly and appropriately address material quality and supply-related issues identified during our audits, and conduct third-party on-site assessments based on material purchases. For example, Ambest Pharmaceutical carried out 3 on-site assessments of suppliers and 24 off-site assessments during the Year; Beijing Sihuan carried out 16 on-site assessments of suppliers and 9 off-site assessments during the Year.

We have promoted and implemented procurement management practices. We require all purchases to be declared under strict system and procedures and prohibit the setting of specific qualifications for particular suppliers in the submission of purchase requirements. Furthermore, we maintain comprehensive records throughout the procurement process to facilitate tracking and checking, thus enabling effective procurement compliance management. We have also formulated the "Contingency Procurement Management System" to regulate the management of contingency procurement of materials, so as to enhance our risk management capabilities and effectively address unexpected situations. During the Year, we also strived to optimize procurement management through the development and utilization of digitalization and continuously facilitate data sharing, and enhance efficiency and transparency in our procurement processes.

## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

為進一步強化本集團的供應鏈管理水平，提升內部採購人員的專業技能，我們積極針對內部採購人員開展培訓宣導活動。我們圍繞日常採購工作、採購流程等相關內容，通過下發學習手冊、開展線上培訓課程等方式，對採購人員開展系統性的培訓，進一步加強採購專業人員針對內部供應商管理相關管理制度的理解，提升採購人員針對本集團供應鏈合規等ESG管理方面的認知，明確其管理責任，全面提升採購人員的專業水平，推進專業採購人才隊伍的建設。

In order to further strengthen the management standard of the Group's supply chain and improve the skills of our internal procurement staff, we have actively launched training and promotional activities for these employees. We have launched systematic training for our procurement staff by issuing study manuals and launching online training courses around daily procurement work, procurement processes and other related contents. It aims to further deepen the understanding of procurement staff regarding the management system related to internal supplier management, raise their awareness on the Group's supply chain compliance, and other aspects of ESG management. Additionally, it clarifies the management responsibilities of the procurement staff, aiming to comprehensively improve their professional standards and promote the construction of a professional procurement talent team.

### 數據可視化分析系統培訓

#### Data Visualization Analysis System Training

二零二四年，四環醫藥集團營運採購管理中心組織各生產廠相關部門開展數據可視化分析系統使用培訓，幫助生產廠倉儲部、物資部、生產部對系統的數據使用、採購價格共享、實時庫存、呆滯情況、異常數據預警等數據呈現的意義有了更深的了解，為數據共享工作提供有力的支持及幫助。

In 2024, the Operation and Procurement Management Center of Sihuan Pharmaceutical provided training on using the data visualisation analysis system to relevant departments across all production plants. This training enhanced the understanding of the significance of data usage, shared procurement pricing, real-time inventory, stagnant inventory situations, and anomaly data alerts among the warehousing, materials, and production departments of the production plants, providing strong support and assistance for data sharing.



培訓現場  
On-site training

## 2、可持續供應鏈打造

本集團持續推進可持續供應鏈的建設。我們在《供應商行為準則》中，規範供應商可持續發展管理要求，明確所有供應商應當遵循其所在國家、地區的所有適用法律法規，以及國際公認的ESG管理標準，並從多個維度對供應商行為進行明確的規範與管理，包括但不限於與防止利益衝突、反腐敗、生物多樣性保護、提升資源利用效率等商業道德、產品質量、以及環境、健康和安全管理方面內容，助力供應商強化自身可持續發展管理。

## 2. Building a Sustainable Supply Chain

The Group continuously promotes the development of a sustainable supply chain. In the "Supplier Code of Conduct", we regulate the sustainability management requirements for our suppliers. It specifies that all suppliers must adhere to all applicable laws and regulations of the countries and regions in which they are operated, as well as internationally recognized ESG management standards. It also clearly regulates and manages supplier behavior from various dimensions, including but not limited to prevention of conflict of interest, anti-corruption, biodiversity protection, enhancement of resource efficiency and other aspects of business ethics, product quality, as well as environment, health and safety, to help suppliers strengthen their own sustainable development management.



## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

此外，我們堅持在日常運營中將可持續發展理念與採購工作深度融合，通過多樣化的管理舉措全面推進供應鏈ESG管理，並由執行管理層負責監督本集團的供應商ESG管理工作，切實貫徹落實綠色採購、廉潔採購等要求，有效防範供應鏈的ESG風險。

In addition, we insist on integrating the concept of sustainable development with our procurement work in our daily operations, promoting ESG management of the supply chain through a variety of management initiatives, with the executive management responsible for overseeing the ESG management work of the Group's suppliers, and implementing the requirements of green procurement and clean procurement in order to effectively prevent ESG risks in the supply chain.

### 綠色供應鏈

#### Green Supply Chain

- 我們持續完善綠色採購相關標準和制度，充分考慮環境保護、資源節約、安全健康、循環低碳和回收促進等因素，優先採購和使用節能、節水、節材等有利於環境保護的原材料、產品和服務；
- We are committed to continuously enhancing our standards and systems for green procurement. We prioritize the procurement and use of raw materials, products, and services which are energy-saving, water-saving and material-saving for environment protection, taking full consideration of factors such as environmental protection, resource conservation, safety and health, circular and low-carbon practices, and the promotion of recycling;
- 我們充分考慮產品生產、包裝和廢棄物處理時對環境的影響，在採購內外包裝材料中選用安全環保、無毒、無污染的材料，推動上下游企業共同實現綠色環保採購；
- We fully consider the environmental impact of product production, packaging and waste disposal. Only safe, environmental-friendly, toxic-free and pollution-free packaging materials will be selected for our internal and external packaging materials, as well as promoting upstream and downstream enterprises to jointly realize green procurement;
- 我們明確規定供應商提供的產品必須符合環保相關法律法規的要求以及國家與行業標準，優先考慮已取得ISO認證、CCC認證、職業健康安全系統認證的供應商；
- We clearly stipulate that the suppliers' products must adhere to the requirements of environmental protection related laws and regulations as well as national and industry standards. Suppliers who have obtained ISO, CCC, and the Occupational Health and Safety Management System Certification are preferred;
- 我們在生產過程中使用更為先進的技術和設備，如與供應商溝通將印刷工藝替換為免沖洗CTP印版推廣，減少對環境的影響；
- We use more advanced technology and equipment in our production process. For instance, we will communicate with suppliers to replace the printing process with the wash-free CTP printing plates for promotion to reduce the impact on the environment;
- 推動各子公司積極踐行環境保護、節能減排等綠色環保要求，藥品運輸包裝材料均為可循環使用材料；
- We promote our subsidiaries to actively fulfill the requirements of environmental protection, energy saving and emission reduction, and other green requirements, and the packaging materials used in the transportation of medicines are all recyclable materials;
- 我們按照國家標準《綠色製造製造企業綠色供應鏈管理逆向物流》的要求，對廢棄物、退貨、召回等物品進行處理和再利用，減少廢物產生和污染物排放，提高產品的可回收利用率和再生材料的使用比例。
- In accordance with national standards for the "Reverse Logistics for Green Supply Chain Management in Green Manufacturing Enterprises", we manage the handling and recycling of waste, returned goods, and recalled products to minimize waste generation and pollutant emissions, while increasing the recyclability of our products and the proportion of recycled materials used.

## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

### 廉潔採購

#### Integrity Procurement

- 我們與外部供應商簽署《廉潔協議》，與經銷商簽署《經銷商合規經營承諾書》，與內部採購人員簽署《合規承諾書》，並制定《運營採購中心人員廉潔自律管理規範》，明確本集團廉潔合規管理要求，規範各相關方的誠信自律行為，嚴禁在供應鏈環節發生任何形式的賄賂、以權謀私、不正當競爭等違規行為；
- We sign the "Integrity Agreement" with external suppliers, the "Letter of Commitment Relating to Distributors' Compliant Operation" with distributors, and the "Compliance Undertaking Letter" with internal procurement personnel. We also formulated the "Code of Conduct for Integrity and Self-discipline for Personnel of the Operations and Procurement Center", which clarifies requirements on integrity compliance management of the Group, regulate the integrity and self-discipline of relevant parties and strictly prohibit any form of bribery, abuse of power for personal gains and unfair competition in the supply chain;
- 我們通過開展供應鏈合規培訓、供應鏈合規審計等多種方式，保障採購流程的公開透明、公平公正，持續強化供應鏈廉潔管控力度。
- We ensure the transparency and fairness of procurement activities and continue to strengthen management of integrity in supply chain in various ways such as conducting supply chain compliance training and supply chain compliance audits.

我們重視與供應商、客戶等利益相關方進行溝通，確保各方對綠色環保採購的目標和要求有清晰的認識和共識，力求通過與各方建立穩定、深入的良好合作關係，共同打造可持續供應鏈。同時，我們通過會面訪談、線上溝通、行業展會等多種渠道，定期與供應商就生產工藝、技術難點、產品質量、產品定價等問題開展深入的溝通與交流，並積極學習供應商優秀的ESG管理實踐經驗，不斷強化本集團在環保材料選擇、節能設備選型、生產工藝優化等方面的管理，持續提升ESG管理水平。

We attach importance to communication with suppliers, ensuring that all parties have a clear understanding of and consensus on the objectives and requirements of green procurement, and aiming to build a stable and in-depth cooperative relationship with them to jointly create a sustainable supply chain. At the same time, we regularly initiate in-depth communication with suppliers on issues such as production processes, technical difficulties, product quality and product pricing in various manners including meetings, interviews, online communication, and technical seminars. We also proactively learn from the excellent ESG management experience of suppliers and continuously strengthen the Group's management in the selection of environmentally friendly materials and energy-saving equipment and optimization of production processes to continuously enhance ESG management.

### 積極參加行業展會

#### Engaging in the Technical Seminar

二零二四年十月，四環醫藥參加第91屆中國國際醫藥原料藥／中間體／包裝／設備交易會(API China)，圍繞原料藥供應、市場動態、供應穩定性等方面與供應商及參展企業展開深入溝通，更好地了解市場趨勢，為後續的集採招標採購做出合理決策，並全面展示本集團藥品全生命週期一站式服務及項目落產優勢及能力。

In October 2024, Sihuan Pharmaceutical participated in the 91st API China and engaged in in-depth discussions with suppliers and exhibitors on topics such as raw material supply, market trends, and supply chain stability, allowing us to gain a better understanding of market trends, enabling us to make informed decisions for subsequent centralized procurement and bidding processes. Additionally, Sihuan Pharmaceutical showcased its comprehensive one-stop services for the entire drug lifecycle, highlighting its strengths and capabilities in the implementation of project and production.



行業展會現場

Technical seminar on the spot

# 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

## 關懷社會－投身社會公益， 共築美好生活

公益伴隨著四環醫藥成長的每一個足跡。本集團始終堅持「創新服務人類健康」的企業使命，在不斷提升自身企業競爭力的同時，始終不忘投身公益、回饋社會。我們攜手公益夥伴，開展各項助教助農及推動行業發展的相關活動，以實際行動推動行業進步發展。同時，我們鼓勵員工參與社會公益活動，心系大眾健康，以四環醫藥自身的資源優勢，傳遞關愛與溫暖，共築美好生活。

### 1、 助力社會發展

在致力於通過創新產品服務病患、造福社會的同時，我們亦始終心系社會，秉持「合作與共享」的經營理念，以自身資源優勢，持續增進區域協作，推動地方經濟發展。我們將北京四環現有生產廠區向開放型園區轉型升級，並就相關事宜與通州區人民政府簽署《合作框架協議》，以「探索城市更新新路徑、高效利用存量產業空間、提高土地複合利用率」為工作原則助力產業提升。本年度，我們根據「生物醫藥健康產業園區」的最新產業定位，圍繞生命科學、合成生物、細胞治療、體育醫學等高端產業化項目，尋求各方資源，將部分區域用於開設檢驗檢疫醫學實驗室，並計劃引入中醫藥健康產業、細胞產業等，持續充實園區生物醫藥產業生態，並形成產業鏈聯動，攜手同行共創共贏，助力打造良好產業生態。

四環醫藥在紮實助力全面脫貧、奔小康的目標實現之際，亦持續投入落實鄉村振興戰略，鞏固脫貧攻堅成果。本集團在梅河口市政府的支持下，根據當地產業發展規劃，通過向梅河口市慈善總會定向捐款等方式，針對當地鄉村開展助農幫扶活動，助力當地鄉村因地制宜發展特色經濟，以支持梅河口市鄉村振興工作，全面推進鄉村振興戰略的實施。此外，我們深知教育水平的提升是鞏固脫貧攻堅成果的關鍵。本公司的子公司吉林四環與梅河口教育局、梅河口未來教育集團有限公司共同設立吉林省梅河口未來教育發展基金會，並捐款人民幣2,000萬元作為基金會原始基金，用於助力推動梅河口市教育事業人才培養、科學研究、校園基礎設施建設及社會志願服務，以持續支持梅河口教育事業的發展。

## CARING FOR THE SOCIETY – DEVOTING TO SOCIAL PUBLIC WELFARE FOR A HAPPY LIFE

Philanthropy has accompanied Sihuan Pharmaceutical at every step of its growth. The Group is committed to its corporate mission of "innovation for human health". While continuously enhancing our competitiveness, we remain dedicated to public welfare and giving back to society. We collaborate with philanthropic partners to implement various initiatives that support education and agriculture, as well as promote industry development, thereby facilitating the development of the industry with actions. Furthermore, we encourage our employees to participate in social welfare activities, prioritizing public health. Leveraging Sihuan Pharmaceutical's resource advantages, we aim to spread care and warmth, collectively building a better life for all.

### 1. Contributing to Social Development

While we are dedicated to serving patients through innovative products and benefiting the community, we remain committed to social responsibility, adhering to the operation principle of "cooperation and sharing." Leveraging our resource advantages, we have continuously enhanced regional collaboration and promoted local economic development. We are transforming our existing production facilities in Beijing Sihuan into an open industrial park and have signed a cooperation framework agreement with the Tongzhou District People's Government on relevant matters, guided by the principles of "exploring new ways for urban renewal, efficiently utilizing existing industrial space, and improving the land utilization rate" to support industrial enhancement. During the year, we focused on high-end industrial projects in life sciences, synthetic biology, cell therapy, and sports medicine in line with the latest positioning of the "Biopharmaceutical and Health Industry Park" by seeking various resources to establish medical test and quarantine laboratories in certain areas and plan to introduce traditional Chinese medicine and cell industry initiatives. We also aimed to continuously enrich the biopharmaceutical ecosystem of the park, create synergy in industrial chains, and foster win-win scenarios with joint efforts, contributing to the development of a robust industrial ecosystem.

As Sihuan Pharmaceutical endeavors to support the goals of poverty alleviation with an all-out effort and the pursuit of a well-to-do society, it also continues to devote to the implementation of the rural revitalization strategy to solidify its poverty alleviation achievements. With the support of the Meihekou government, we have initiated agricultural assistance activities in rural areas through targeted donations to the Meihekou Charity Federation, aligning our efforts with local industrial development plans. These efforts aimed to help local villages develop characteristic economies tailored to their conditions, thereby supporting Meihekou's rural revitalization and comprehensively promoting the implementation of the rural revitalization strategy. Additionally, we recognize that enhancing educational standards is crucial to sustaining the outcomes of poverty alleviation. Jilin Sihuan, a subsidiary of the Company, jointly initiated the establishment of the Jilin Meihekou Future Education Development Foundation with the Meihekou Education Bureau and Meihekou Future Education Group Co., Ltd., and donated RMB20 million as the original fund. The fund is used to facilitate the development of education in Meihekou in terms of talent training, scientific research, campus infrastructure construction and social volunteer service, supporting the education of Meihekou City constantly.

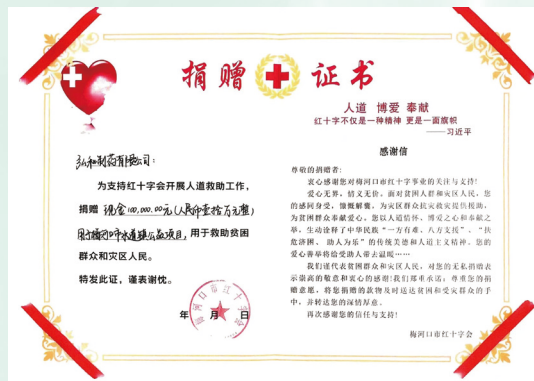


## 2、 投身社區公益

公益力量溫暖人心，共築美好未來。四環醫藥深知企業的發展與所處的社區緊密相連，提升企業的社區參與度對企業與社區共同發展、攜手共進至關重要。自二零一零年四環醫藥在梅河口市進行產業佈局以來，四環醫藥與梅城攜手共進，在良好的社區氛圍下取得長足發展。四環醫藥依託梅城快速發展的同時，亦不斷回饋社區、回報梅城，多次資助、支持梅河口抗洪救災、新農村建設、教育事業發展，為梅河口累計捐款人民幣3,000多萬元。同時，我們始終心系當地民生。本年度，本公司的子公司弘和製藥通過梅河口市紅十字會定向捐款等方式對水道鎮龍頭村開展幫扶工作，助力其修繕與重建因特大洪澇災害沖毀的橋樑、道路、房屋等，全力支持其災後重建工作。

## 2. Devoting to Communal Public Welfare

By delivering warmth with public welfare efforts, we can build a better future. Sihuan Pharmaceutical is well aware that the development of an enterprise is closely connected with the community in which it operates. Improving the enterprise's community participation is crucial for the common development and progress of the enterprise and the community. Since Sihuan Pharmaceutical launched its industrial layout for Meihekou in 2010, Sihuan Pharmaceutical and Meihekou have worked hand in hand and achieved considerable development in a good community atmosphere. While relying on the rapid development of Meihekou, Sihuan Pharmaceutical has also continuously given back to the community and Meihekou. It has repeatedly funded and supported flood fighting and disaster relief, new rural construction, and educational development in Meihekou, and has donated a total of more than RMB30 million to Meihekou. At the same time, we remain committed to the well-being of the local community. During the Year, Ambest Pharmaceutical, a subsidiary of the Company, provided assistance to Longtou Village in Shuidao Town through targeted donations to the Red Cross Society of Meihekou, in order to support the repair and reconstruction of bridges, roads, and houses damaged by severe flooding, thereby facilitating post-disaster recovery efforts.



捐贈證書  
Certificate of donation

## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

四環醫藥充分發揮自身醫藥企業的優勢，不斷用實際行動展現責任擔當，持續為社區健康提供有力支持。本年度，我們積極貫徹健康中國戰略，與潞河醫院黨支部深度合作，為群眾提供個性化、專業化診療建議。四環醫藥在此次活動中充分發揮組織協調作用，積極肩負起作為醫藥企業的責任，為活動的順利進行提供了全方位的支持與保障，全力促進醫療資源共享、推動社會服務發展，為公眾的健康保駕護航。

Sihuan Pharmaceutical fully utilized its advantages as a pharmaceutical enterprise, constantly demonstrated its responsibility with practical actions, and provided strong support for the health of the community continuously. During the Year, we strived to implement the healthy China action plan in close collaboration with the Party branch of Luhe Hospital, providing personalized and professional medical advice to the public. Sihuan Pharmaceutical played a key role in organizational coordination, fully embracing our responsibilities as a pharmaceutical company. We provided comprehensive support and assurance for the smooth execution of the activity, promoting the sharing of medical resources and advancing social service development, and safeguarding public health.



義診活動現場

Free medical services on the spot

## 信賴於心，共繪美好 Trusting with Heart and Creating a Better Future

此外，我們積極開展並號召員工參與各項公益活動，鼓勵員工在更廣泛的領域，以更豐富的內容積極回饋社會。本年度，我們鼓勵號召員工參與慰問烈士遺屬活動，號召其學習英模先進的精神，並號召員工參與社會服務，解決民生實事問題，與員工攜手為當地社區的美好發展貢獻力量。

In addition, we actively participate in various charitable activities with our employees, encouraging them to actively contribute to the society in a wider range of areas and with richer contents. During the Year, we encouraged and called upon our employees to participate in activities that honor and support the families of martyrs, inspiring them to learn from the exemplary spirit of these role models. Additionally, we urged our employees to engage in community service initiatives aimed at addressing practical issues which affect people's livelihoods, so as to contribute to the development of the local community with our employees.

### 服務進社區，為民解難題

#### Providing Services to the Community and Addressing Public Challenges

二零二四年，吉林四長組織走訪梅河口市前途社區，了解民情民意，在得知社區工作區域、樓梯、活動室等設施出現照明等設備老舊損壞的情況後，積極協調維修工人及時上門摸排故障，更換修繕損壞的照明設備，消除安全隱患，為社區提供明亮舒適的工作環境。

In 2024, Jilin Sichang organised a visit to the Qiantou Community in Meihekou City to understand local conditions and public sentiments. Upon learning about the outdated and damaged lighting and equipment in communal areas such as workspaces, staircases, and activity rooms, they proactively coordinated with repair workers to promptly assess and address the faults by replacing and repairing the damaged lighting fixtures, thereby eliminating safety hazards and providing the community with a bright and comfortable working environment.



社區維修工程現場  
Community repair project site

展望未來，我們將不斷創新公益模式，始終秉承「創新服務於人類健康」的企業使命，將社區公益融入企業發展的每個足跡，整合四環醫藥自身的優勢資源，踐行作為醫藥企業的責任擔當，在助力中國醫藥衛生事業蓬勃發展的同時，為社會創造更多的福祉。

Looking ahead, we will continue to create new models for public welfare, always adhere to the corporate mission of "innovation for human health", integrate public welfare into each stage of corporate development, consolidate advantageous resources of Sihuan Pharmaceutical, and fulfill our responsibilities as a pharmaceutical company. While helping China's medical and health industry flourish, we will also create more benefits to the community.



# 附錄I：二零二四年ESG關鍵績效數據表 Appendix I: Table of 2024 ESG Key Performance Data

環境範疇 <sup>2</sup>		Environmental area <sup>2</sup>		
關鍵績效指標		單位	二零二四年	二零二三年
Key Performance Indicators (KPIs)		Unit	2024	2023
A1.1 排放物	廢氣排放總量	萬標立方米	29,958.55	35,999.14
	Total exhaust gas emissions	10,000 standard cubic meters		
	二氧化硫排放量	噸	17.90	7.27
	Sulfur dioxide emissions	Tonnes		
	氮氧化物排放量	噸	21.88	30.03
	Nitrogen oxides emissions	Tonnes		
	顆粒物排放量	噸	5.00	4.01
	Particulate matter emissions	Tonnes		
	廢水排放總量	噸	550,653.20	497,717.60
	Total wastewater discharge	Tonnes		
	總化學需氧量	噸	30.33	24.63
	Total chemical oxygen demand	Tonnes		
	氨氮排放量	噸	1.76	1.90
	Ammonia-nitrogen discharge	Tonnes		
A1.2 溫室氣體排放 <sup>3</sup>	溫室氣體排放量（範圍一）	噸二氧化碳當量	34,399.32	45,601.81
	Greenhouse gas emissions (Scope 1)	Tonnes of CO <sub>2</sub> equivalent		
	溫室氣體排放量（範圍二）	噸二氧化碳當量	49,892.33	58,465.86
	Greenhouse gas emissions (Scope 2)	Tonnes of CO <sub>2</sub> equivalent		
	溫室氣體總排放量	噸二氧化碳當量	84,291.65	104,067.67
	Total greenhouse gas emissions	Tonnes of CO <sub>2</sub> equivalent		
	溫室氣體排放強度	噸二氧化碳當量／收益人民幣千元	0.04	0.06
A1.2 Greenhouse gas emissions <sup>3</sup>	Greenhouse gas emission intensity	Tonnes of CO <sub>2</sub> equivalent/thousand RMB revenue		

<sup>2</sup> 環境數據統計範圍：由二零二四年一月一日至二零二四年十二月三十一日所收集的環境數據已包含於本報告內，範圍覆蓋本集團總部、附屬11個生產公司、3家研發公司、3個營銷公司的辦公及生產區域。

<sup>2</sup> Scope of environmental data collection: the environmental data collected from 1 January 2024 to 31 December 2024 have been included in the Report, covering the administrative and production areas of the Group’s headquarters, 11 affiliated production enterprises, 3 R&D companies, and 3 marketing companies.

<sup>3</sup> 溫室氣體排放量（範圍一）主要來自固定設備、車輛以及員工食堂的一次能源消耗，溫室氣體排放量（範圍二）產生於外購電力與熱力消耗，數據來源為相關費用的繳費單以及行政統計台賬。電力的溫室氣體排放係數參考國家氣候戰略中心發佈的《2023年減排項目中國區域電網基準線排放因子》，煤的排放係數參考《IPCC 國家溫室氣體清單指南》；外購熱力排放係數參考《WRI能源消耗引起的溫室氣體排放計算工具指南V2.1》，其他能源排放係數參考香港聯交所《環境關鍵績效指標匯報指引》。

<sup>3</sup> The greenhouse gas emissions (Scope 1) come mainly from primary energy consumption of fixed equipment, vehicles and staff canteen, while the greenhouse gas emissions (Scope 2) mainly originate from consumption of purchased electricity and heat and steam. The above data is sourced from relevant fee bills and administrative ledgers. The greenhouse gas emission factors of electricity are subject to the “2023 Baseline Emission Factors for Regional Power Grids in China” report issued by the National Center for Climate Change Strategy and International Cooperation; the greenhouse gas emission factors of coal refer to the “National Greenhouse Gas Inventory by IPCC”; the greenhouse gas emission factors of outsourced heating power are based on the “GHG Protocol Tool for Energy Consumption by WRI (version 2.1)”; other greenhouse gas emission factors refer to the “Reporting Guidance on Environmental KPIs” released by the Hong Kong Stock Exchange.

## 附錄I：二零二四年ESG關鍵績效數據表

### Appendix I: Table of 2024 ESG Key Performance Data

關鍵績效指標 Key Performance Indicators (KPIs)		單位 Unit	二零二四年 2024	二零二三年 2023
<b>A1.3 有害廢棄物</b> <b>A1.3 Hazardous waste</b>	有害廢棄物總量	噸	<b>668.86</b>	467.38
	Total hazardous waste	Tonnes		
	有害廢棄物密度	千克／收益人民幣千元	<b>0.35</b>	0.25
	Intensity of hazardous waste	Kg/thousand RMB revenue		
<b>A1.4 無害廢棄物</b> <b>A1.4 Non-hazardous waste</b>	生活垃圾	噸	<b>211.02</b>	200.29
	Domestic waste	Tonnes		
	一般工業固體廢棄物	噸	<b>4,102.83</b>	4,246.34
	General industrial solid waste	Tonnes		
	無害廢棄物總量	噸	<b>4,313.85</b>	4,446.63
	Total non-hazardous waste	Tonnes		
	無害廢棄物密度	千克／收益人民幣千元	<b>2.27</b>	2.39
	Intensity of non-hazardous waste	Kg/thousand RMB revenue		
<b>A2.1 資源能源使用<sup>4</sup></b> <b>A2.1 Resource and energy consumption<sup>4</sup></b>	總能耗量	千瓦時	<b>165,025,080.97</b>	203,676,957.43
	Total energy consumption	kWh		
	直接能耗量	千瓦時	<b>112,667,730.95</b>	128,512,907.79
	Direct energy consumption	kWh		
	間接能耗量	千瓦時	<b>52,357,350.02</b>	75,164,049.64
	Indirect energy consumption	kWh		
	能耗強度	千瓦時／收益人民幣千元	<b>86.80</b>	109.47
	Energy consumption intensity	kWh/thousand RMB revenue		
	總用电量	千瓦時	<b>46,525,725.36</b>	56,157,069.71
	Total electricity consumption	kWh		
	外購熱力	千瓦時	<b>5,831,624.67</b>	19,006,979.93
	Purchased heat	kWh		
	汽油使用量	升	<b>71,428.42</b>	90,119.23
	Gasoline consumption	Liter		
	柴油使用量	升	<b>9,287.34</b>	13,583.06
	Diesel consumption	Liter		
	液化石油氣使用量	千克	<b>9,694.00</b>	10,348.50
	Liquefied petroleum gas consumption	Kg		
	管道天然氣使用量	立方米	<b>5,434,790.45</b>	6,584,176.86
	Pipeline natural gas consumption	Cubic meter		
	煤使用量	噸	<b>10,860.00</b>	11,778.00
	Coal consumption	Tonnes		

<sup>4</sup> 二零二四年，本集團消耗的能源類型包括固定設備燃料耗用、公務車輛燃油、員工食堂燃料、外購電力、外購熱力與供暖蒸汽，以上數據來源為相關費用的繳費單已經行政統計台賬；能耗係數參考國際能源署提供的轉換因子以及國家《GB/T 2589-2020綜合能耗計算通則》。

<sup>4</sup> In 2024, energy consumed by the Group include fuel consumed by fixed equipment, official vehicles and staff canteen, and purchased electricity, heat and heating steam. The above data comes from relevant fee bills and administrative ledgers; the energy consumption coefficients are subject to conversion factors provided by the International Energy Agency and the "General Principles for Calculation of Total Production Energy Consumption (GB/T 2589-2020)".

# 附錄I：二零二四年ESG關鍵績效數據表 Appendix I: Table of 2024 ESG Key Performance Data

關鍵績效指標		單位	二零二四年	二零二三年
Key Performance Indicators (KPIs)		Unit	2024	2023
A2.2 用水量 <sup>5</sup>	用水量	立方米	663,464.09	762,227.91
A2.2 Water consumption <sup>5</sup>	Water consumption	Cubic meter		
	用水強度	立方米／收益人民幣千元	0.35	0.41
	Water consumption intensity	Cubic meter/thousand RMB revenue		
A2.5 包裝材料	包裝材料	噸	2,988.21	3,759.80
A2.5 Packaging materials	Packaging materials	Tonnes		
	包裝材料強度	千克／收益人民幣千元	1.57	2.02
	Packaging material consumption intensity	Kg/thousand RMB revenue		

## 社會範疇

## Social area

### B1.1 按性別、僱傭類型、年齡組別及地區劃分的僱員比例

### B1.1 Employee proportion by gender, employment type, age group and geographical region

		二零二四年	二零二三年
		2024	2023
按性別	男	43.23%	42.76%
	By gender		
	女	56.77%	57.24%
	Female		
按年齡	30 歲或以下	15.67%	17.79%
	By age group		
	30 years old or below		
	31–50 歲	76.60%	75.07%
	31–50 years old		
	50 歲以上	7.73%	7.14%
	Over 50 years old		
按職級	總監及以上	5.40%	4.18%
	By grade		
	Director and above		
	經理主管	15.93%	15.98%
	Manager and head		
	普通員工	78.67%	79.84%
	General staff		
按僱傭類型	全職	97.71%	98.64%
	By employment type		
	Full-time employee		
	兼職	0.19%	0.03%
	Part-time employee		
	實習	0.64%	0.35%
	Intern		
	派遣	1.46%	0.97%
	Dispatched employee		

5

本集團用水主要為市政管網供水，以上數據來源為水費繳費單、財務報銷記錄以及行政台賬記錄。

5

The Group mainly uses municipal tap water and the above data is collected from water bills, financial reimbursement records and administrative ledgers.



## 附錄I：二零二四年 ESG 關鍵績效數據表 Appendix I: Table of 2024 ESG Key Performance Data

		二零二四年 2024	二零二三年 2023
按地區	中國	99.81%	99.90%
By geographical region	China		
	海外地區	0.19%	0.10%
	Overseas region		
按學歷	博士	0.82%	0.87%
By educational qualification	Doctor		
	碩士	6.94%	8.84%
	Master		
	本科	38.92%	37.40%
	Bachelor		
	大專及以下	53.32%	52.89%
	Academy and below		
員工總人數		2,667	2,872
Total workforce			

### B1.2 按性別、年齡組別及地區劃分的 僱員流失比率<sup>6</sup>

### B1.2 Employee turnover rate by gender, age group and geographical region<sup>6</sup>

		二零二四年 2024	二零二三年 2023
按性別	男	19.71%	24.71%
By gender	Male		
	女	18.34%	23.29%
	Female		
按年齡	30歲或以下	30.10%	37.76%
By age group	30 years old or below		
	31–50歲	15.89%	20.06%
	31–50 years old		
	50歲以上	21.67%	19.92%
	Over 50 years old		
按地區	中國	18.92%	23.90%
By geographical region	China		
	海外地區	28.57%	25.00%
	Overseas region		

<sup>6</sup> 僱員流失比率計算公式為：該類別僱員的離職人數／（期末該類別僱員人數+該類別僱員的離職人數）。

<sup>6</sup> The calculation formula of employee turnover rate: the number of resigning employees of the category/(the number of employees of such category at the end of the period + the number of resigning employees of such category).

# 附錄I：二零二四年ESG關鍵績效數據表 Appendix I: Table of 2024 ESG Key Performance Data

## B2 健康與安全<sup>7</sup>

## B2 Health and safety<sup>7</sup>

		二零二四年 2024	二零二三年 2023
因工死亡的人數	Work-related fatalities	—	—
因工傷損失的工作日數 <sup>8</sup>	Lost days due to work injury <sup>8</sup>	417	—
安全生產事故數	Production safety accidents	—	—
年度普通健康體檢人數	Annual regular medical checkups	1,595	1,788
年度職業健康體檢人數	Annual occupational health checkups	869	979

## B3 按性別及僱員類別劃分的受訓僱員百分比及受訓平均時數<sup>9</sup>

## B3 The percentage of employees trained and average training hours by gender and employee category<sup>9</sup>

		二零二四年 2024		二零二三年 2023	
		受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee	受訓僱員百分比 Percentage of employees trained	人均受訓時數 Average training hours per employee
按性別 By gender	男 Male	98.38%	31.99	97.14%	28.20
	女 Female	99.46%	38.47	98.99%	28.97
按職級 By grade	總監及以上 Director and above	96.84%	20.29	80.87%	19.47
	經理主管 Manager and head	98.61%	24.86	96.44%	23.47
	普通員工 General staff	99.17%	38.92	99.61%	30.34

<sup>7</sup>

二零二二年未發生因工亡故事件。

<sup>7</sup>

There was no work-related fatality in 2022.

<sup>8</sup>

相較二零二三年，本年度的工傷主要是來源於員工上下班途中不可控的意外突發情況與廠區內的意外跌倒事件。對於工傷事件，本集團高度重視，妥善處理工傷認定、鑒證，確保員工得到充分的休息，恢復身體健康。

<sup>8</sup>

Compared to 2023, work injuries primarily arose from uncontrollable accidents during employees' commutes and incidents of slips and falls within the factory for the Year. The Group places great importance on work injuries by handling injury assessments and verifications in a proper manner to ensure that employees have sufficient rest and recover their health.

<sup>9</sup>

按性別劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓；按職級劃分的受訓僱員百分比及受訓平均時數統計範圍為線下培訓以及線上培訓。

<sup>9</sup>

The scope of statistics of the percentage of employees trained and average training hours by gender is offline training. The scope of statistics of the percentage of employees trained and average training hours by grade covers both online and offline training.

## 附錄I：二零二四年ESG關鍵績效數據表 Appendix I: Table of 2024 ESG Key Performance Data

### B5.1 按地區劃分的供應商數量

### B5.1 Number of suppliers by geographical region

		二零二四年 2024	二零二三年 2023
按地區	海外地區	5	7
By geographical region	Overseas		
	東北	754	696
	Northeast China		
	華北	543	541
	North China		
	華東	768	671
	East China		
	華南	158	117
	South China		
	華中	85	79
	Central China		
	西南	49	39
	Southwest China		
	西北	18	13
	Northwest China		

### 其他供應商指標

### Other supplier indicators

		二零二四年 2024	二零二三年 2023
簽訂《廉潔協議書》供應商數量	Number of suppliers who signed the "Integrity Agreement"	1,847	1,744



## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
A1 一般披露	有關廢氣排放、向水及土地的排污、有害及無害廢棄物的產生等的政策及遵守發行人有重大影響的相關法律及規例的資料。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
A1 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A1.1	排放物種類及相關排放數據。 The types of emissions and respective missions data.	已披露 Disclosed	附錄I Appendix I
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）。 Total hazardous waste produced in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
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）。 Total non-hazardous waste produced in tonnes and, where appropriate, intensity (e.g. per unit of production volume, per facility).	已披露 Disclosed	附錄I Appendix I
A1.5	描述所訂立的排放量目標及為達到這些目標所採取的步驟。 Description of emission targets set and the steps taken to achieve them.	已披露 Disclosed	綠色責任—牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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。 Description of how hazardous and non-hazardous wastes are handled, the waste reduction targets set and the steps taken to achieve these targets.	已披露 Disclosed	綠色責任—牢記安全使命，踐行綠色承諾 Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments

## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
A2 一般披露	有效使用資源(包括能源、水及其他原材料)的政策。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
A2 General Disclosure	Policies on the effective use of resources, including energy, water and other raw materials.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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)。	已披露	附錄I
	Direct and/or indirect energy (e.g. electricity, gas and oil) consumption in total in thousand kWh and intensity (e.g. per unit of production volume, per facility) by type.	Disclosed	Appendix I
A2.2	總耗水量及密度(如以每產量單位、每項設施計算)。	已披露	附錄I
	Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Disclosed	Appendix I
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。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
	Description of energy efficiency targets set and the steps taken to achieve them.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A2.4	描述求取適用水源可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and the steps taken to achieve them.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
A2.5	製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位估量。	已披露	附錄I
	Total packaging material used for finished products in tons and, if applicable, with reference to per unit produced.	Disclosed	Appendix I
A3 一般披露	減低發行人對環境及天然資源造成重大影響的政策。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
A3 General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments
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。	已披露	綠色責任—牢記安全使命，踐行綠色承諾
	Description of the significant impacts of activities on the significant environment and natural resources and the actions taken to manage them.	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments

## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
B1 一般披露	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政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	聚焦人才—激發人才活力，共享發展成果
B1 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
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。 Total workforce by gender, employment type (full-time or part-time), age group and geographical region.	已披露 Disclosed	附錄I Appendix I
B1.2	按性別、年齡組別及地區劃分的僱員流失比率。 Employee turnover rate by gender, age group and geographical region.	已披露 Disclosed	附錄I Appendix I



## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
B2 一般披露	有關提供安全工作環境以及保障僱員避免職業性危害的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	聚焦人才—激發人才活力，共享發展成果
B2 General Disclosure	Information on the policies and 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.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B2.1	過去三年（包括匯報年度）因工亡故的人數及比率。	已披露	綠色責任—牢記安全使命，踐行綠色承諾；附錄I
	Number and rate of work-related fatalities in the past three years (including the reporting year).	Disclosed	Green Responsibility – Keeping the Safety Mission in Mind and Fulfilling Green Commitments; Appendix I
B2.2	因工傷損失工作日數。	已披露	附錄I
	Lost days due to work injury.	Disclosed	Appendix I
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。	已披露	聚焦人才—激發人才活力，共享發展成果
	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B3 一般披露	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。	已披露	聚焦人才—激發人才活力，共享發展成果
B3 General Disclosure	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
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。	已披露	聚焦人才—激發人才活力，共享發展成果；附錄I
	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results; Appendix I
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。	已披露	聚焦人才—激發人才活力，共享發展成果；附錄I
	The average training hours completed per employee by gender and employee category.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results; Appendix I

## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
B4 一般披露	有關防止童工或強制勞工的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	聚焦人才—激發人才活力，共享發展成果
B4 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B4.1	描述檢討招聘慣例的措施以避免童工及強制勞工。	已披露	聚焦人才—激發人才活力，共享發展成果
	Description of measures to review employment practices to avoid child labour and forced labour.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B4.2	描述在發現違規情況時消除有關情況所採取的步驟。	已披露	聚焦人才—激發人才活力，共享發展成果
	Description of steps taken to eliminate such practices when violations are discovered.	Disclosed	Empowering Talents – Stimulating the Vitality of Talents and Sharing the Development Results
B5 一般披露	管理供應鏈的環境及社會風險政策。	已披露	並進共贏—攜手責任並進，共創行業繁榮
B5 General Disclosure	Policies on managing environmental and social risks of the supply chain.	Disclosed	Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry
B5.1	按地區劃分的供應商數目。	已披露	附錄I
	Number of suppliers by geographical region.	Disclosed	Appendix I
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、以及有關慣例的執行及監察方法。	已披露	並進共贏—攜手責任並進，共創行業繁榮
	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Disclosed	Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry
B5.3	描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	已披露	並進共贏—攜手責任並進，共創行業繁榮
	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Disclosed	Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry
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，以及相關執行及監察的方法。	已披露	並進共贏—攜手責任並進，共創行業繁榮
	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Disclosed	Progressing Together and Achieving Win-win Results – Working Together with Responsibility to Create Prosperity for the Industry

## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

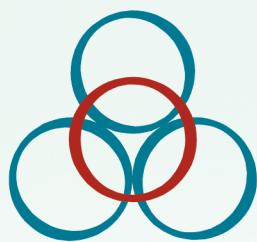
	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
B6 一般披露	有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	健康責任－堅守品質保障，引領健康未來
B6 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Disclosed	Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future
B6.1	已售或已運送產品總數中因安全健康理由而須回收的百分比。	已披露	健康責任－堅守品質保障，引領健康未來
	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Disclosed	Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future
B6.2	接獲關於產品及服務的投訴數目以及應對方法。	已披露	健康責任－堅守品質保障，引領健康未來
	Number of product and service related complaints received and how they are dealt with.	Disclosed	Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future
B6.3	描述與維護及保障知識產權有關的慣例。	已披露	健康責任－堅守品質保障，引領健康未來
	Description of practices relating to observing and protecting intellectual property rights.	Disclosed	Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future
B6.4	描述質量檢定過程及產品回收程序。	已披露	健康責任－堅守品質保障，引領健康未來
	Description of quality assurance process and recall procedures.	Disclosed	Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future
B6.5	描述消費者數據保障及私隱政策，以及相關執行及監察方法。	已披露	健康責任－堅守品質保障，引領健康未來
	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Disclosed	Health Responsibility – Adhering to Quality Assurance to Lead a Healthy Future



## 附錄II：《環境、社會及管治報告守則》內容索引

### Appendix II: Content Index of Environmental, Social and Governance Reporting Code

	ESG 指標 ESG KPIs	披露情況 Disclosure	對應章節 Corresponding Chapter
B7 一般披露	有關防止賄賂、勒索、欺詐及洗黑錢的政策及遵守對發行人有重大影響的相關法律及規例的資料。	已披露	治理責任－夯實責任根基，傳播清風正氣
B7 General Disclosure	Information on policies and compliance with relevant laws and regulations that have a significant impact on the issuer, relating to the prevention of bribery, extortion, fraud and money laundering.	Disclosed	Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity
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。 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.	已披露 Disclosed	治理責任－夯實責任根基，傳播清風正氣 Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity
B7.2	描述防範措施及舉報程序，以及相關執行及監察方法。 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	已披露 Disclosed	治理責任－夯實責任根基，傳播清風正氣 Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity
B7.3	描述向董事及員工提供的反貪污培訓。 Description of anti-corruption training provided to directors and employees.	已披露 Disclosed	治理責任－夯實責任根基，傳播清風正氣 Governance Responsibility – Laying a Solid Foundation for Responsibility and Fostering a Culture of Integrity
B8 一般披露	有關以社區參與來了解營運所在社區需要和確保其業務活動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 the communities' interests.	已披露 Disclosed	關懷社會－投身社會公益，共築美好生活 Caring for the Society – Devoting to Social Public Welfare for a Happy Life
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）。 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	已披露 Disclosed	關懷社會－投身社會公益，共築美好生活 Caring for the Society – Devoting to Social Public Welfare for a Happy Life
B8.2	在專注範疇所動用資源（如金錢或時間）。 Resources contributed (e.g. money or time) to the focus areas.	已披露 Disclosed	關懷社會－投身社會公益，共築美好生活 Caring for the Society – Devoting to Social Public Welfare for a Happy Life



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